



JOHN M. BUTLER

SENIOR VICE PRESIDENT,
HUMAN RESOURCES AND
SHARED SERVICES

John M. Butler is senior vice president of human resources and shared services for CMS Energy and its principal subsidiary, Consumers Energy. He was elected to this position in 2006.

Butler is responsible for overseeing CMS Energy's human resources strategy and the key human resources activities for the company, including employee benefits, compensation, organization and work force development, diversity, equal employment opportunity, safety and health, business operations, work force relations, labor relations and all human resources services for more than 7,700 CMS Energy and Consumers Energy employees. His responsibilities for shared services include managing supply chain, purchasing, information technology, real estate, fleet services, security, asset protection, aviation services and corporate travel.

Before joining CMS Energy, Butler was the global human resources director for manufacturing and engineering at The Dow Chemical Co. in Midland, Mich. In these positions, Butler is credited with effectively linking human resources plans to business strategy. He held a series of increasingly responsible management positions with both domestic and global responsibility in the United States and Europe during his 15-year tenure with Dow.

Butler earned a master's degree in business administration in 1991 from Indiana University, with a focus on human resources and finance. Prior to graduate school, he had a successful sales career in the transportation industry, working for Emery Worldwide. Butler earned a bachelor's degree in business in 1986 from the University of Tennessee, with a major in marketing and logistics.

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