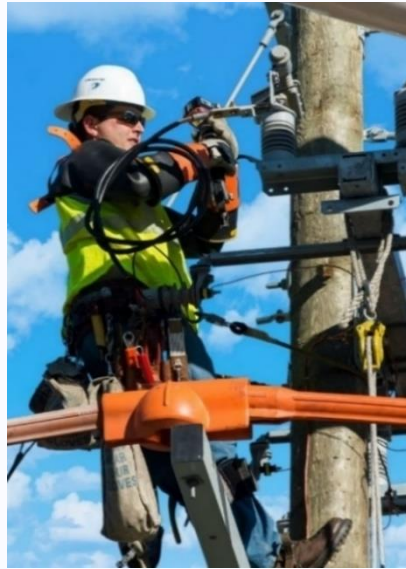


2023 Koop Award Winner

Karen Personett

1.16.24

About DTE Energy



Detroit based energy company

- Utility and Non-Utility
- 100+ locations in 17 states
- 10,000+ employees
- 14 unions
- 73% male
- 46 average age

Our why

The How



The Why

“Developing a culture of wellbeing is clearly connected to our overall business goals and is *the right thing to do.*”

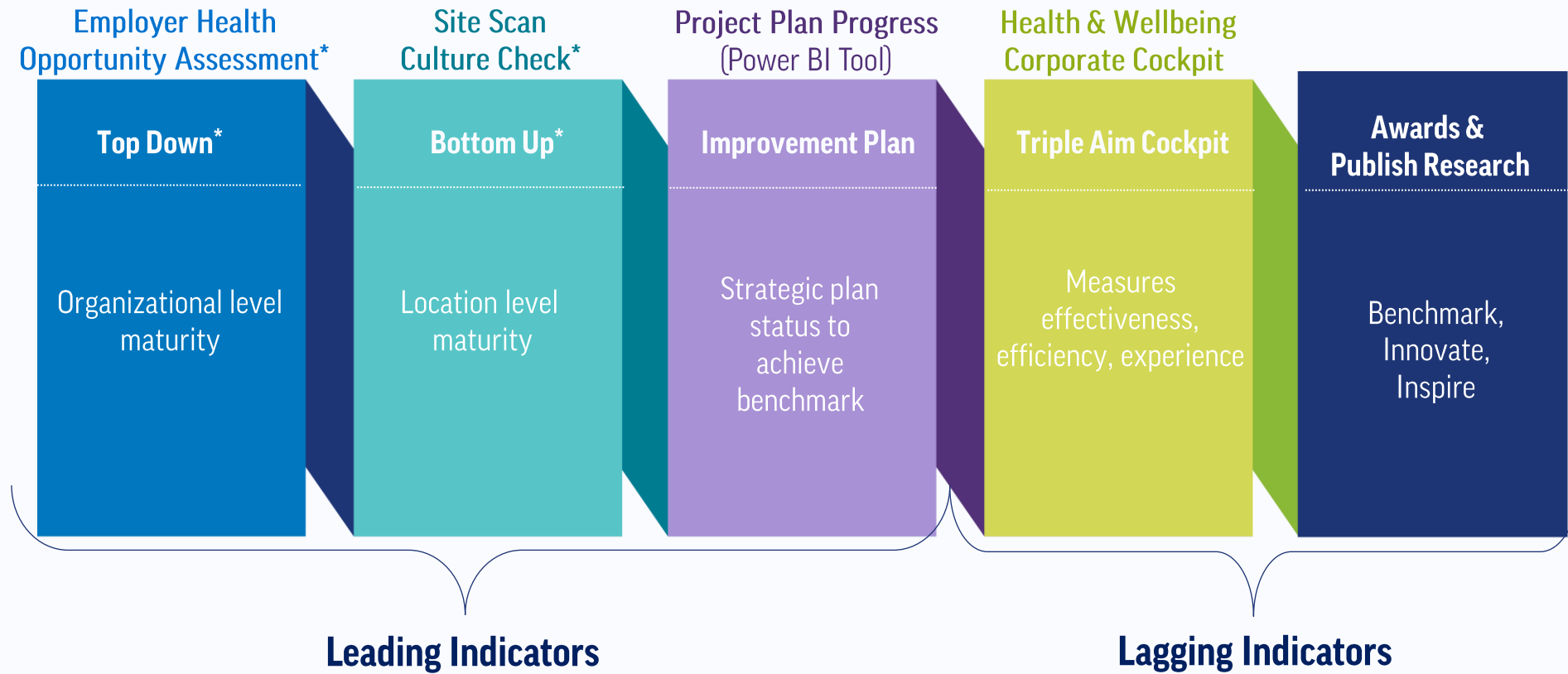
The Result



“Your health is what I worry about the most, because without you we are nothing.”

