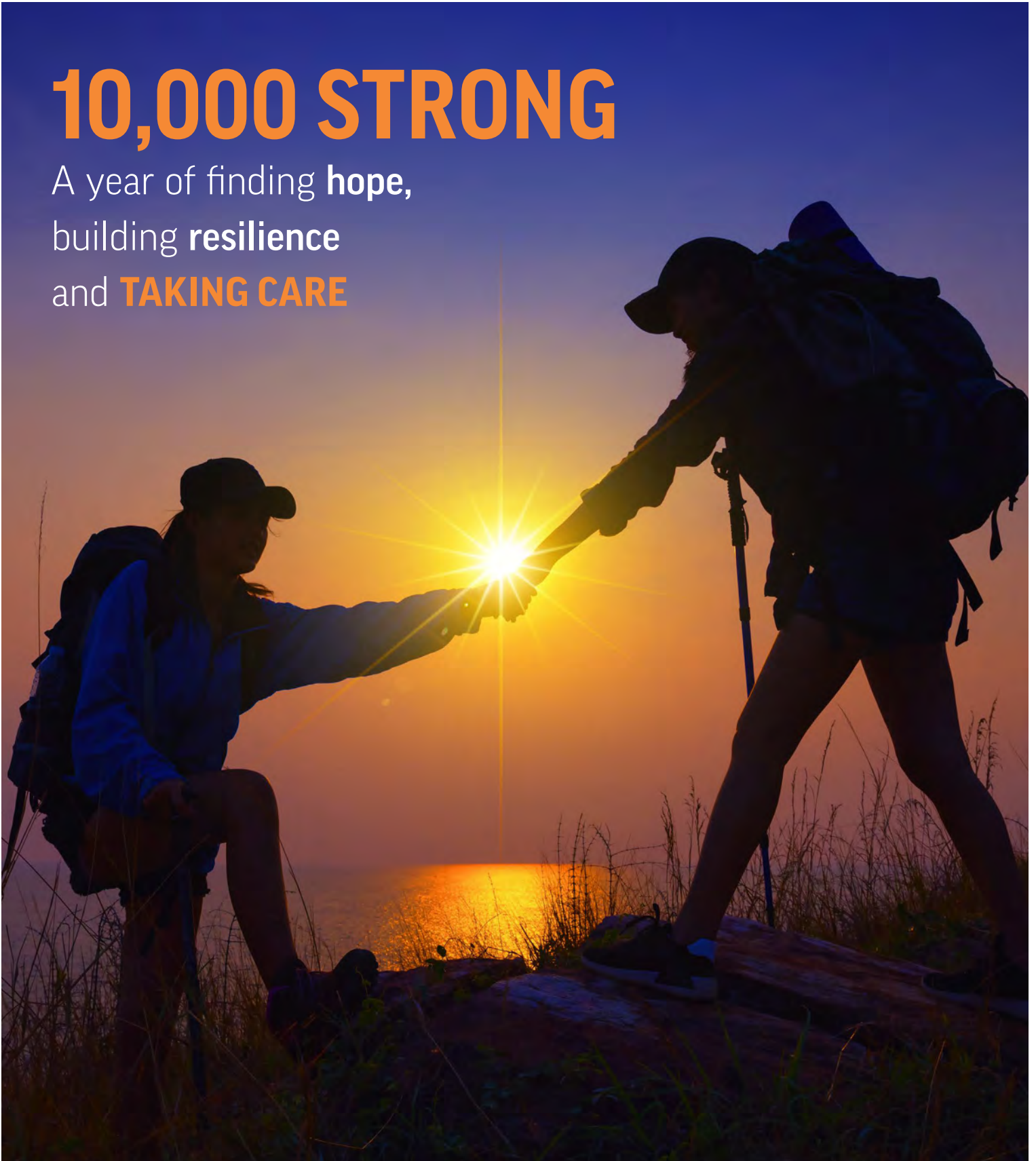


10,000 STRONG

A year of finding **hope**,
building **resilience**
and **TAKING CARE**



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About DTE

Fortune 300 company

Largest electric and natural gas utility in Michigan, serving more than **3.6 million** residential, business and industrial customers

10,680 employees throughout **26** states (based in Detroit)

Leader in clean energy **net zero carbon** by 2050

Powering our communities with reliable and affordable energy for more than **150 years**

Awarded GALLUP® Great Place to Work for **9 consecutive years**

6 time National Business Group on Health (NBGH) award recipient for Excellence in Health & Wellbeing

Employees can access health and wellbeing resources at dteenergy.com/takecare.

