



DTE Energy Company



DTE NYSE

Utilities - Electric

Market Capitalization USD:

\$8,302.60 mm

CONCERN LEVEL: LOW

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration. 
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

CEO: Gerard M. Anderson

Age: 53

CEO Since: 2010

	2009	2010	2011
Base Salary	\$1,200,000	\$1,219,692	\$1,099,615
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$2,275,000	\$1,870,000	\$1,621,000
Benefits and Perquisites	\$138,160	\$135,446	\$116,590
TOTAL ANNUAL COMPENSATION	\$3,613,160	\$3,225,138	\$2,837,205
Increase in Post-Retirement Benefits	\$1,663,241	\$716,856	\$1,272,574
Stock Option Awards	\$749,700	\$843,000	\$0
Stock Awards	\$3,185,000	\$3,691,800	\$3,279,500
TOTAL COMPENSATION	\$9,211,101	\$8,476,794	\$7,389,279
Median of Other Named Executive Officers Total Compensation	\$2,947,922	\$3,205,299	\$3,277,645
Value Realized on Exercise of Stock Option	\$72,660	\$2,041,998	\$229,296
Value Realized on Vesting of Stock	\$1,757,531	\$4,050,594	\$2,332,474
TOTAL REALIZED EQUITY COMPENSATION	\$1,830,191	\$6,092,592	\$2,561,770

Proxy Date: 15 Mar 2012

Annual Meeting Date: 3 May 2012

Equity Reserves: 4.26%

Stock Option Run Rate: 0.00%

DTE Energy Company

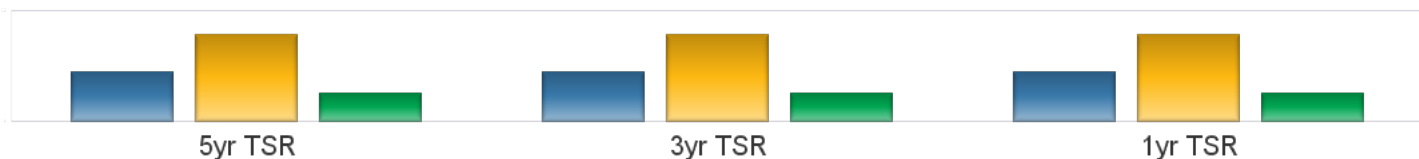
DTE NYSE

Utilities - Electric

Market Capitalization USD: **\$8,302.60 mm**

Performance Comparison

■ vs S&P500 ■ vs Industry ■ DTE



Peer Comparisons (TRBC) =Utilities - Electric

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
DTE	DTE Energy Company	\$9,211,101	\$8,476,794	\$7,389,279	\$8,302,597,351
NEE	NextEra Energy, Inc.	\$14,756,417	\$13,560,217		\$22,794,331,437
FE	FirstEnergy Corp.	\$12,441,091	\$11,627,657		\$18,782,100,185
AEP	American Electric Power Company, Inc.	\$7,539,278	\$9,026,114	\$9,186,906	\$18,336,050,978
PEG	Public Service Enterprise Group Incorporated	\$8,715,970	\$9,233,814	\$4,377,156	\$16,883,624,713
PPL	PPL Corporation	\$11,790,427	\$12,271,508		\$16,488,963,937
PGN	Progress Energy, Inc.	\$6,454,010	\$6,227,487		\$15,236,819,422

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Ameren Corporation, Cummins Inc., American Electric Power Company, Inc., Eaton Corporation, CenterPoint Energy, Inc., Johnson Controls, Inc., CMS Energy Corporation, Kellogg Company, Constellation Energy Group, Inc., Masco Corporation, Dominion Resources, Inc., Owens Corning, Duke Energy Corporation, PPG Industries, Inc., Edison International, The Sherwin-Williams Company, Energy Future Holdings Corp., TRW Automotive Inc., Entergy Corporation, Whirlpool Corporation, FirstEnergy Corp., NiSource Inc., PG&E Corporation, PPL Corporation, Progress Energy, Inc., Public Service Enterprise Group Incorporated, SCANA Corporation, Sempra Energy, The Southern Company, Xcel Energy, Inc.

Performance Peer Group

Alliant Energy Corporation, NSTAR, American Electric Power Company, Inc., PG&E Corporation, CenterPoint Energy, Inc., Pinnacle West Capital Corporation, CMS Energy Corporation, Progress Energy, Inc., Consolidated Edison, Inc., SCANA Corporation, DPL, Inc., TECO Energy, Inc., Great Plains Energy Inc., The Southern Company, Integrys Energy Group, Inc., Vectren Corporation, NiSource Inc., Westar Energy, Inc., Northeast Utilities, Wisconsin Energy Corporation, NV Energy, Inc., Xcel Energy Inc.

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Eugene A. Miller	Chairman	75	Male	23	Outside Related
Frank M. Hennessev	Member	73	Male	11	Outside Related
Lillian Bauder	Member	72	Female	26	Outside Related
Ruth G. Shaw	Member	64	Female	4	Outside