- Jerry Norcia, DTE Chairman and CEO

Business rigor



Disciplined execution driving results



11 areas of focus to pursue culture of health and wellbeing

- 1 Integrate health into existing DTE culture
- 2 Wellbeing Executive Committee and Executive Champion
- 3 Enhance environment best-in-class nutrition
- 4 Population health
- 5 Market vitality
- 6 Data integration and analytics
- 7 Consumer training and advocacy
- 8 Evidence-based benefit design
- 9 Expand on-site services
- 10 Strategic partnerships and integrations
- 11 Direct provider relationship

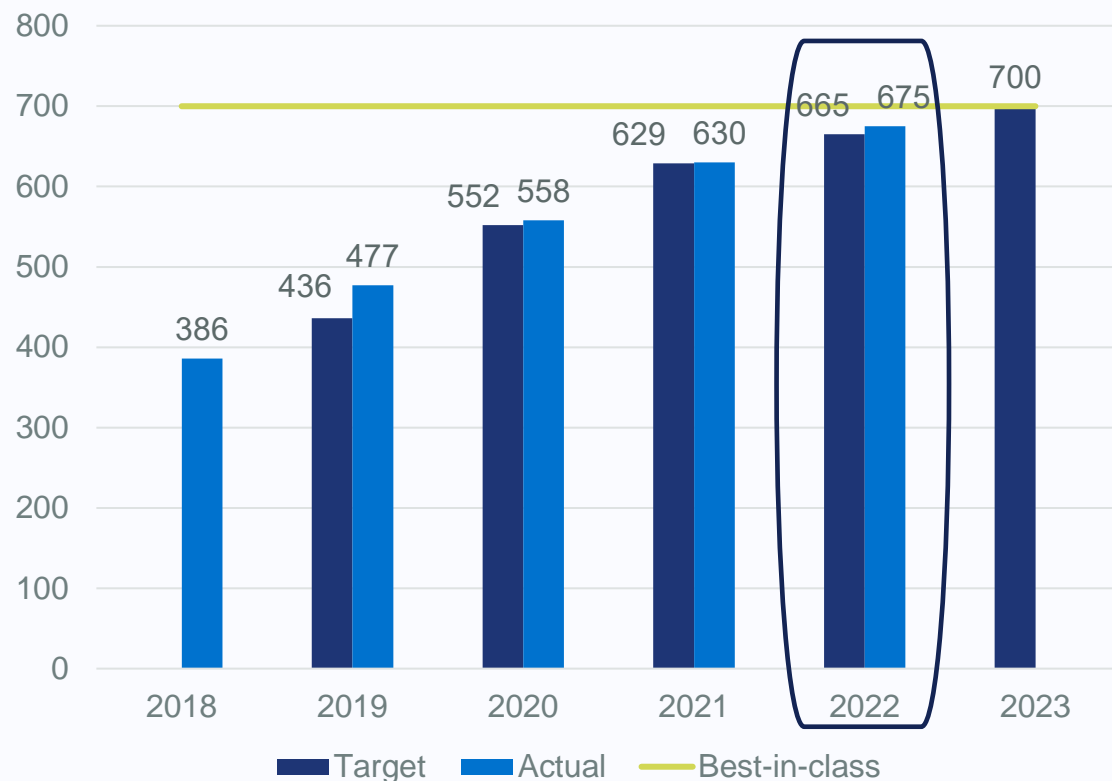


Planned work



Top down progress to best-in-class

TOP DOWN: Employer Health Opportunity Assessment



Year-Over-Year Changes by Best Practice					
Best Practices	Base Year 2018	Actual 2019	Actual 2020	Actual 2021	Actual 2022
Leadership Support & Management Alignment					
Wellbeing Strategic Plan					
Health Supportive Environment					
Wellbeing On-site Activities					
Health & Wellness Across Continuum					
Data Driven Approach					
Marketing & Communication					
Incentives & Benefit Design					
Engagement & Navigation					
Vendor Management - Strategic Partnerships					
Annual EHOA Score:	386	477	558	630	675