Dear DTE Family,

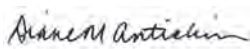
It is with pleasure that we share DTE Energy's 2021 Culture of Health & Wellbeing Annual Report. This report is about honoring and showcasing all of YOU and the ways you have engaged in your health and wellbeing during 2021.

While this past year continued to test all aspects of our total wellbeing, it was the collective sense of hope, remarkable resilience and commitment to taking care—of ourselves, each other and our families—that truly defined 2021. We are so proud of the DTE family and how you all rallied together and lifted one another up along the twists and turns of this journey.

Amidst the challenges, we continued to make significant progress in strengthening our Culture of Health & Wellbeing and have been humbled to witness these efforts take hold as the DTE family becomes stronger, healthier and more resilient. Most importantly was witnessing YOU—DTE employees and your family members—make progress along your own personal health and wellbeing journeys.

We invite you to explore the meaningful progress made in 2021, shared through the voices of DTE leaders and employees in this Annual Report. And as we look to 2022, we stand more than 10,000 strong—building on our success and reaching for ongoing opportunities to take care of ourselves and each other.

In best health,



Diane Antishin
vice president, HR and Chief
Diversity & Inclusion Officer



David Ruud
senior vice president and CFO
and Wellbeing Executive Champion



Karen Personett
manager, Wellness & Health Promotion

Culture of Health & Wellbeing at DTE Energy

At DTE, we care about employees and their families and want them to be healthy and safe. We believe in embracing and celebrating the diversity of our individual health and wellbeing journeys. For us, it's about meeting people where they are and supporting their journey.

Whether it's providing a caring and health-supportive environment, creating the opportunities and space for self-care or offering access to useful tools and resources, DTE is building a caring culture and inviting employees to turn that caring on themselves.



What Guides Our Path Forward

DTE is a place where health and wellbeing are built right into the value system of our organization, as evidenced by our Service Key of “Caring”:

We practice safe and healthy behaviors in everything we do and speak up to ensure physical and emotional safety.

Our vision and approach for building a Culture of Health & Wellbeing are directly aligned with this Service Key of Caring. In fact, 2021 was the third year in a row where “Drive a best-in-class culture of health and wellbeing” was a key priority.

Our Vision

We aspire to be the most health and wellbeing-supportive workplace—leading to a healthier DTE family.



Our Philosophy and Mission

People often think about wellness in terms of physical health—such as nutrition, exercise and weight management. But it is so much more. We believe vitality comes from the interactions and harmony between the four dimensions of wellbeing: physically thriving, emotionally resilient, socially connected and financially secure. As such, we seek to support and encourage the DTE family through a **total wellbeing** approach.

“As we continue to drive our organization to improve the health and wellbeing of our team, we are committed to 300% accountability—working hard to take care of ourselves, our family members and each other.”

— Jerry Norcia, CEO



Our mission is to empower employees and their families to live with **positive energy, good health** and a **passion for life** by fostering a lifetime commitment to total wellbeing and vitality.

Delivering On Our Mission: Energize Your Life

Serving as a cornerstone of DTE’s Culture of Health & Wellbeing is Energize Your Life (EYL)—our innovative wellbeing program aimed at helping employees, pre-65 retirees and their families get the most from life. Whether it’s getting active and eating healthy, improving mental health, increasing social connection or learning how to save for the future, EYL’s team, programming, resources and tools work together to deliver on our Culture of Health & Wellbeing mission.

“Our ‘why’ for developing a Culture of Health & Wellbeing remains unwavering: It is the right thing to do for the DTE family, customers and our community.”

- Diane Antishin, vice president HR and Chief Diversity & Inclusion Officer

OFFERING SUPPORT AT ALL POINTS ALONG THE WELLBEING JOURNEY

We have made tremendous progress in supporting employees’ health and wellbeing, but there is still work to be done. We strive to meet DTE family members where they are in their wellbeing journey. Our goal is to keep the healthy people well and assist those who are managing illness.