Best-in-class intensity

More than average

Average intensity

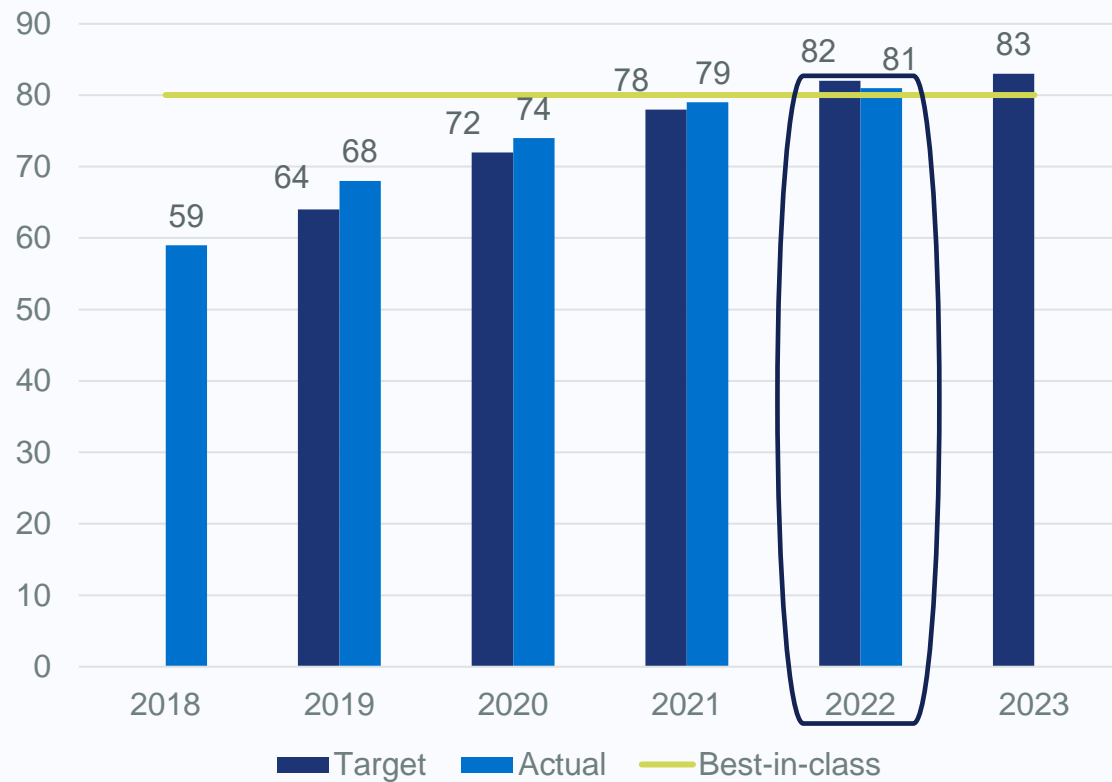
Less than average intensity

None

Targets	552	629	665
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Bottom up progress to best-in-class

BOTTOM UP: Site Scan Culture Check



Location	Baseline Site Scan Score	2020 Site Scan Score	2021 Site Scan Score	2022 Site Scan Score
Overall	68	74	79	81
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				
21				

Tracking progress monthly to target

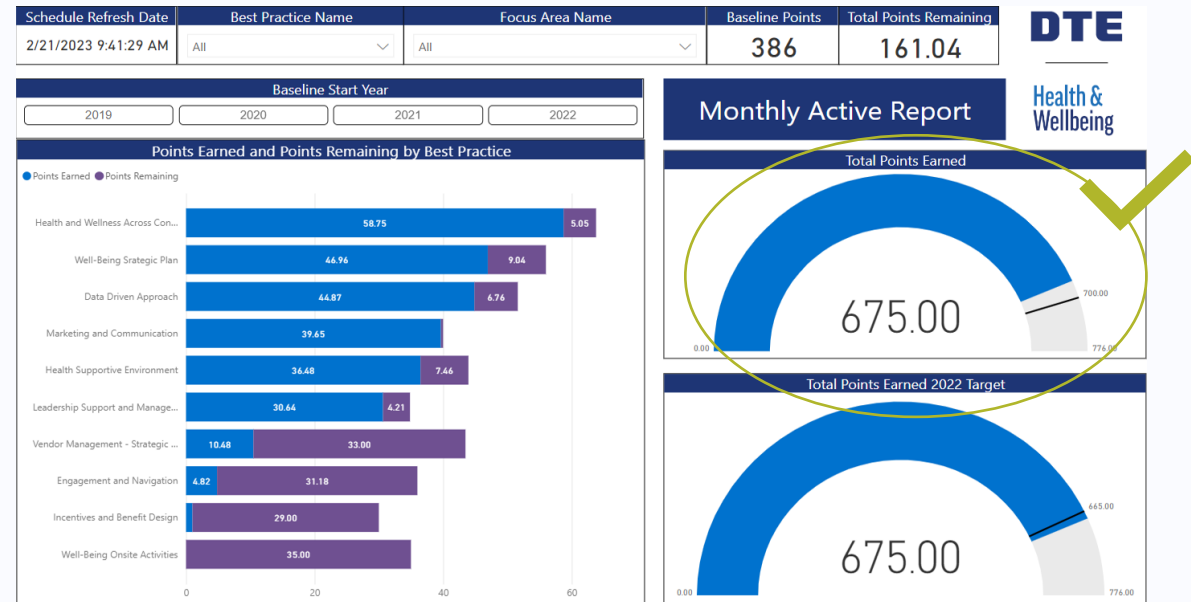
Lead Project Status Update

Best Practice Focus Area	Well-being Strategic Plan COH into DTE Culture	Project Code Project Name	1.3 Facilitate Greater C-suite Visibility, Involvement and Support of the Culture of Health	Last Updated 10/29/2019	Project Lead Committee Champion	Karen Personett Peter Oleksiak		
Scope & Goal Statement				Notes to Scope / Assumptions / Risks / Dependencies				
Benchmark COH companies have very active involvement and support from the C-suite. Obtain and Leverage the engagement and support from EST including evidence of leaders personally supporting a COH.				Notes to Scope - Work in progress; EST engaged beginning in April of 2017; Presentation of risk prevalence for DTE population - obesity. Assumptions/Risks/Dependencies - Data collection & scorecard/dashboard development; competing priorities.				
Comments	Weight	Progress	Status	Milestones	Task	% Complete	Completion Date	Final
1. Continue to present Site scan results to locations	15%	100%	Complete	Report out on EHOA findings, observations and learnings to executives (EST), receive feedback, approve actions	Gas VPs	100%		19-Jan-19
2. Showcase cockpit at WEL Comm November 6	15%	50%	On Track	Report COH site scan findings, observations and learnings to executive, business and local levels receive feedback, approve actions	DO VPs	100%		3-Oct-19
3. Meeting scheduled with K. Huesler and S. Yodanis					Location Specific	100%		
4. Draft letter from P. Oleksiak to Senior Leaders to connect to walking the walk and talking the talk 2020 opportunities					WEL Comm	100%	3-Sep-19	
5. Finalize 2020 annual program calendar					EST	100%	3-Oct-19	
NOTE: I did not modify progress percentage purposefully because I do not believe actions warrant increased progress	15%	25%	On Track	Deliver COH cockpit Beta version to EST, receive feedback, approve actions	Deliver beta to WEL Comm	100%	3-Sep-19	Dec-19
	30%	20%	On Track	"walking the walk" - For example, photo of participation in events, achieved a well-being goal, changing a lifestyle - to be published quarterly in InCharge magazine or InQuest	2019 Peak Challenge	100%	3-Sep-19	31-Dec-19
					2019 EYL Champion Summit	100%	3-Oct-19	
					2020 InCharge/InQuest		Nov-19	
					2020 Identify a WEL Comm. Champion or Executive leader to support a well-being event/program/resource		Nov-19	
					2020 Champion Summit	0%		
					CEO Quarterly Updates: JNO		31-Dec-19	31-Dec-19
					Business Updates: Tri-annual meetings	0%		
					Manager's Meeting	0%		
					LMC	0%		
	100%	37%						
Key Project Risks and Issues								
Type	Risks or Issues Description			Date Added	Mitigation / Resolution / Comments		Date Resolved	
Risk	"talking the talk" in 2020 JNO update, Tri-annual, etc: competing priorities of messaging			10/23/2019				
Risk	Cockpit data quality			10/23/2019				

Project Schedule

Task Name	Resource Names	Resource Group	% Con	WBS	Weight	Points	Start	Baseline Start	Actual Start	Finish	Baseline Finish	Actual Finish
Focus Area 1: CoH into DTE Energy Culture (25 + 5 points) - Best Practice 2: Well-being Strategic Plan	K. Personett	HR H&W	33%	1.1	0	0	Tue 1/1/19	Tue 9/4/18	Tue 1/1/19	Fri 5/28/21	Fri 5/28/21	NA
1.1 Complete the 2019 Culture of Health (CoH) Site Scans (Align a CoH to the existing strong DTE Energy culture of safety & engagement)	L. Korbus	RedBrick	62%	1.1.1	0	5	Fri 2/1/19	Fri 3/1/19	Fri 2/1/19	12/31/19	12/18/20	NA
1.2 Integration of Well-Being Champion Network (previous goals 1.5 and 1.6 - Leverage Well-being champion network to deliver, track, identify and disseminate best practices at local level)	L. Korbus	RedBrick	63%	1.1.2	0	4	Tue 1/1/19	Tue 9/4/18	Tue 1/1/19	Wed 7/1/20	Wed 4/1/20	NA
1.3 Facilitate greater C-suite visibility, involvement and support of the CoH	P. Oleksiak	Champion	39%	1.1.3	0	4	Wed 1/2/19	Mon 1/14/19	Wed 1/2/19	Wed 7/1/20	Wed 7/1/20	NA
Report out on EHOA findings, observations and learnings to executives (EST), receive feedback, approve actions.	R. Fabius	HealthNEXT	100%	1.1.3.1	0.15	4	Mon 1/14/19	Mon 1/14/19	Mon 1/14/19	Mon 1/14/19	Mon 1/14/19	Mon 1/14/19
Report CoH site scan findings, observations and learnings to executive, business and local levels receive feedback, approve actions	K. Personett	HR H&W	60%	1.1.3.2	0.15	4	Wed 1/2/19	Fri 11/1/19	Wed 1/2/19	Fri 11/15/19	Thu 12/5/19	NA
Deliver CoH cockpit Beta to EST, receive feedback and approve actions	K. Personett	HR H&W	25%	1.1.3.3	0.15	4	Wed 1/2/19	Tue 12/17/19	Wed 1/2/19	Wed 1/2/19	Tue 12/17/19	NA

Power BI Tool to Track Progress



Infrastructure and governance

EYL Wellbeing Champions

Wellbeing Executive Committee



- ✓ “WELCOM”
- ✓ Executive Champion: CFO
- ✓ 100% Business Units
- ✓ Director and above
- ✓ Champion projects
- ✓ Monitor progress
- ✓ Meet monthly