Well	Keep the healthy people well.
At Risk	Reduce the number of DTE family members at risk.
Acute Illness	Provide rapid access to primary care and social support for acute illnesses.
Chronic Illness	Ensure members with chronic conditions are managing those conditions with excellence.
Catastrophic Illness	Provide access to the highest quality care for serious and catastrophic illnesses.

DTE's Stewards of Health & Wellbeing

Cultivating a Culture of Health & Wellbeing doesn't happen on its own. It takes a village. From executive support, financial investment and resource allocation to conveying a clear vision, creating a thoughtful and comprehensive strategy and delivering on our promises, it is this wellbeing stewardship that brings our intention to life. For us, it's about meeting people where they are and inspiring their journey.

2021 Health & Wellbeing Team

This dedicated team sets the health and wellbeing strategy for the organization, approaching it with the same level of business rigor as DTE's other priorities. Specifically, they:

- ✔ **Establish and analyze data and metrics** to evaluate the effectiveness of our efforts.
- ✔ **Identify health and wellbeing trends** to help shape our strategy and factor into how we prioritize and allocate resources effectively.
- ✔ **Work collaboratively with individuals and business partners** who help us deliver on our strategy and support the overall effort.

Our employees are directly affected by the culture of our company. Through the amazing commitment of the Wellbeing Executive Leadership Committee, we are working to ensure that every aspect of our workplace—whether onsite, remote or in the field—is contributing to the development, support and reinforcement of total wellbeing.

— Karen Personett, manager, Wellness & Health Promotion



Karen Personett
and Alyson Baringer



2021 Wellbeing Executive Leadership Committee

The Wellbeing Executive Leadership Committee (WELCOM) helps set the course and navigate our journey to becoming a best-in-class Culture of Health & Wellbeing. In 2021, the continued challenges brought on by the new variants of COVID-19 only underscored the importance of health and wellbeing for the DTE family. This visionary committee and company demonstrated unwavering commitment and determination during this time—leading the way for us to achieve all the goals that were set for the year.

Back row, left to right: David Ruud, Anthony Tomczak, Michael Cooper and Diane Antishin | **Front row, left to right:** Karen Personett, Lisa Muschong and Renee Moran
Not pictured: Brian Hill, Brian Kincaid, Christine Garber, Daniel Miner, Manish Rukadikar, Morgan Andahazy, Nicholas Levin, Paula Silver, Rhonda Salazar, Shawn Debenbach, Shawn Patterson and Tamara Johnson



Back row, left to right: Stephanie Hollander, Tanner Johnson, Mary Carrothers, Lindsay Klawiter, Casey Eros, Sara Vida, Samantha Simmons, Christina Hoelzle, Madelyn Londo, Haley Ams, Lauren DeWitt, Jacob Johnson and Shiseida Beeler | **Middle row, left to right:** Daniella Youhan, Katrice Walton, Christopher Eskin, Angela Dobbins, Krysten Ruzyllo, Genevieve Anderson, Nicole Frantz, Kathryn Murphy, Breanna Kuehnlein and Janelle Dorsey | **Front row, left to right:** David Peterson, Carly Savickas, Lillian Korbus, Karen Personett, Alyson Baringer, Chelsea Wanczyk, Cassandra Whiddon | **Not pictured:** Allison Minowa, Brandon Kinzer, Christopher Nilsen, Diandra Khoury and Troy Blasius

2021 EYL Team

The EYL team is made up of multidisciplinary professionals in the health and wellbeing field, including athletic trainers, health educators, exercise physiologists, registered dietitians, communications strategists and public health professionals. Together, they are a primary force that enables us to deliver our promises. Team members are on the front line, engaging with employees (whether onsite or remotely) every day, to promote and reinforce total wellbeing. Their focus is to meet people where they are in their own personal journey by:



Creating awareness and facilitating access



Educating and building understanding



Engaging with participants to help nurture commitment

2021 EYL Wellbeing Champions

The EYL Wellbeing Champion Network is comprised of 202 employee volunteers across more than 50 DTE locations who are passionate about total wellbeing and take a strong interest in sharing the value of the EYL program with others. They represent EYL on a local level, extending a personal invitation to their colleagues to take care.

Examples of How EYL Wellbeing Champions Make a Difference

- Guide people to appropriate resources.
- Promote programs.
- Generate energy and excitement.
- Monitor employees' needs.
- Model healthy behaviors.
- Answer questions.
- Provide candid feedback on programs, events and campaigns.