DTE | Take Care

Health & Wellbeing Team

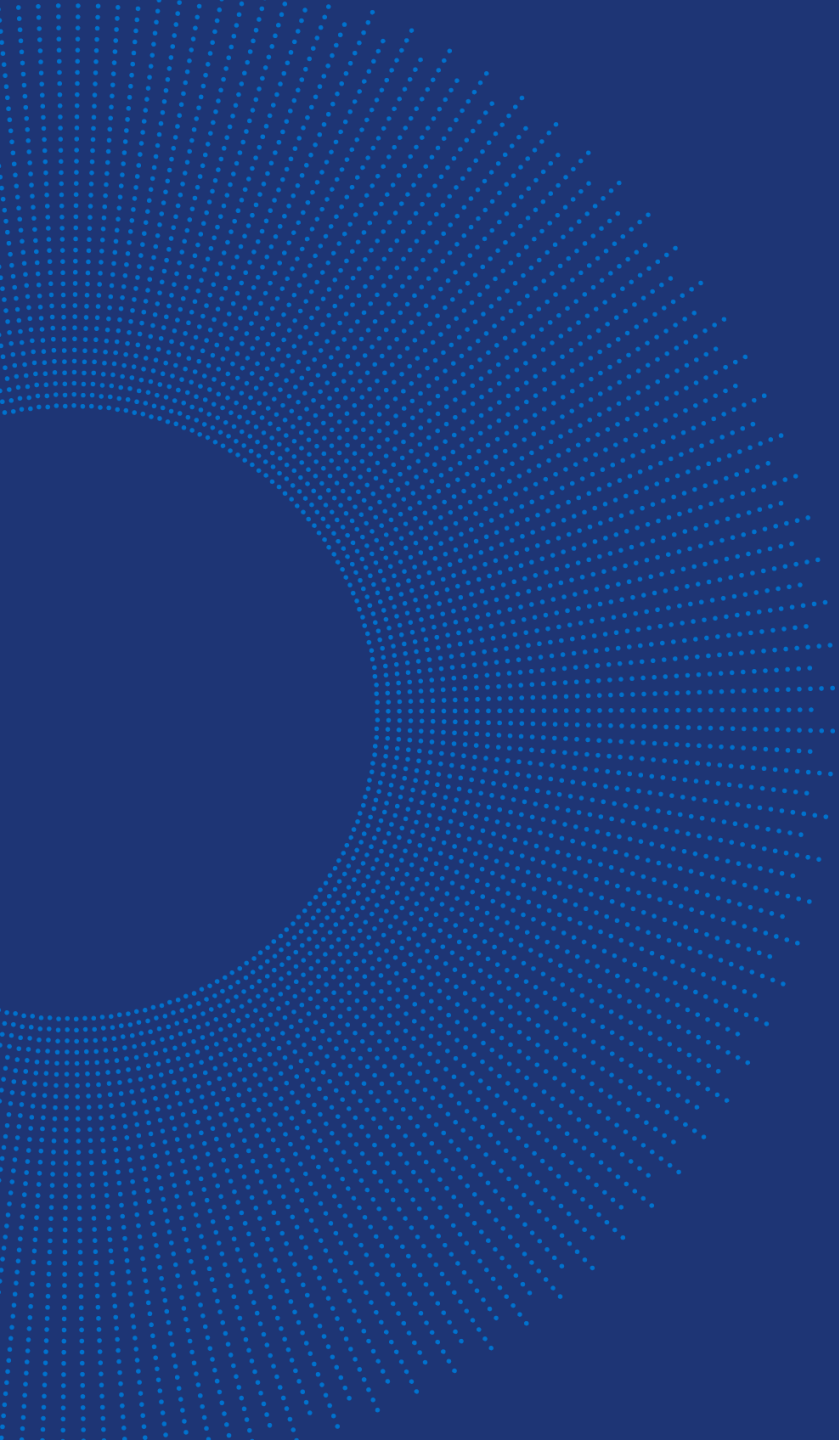


- ✓ Energize Your Life
- ✓ Multi-disciplined
- ✓ Deployed into field
- ✓ Execute population health strategy
- ✓ Defined and tracked targets

Local Wellbeing Committees & Wellbeing Champions

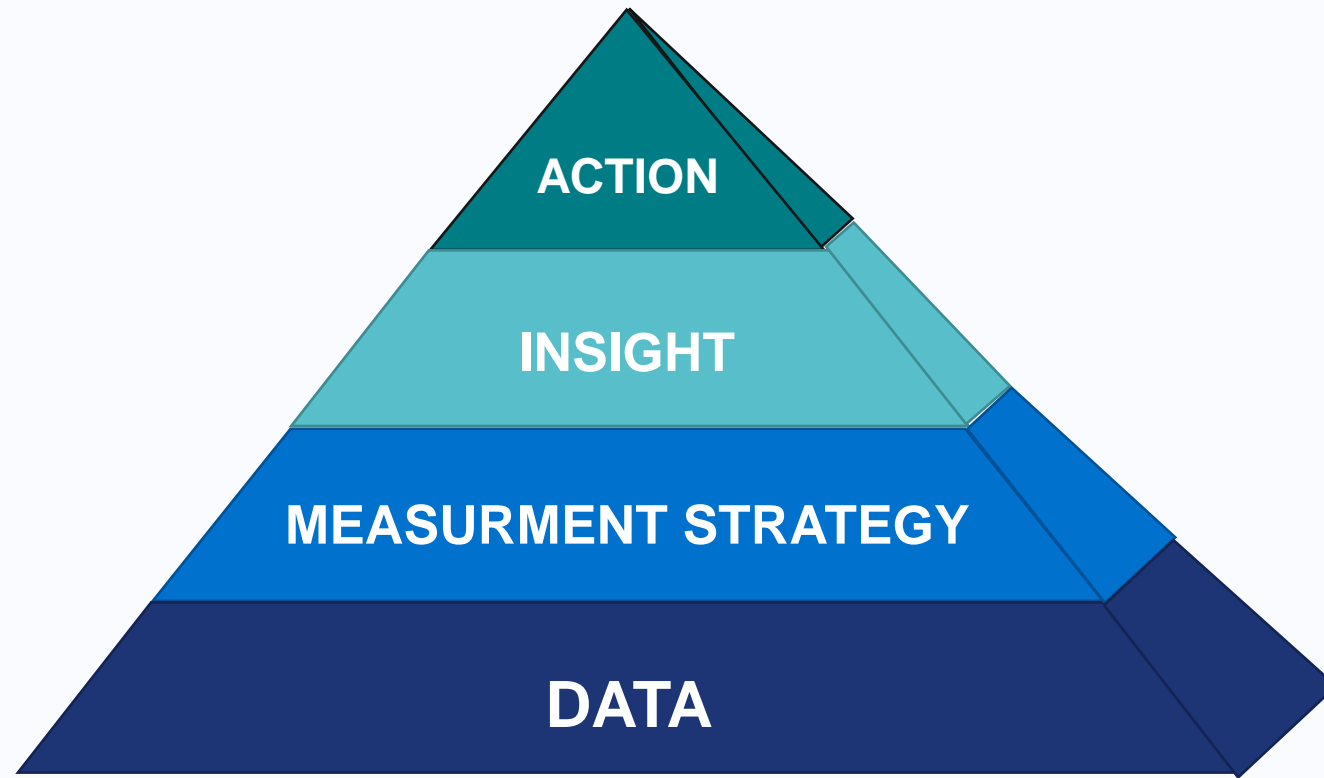


- ✓ 200 + champions
- ✓ 100% locations have a champion
- ✓ 85% towards target
- ✓ Engagement metrics tracked
- ✓ Annual Summit
- ✓ LOCAL WELLBEING COMMITTEES