“As an EYL Wellbeing Champion, I like to do my part to bring EYL’s efforts down to a local level. I take pride in helping to build a health-minded community at our location.”

– Evelyn Danish, operations analyst,
Gas Operations

WAYS THE EYL TEAM SUPPORTS HEALTH & WELLBEING

Connecting the DTE family to support and resources

Healthy Living Requirement (HLR) Support

1:1 Coaching and Support

Challenges/Social Activities

Emotional Resiliency Sessions

Emotional Wellbeing Webinars

Ergonomic Assessments

Group Exercise Classes

Injury Prevention

Mindful Moments and Meditation

Nutrition Support

SmartDollar Program and Webinars

Tailored Wellbeing Presentations

Team Warm-Ups

and more...

Measuring Our Progress

DTE takes a very disciplined approach to its health and wellbeing efforts. We have established comprehensive metrics to track our progress, measure our impact and help us determine if what we are doing is working.

Metrics are vital to our effort because they help us engage stakeholders, assess needs, create and manage momentum and encourage action.

– Dr. Raymond Fabius, population health expert

Our Tools

Employer Health Opportunity Assessment (EHOA)

Measures how health-supportive DTE is at an *enterprise level*. It evaluates DTE on 218 elements within the 10 Best Practices of Health & Wellbeing.

Site Scan Culture Check

Measures how health-supportive DTE is at an *individual location and site level*.

Project Plan Progress (Power Business Intelligence Tool)

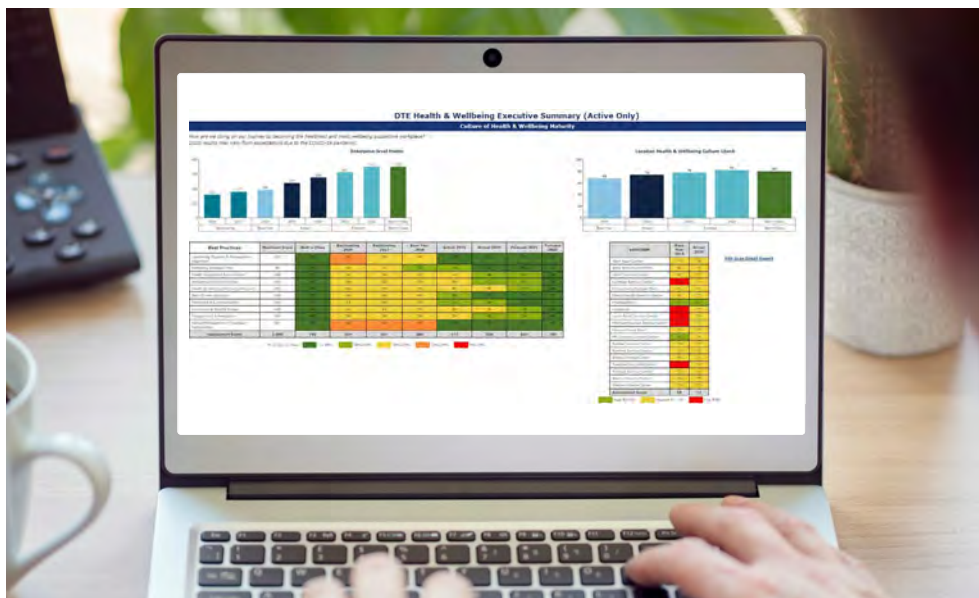
Allows us to track the *monthly progress* toward our goals outlined in our comprehensive project plan.

Corporate Cockpit

Measures the *effectiveness, efficiency and experience* of our wellbeing efforts—shaping our strategy and programming priorities.

We know you can't improve what you don't measure.

– Alyson Baringer, program manager, Health & Wellbeing



RESULTS BY THE NUMBERS

2021 EHOA
Score
630

■ We exceeded our 2021 goal and achieved a **13% improvement** from 2020.

2021 Site Scan
Culture Check
79

■ We exceeded our 2021 goal and achieved a **7% improvement** from 2020.

A Look Back: What We're Most Proud of Accomplishing

“I’m proud of the tremendous progress we made in our pursuit to become a best-in-class Culture of Health & Wellbeing. In fact, we exceeded all our 2021 targets and delivered on all the initiatives we set out to accomplish for the year. Most importantly, we are making a difference in the lives of our coworkers and their families.”