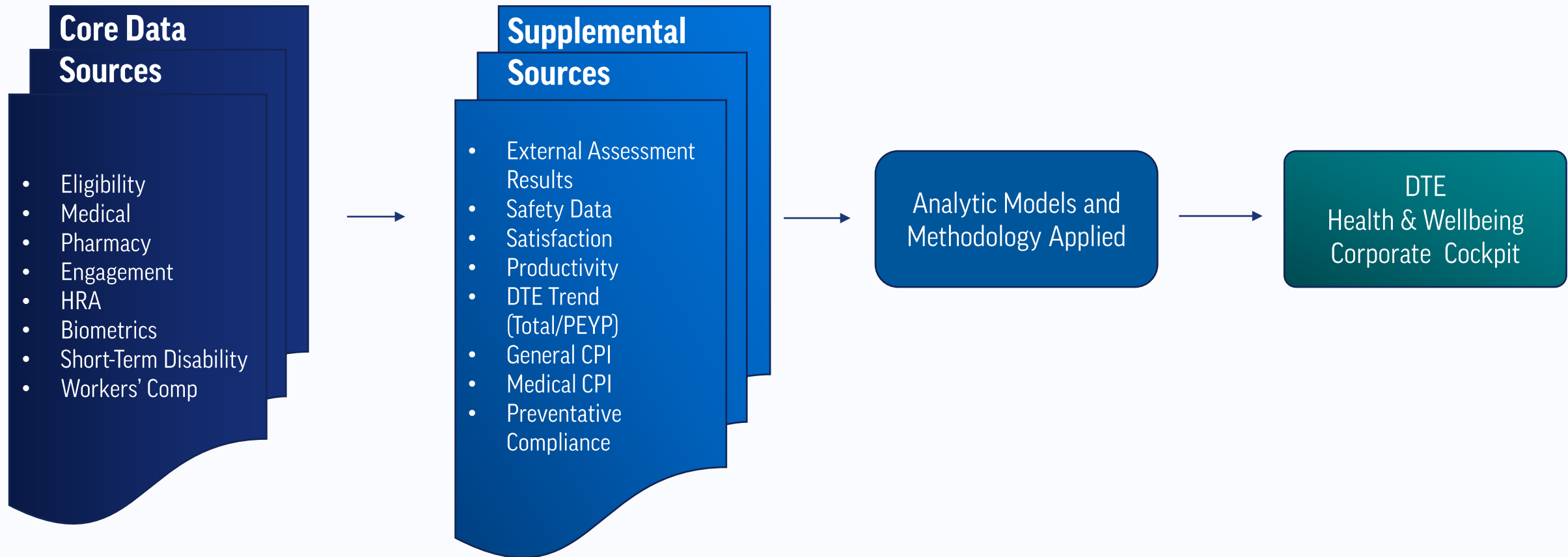


Health and Wellbeing Corporate Cockpit

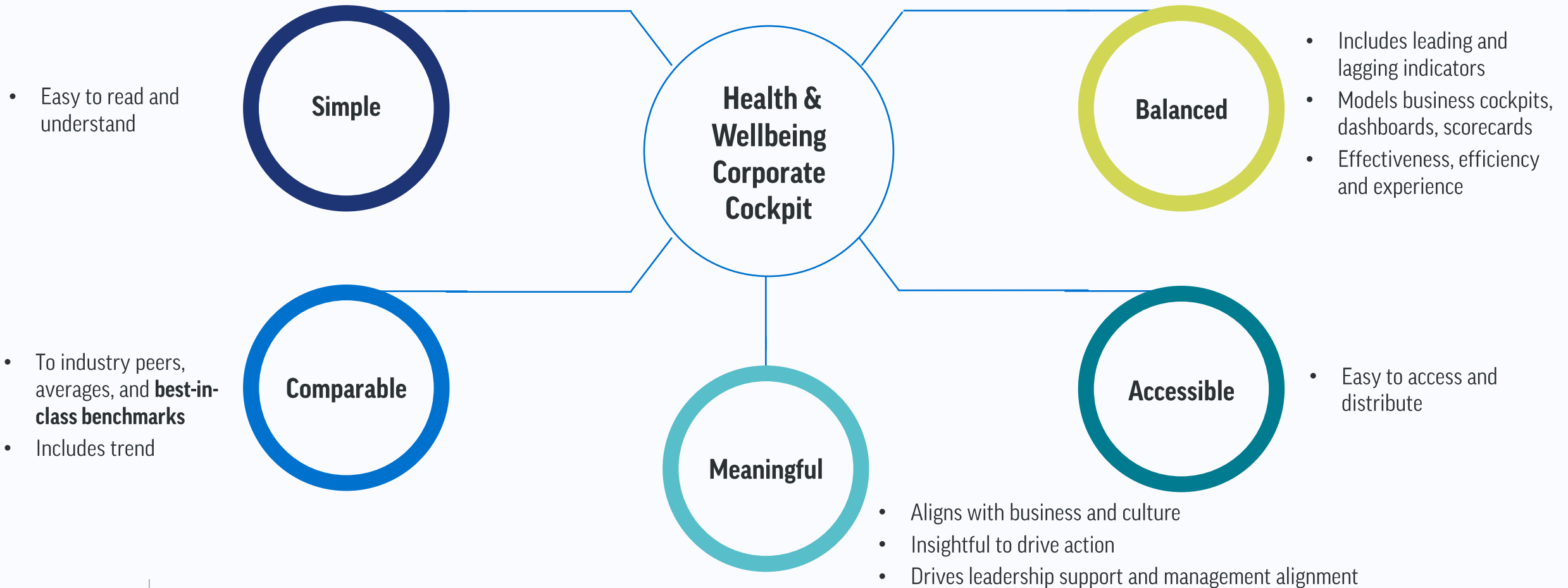
Apply population health approach to data