– David Ruud, senior vice president and CFO and Wellbeing Executive Champion



2021 Key Accomplishments Championed by the WELCOM

- 01 Engaged leaders in the commitment to be a Culture of Health & Wellbeing by cascading a health and wellbeing goal as a priority focus area.
- 02 Deployed “Take Care” movement to reinforce the commitment.
- 03 Launched required training for more than 10,000 employees on why DTE is committed to supporting health and wellbeing.
- 04 Developed and deployed required leader training to equip leaders on how to support their team’s total wellbeing.
- 05 Launched local wellbeing committees and expanded ergonomic committees.
- 06 Developed roadmap for adoption and dissemination of the Health & Wellbeing Corporate Cockpit.
- 07 Expanded EYL injury prevention efforts.
- 08 Executed annual program plan with a focus on prevalent risks, with emphasis on mental health.
- 09 Launched Complex Care Management with a focus on Critical Illness Burden.
- 10 Continued best-in-class nutritional transformation to support employees no matter where we work.
- 11 Continued to expand the Wellbeing Champion Network.
- 12 Increased the collaboration of health, safety and wellbeing.

OTHERS ARE TAKING NOTE OF OUR EFFORTS

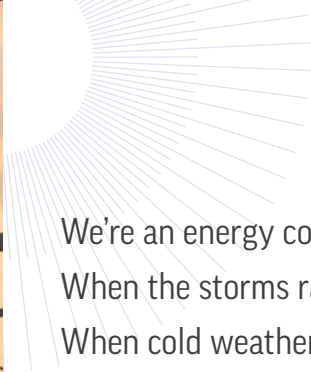
Thanks to the strong leadership of the WELCOM and the collaborative efforts of our many partners, we’ve been recognized nationally for the progress made toward becoming a best-in-class Culture of Health & Wellbeing. While this recognition is appreciated, it’s no match for the satisfaction of witnessing people taking care of themselves and others. We do this work because it’s the right thing to do.





“ I see this as a call to action for all of us to take better care of ourselves and all the people in our lives. It shows me that DTE has a caring culture and encourages me to turn that caring on myself.”

- Robin Thompson, communications strategist, Nuclear Communications



We're an energy company
 When the storms rage...
 When cold weather strikes...
 we take care of our customers and communities.
 It's what we do.

But what does it *really mean* to take care?
 To take care of ourselves—and each other.

Can we go deeper and ask the tough questions?

What if our health and wellbeing *were just as important* as our safety?

What if down time...*was just as important* as on time?

What if taking care of ourselves was a *part of our job*?

Taking care is more than diet and exercise.
 It's the way we work and support each other.

We say “take care” every day.
 Now let's *do* it every day.
 Talk the talk. Walk the walk.
 And create a culture of caring for our total wellbeing.

Every day...
 In every way...
 From sun up, to sun down...
 Let's all...

Take Care.

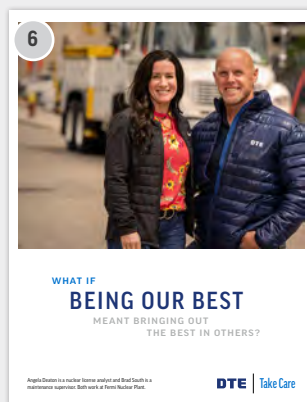
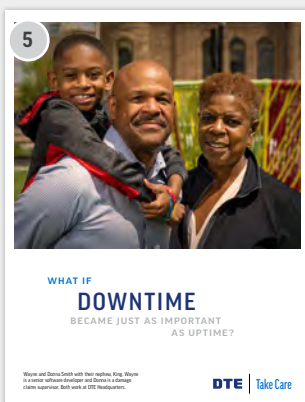
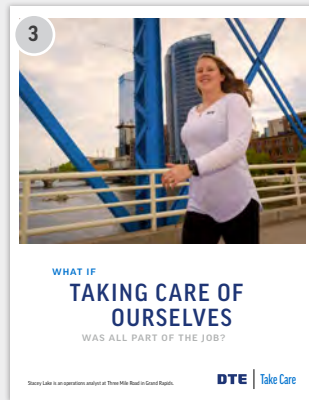
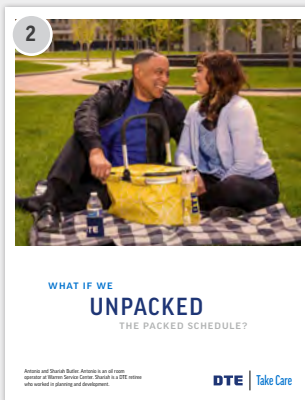
A Shared Calling—Take Care

For years, our company has empowered the DTE family to live with positive energy, good health and passion for life. But we realize the power of a stated intention—one that we all can identify with and aspire to—TOGETHER.