Curate DTE data

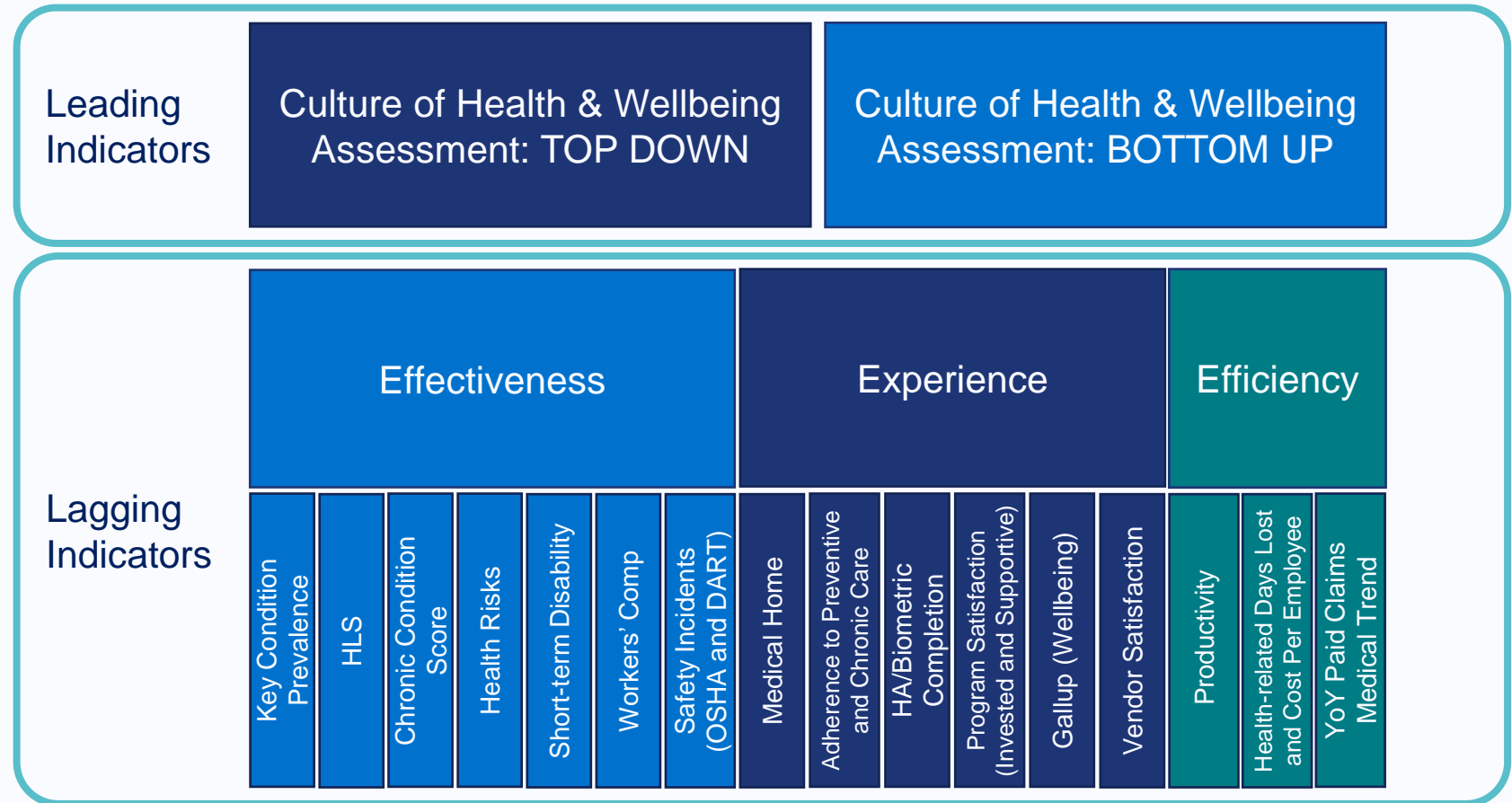


Measurement strategy



Synthesize to generate insight

- ✓ Visualization
- ✓ Trend over time
- ✓ Comparative benchmarks
 - ✓ Best-in-class
 - ✓ BOB average
 - ✓ Industry norms
- ✓ Roll up:
 - ✓ Dashboards
 - ✓ Scorecards: Site level
Rep/Non-rep



Lessons learned

Identify **metrics to align leadership & management**, that are **actionable** and can be influenced by leaders.

Create competition to drive improvement. **Rack and Stack** leader or location metrics.

Cultivate data to direct, determine, and **drive results** against goals.

Multi-dimensional layered approach required to **create sustainability** and **drive accountability**.

Introduce concepts based on organizational level of readiness. **Sequence matters.**

Spark a movement. Market wellbeing. Infuse wellbeing into the culture. Build on successes.



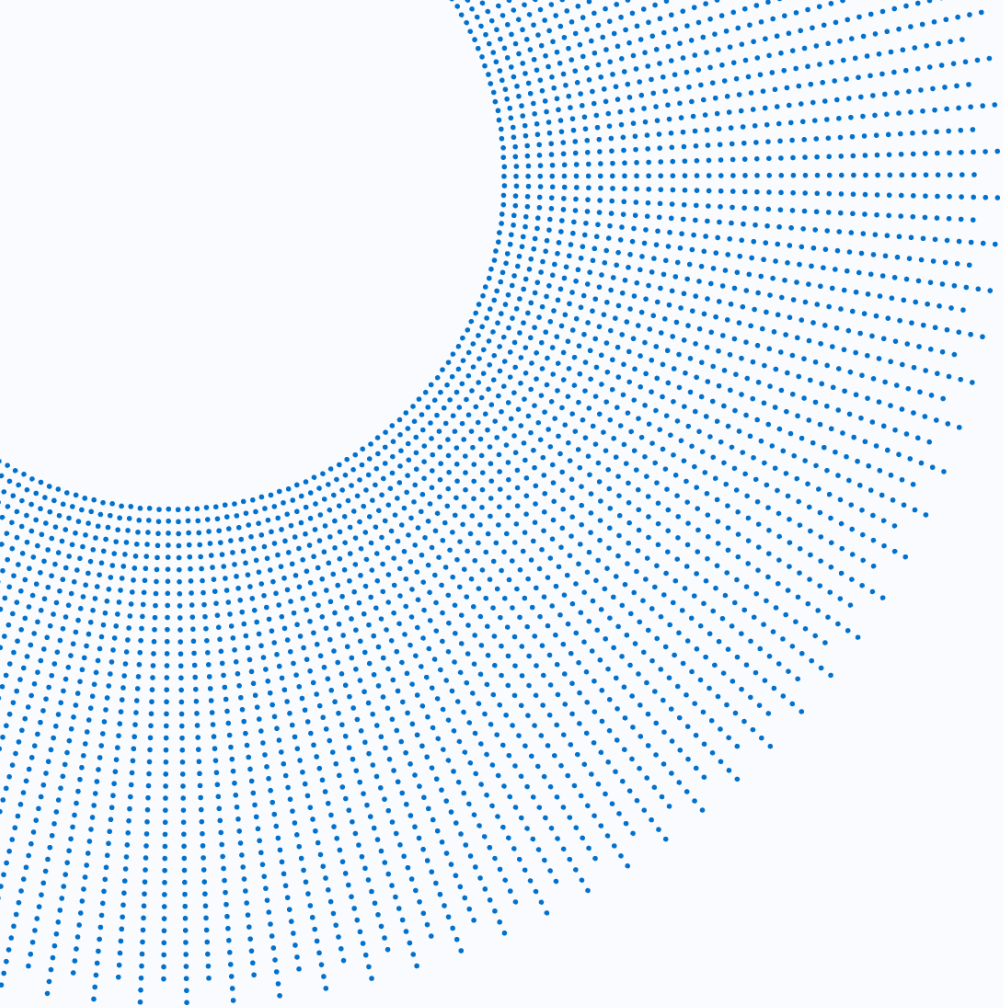
For More Information

DTE Culture of Health &
Wellbeing Annual Report

A YEAR TO
RECHARGE.
RESET. REDISCOVER.



*What if getting outdoors could
change your outlook?*



DTE

Take Care