During the All-Enterprise Webcast that Jerry Norcia conducted in March 2021, he made a bold declaration on the importance of taking care of our health and wellbeing, which quickly emerged as an anthem. Take Care combines the idea of encouragement with the Service Key of Caring. Not only is it a top priority, but it's also the right thing to do for the DTE family.

The Take Care anthem reminds us to look after ourselves—and each other. It challenges us with new ways to consider what it means to be healthy, safe and well. These questions invite the DTE family to stop and think about what is being asked of us day-to-day and how we all have a responsibility to our own physical, emotional, social and financial health—OUR TOTAL WELLBEING.

By featuring DTE employees as they take care, we can see ourselves in these powerful messages.



Each employee featured throughout the year was nominated by leaders and the EYL team for being true role models in how they take care. The EYL team honored featured employees at the Wellbeing Champion Summit and highlighted their stories on OurDTE, the employee intranet, as well as in trainings, enterprise-wide meetings, mini-teaches and visually across DTE locations.

Congratulations and a heartfelt thanks to all our 2021 Take Care role models:

1. Daniel and his wife Jamie Vasquez. Daniel is a lineman.
2. Antonio and Shirah Butler. Antonio is an oil room operator and Shirah is a DTE retiree who previously worked in planning and development.
3. Stacey Lake is an operations analyst.
4. Terrence Ealy is an underground lines supervisor.
5. Wayne and Donna Smith and their nephew, King. Wayne is a senior software developer and Donna is a damage claims supervisor.
6. Angela Deaton and Brad South. Angela is a nuclear license analyst and Brad is a maintenance supervisor. Both work at Fermi Nuclear Plant.

NEW NAME FOR A NEW FOCUS

To stay in step with our commitment to taking care, we renamed our primary wellbeing publication from InCharge to Take Care.



Leadership in Action

Taking care can be contagious. When DTE leaders demonstrate they value health and wellbeing, they foster an atmosphere where that value is reflected—thereby empowering their team to take care. One of the most meaningful ways leaders signal their commitment to supporting their team’s health and wellbeing is by walking the walk and talking the talk.



How DTE Leaders Take Care

Throughout 2021, DTE leaders shared their personal stories about the ways they take care of themselves and others, as well as what inspires them to do so. Their stories were showcased both in articles and videos, which were published on OurDTE.

BRIAN HILL director, Distribution Operations, Scheduling & Capital Construction

🔗 I take care by getting outside to exercise and watching what I eat every day. This helps me physically, emotionally, socially and financially. My job is physically and emotionally tough—with long hours, days and weekends, especially with storm activity. I know first-hand that taking care of myself doesn’t happen by accident, especially over the last year. I was so focused on taking care of employees, family members and customers that I lost track of my own wellbeing. I had an ‘ah-ha!’ moment when I realized that I needed to take care of myself to be a better leader. The biggest shift I’ve made is becoming more intentional—carving time out of my schedule to exercise and thinking about what I eat. I take advantage of a variety of DTE health and wellbeing resources, such as using the Livongo app, accessing health coach information and viewing financial presentations. 🔗



TAMARA JOHNSON director, Revenue Management & Protection

🔗 I take care by blocking time on my calendar at least three days a week—for a minimum of 30 minutes—for exercise. This gives me the opportunity to recharge, and it helps me de-stress, so I’m better equipped to interact with my colleagues and my family. I also try to walk the walk as I lead my team by implementing a no-meeting policy during the lunch hour from noon to 1 p.m. That’s the employees’ block of time where there are no meetings coming from my calendar or from any of my leaders in the organization. This gives our team the opportunity to de-stress from morning activities. And I’ve noticed that during afternoon meetings, most folks are recharged. I also encourage my team to access the many resources on the Health & Wellbeing site. It’s great how much effort our company puts into creating programs that help us be healthier, from exercise videos and cooking demos to financial planning guides. However you want to improve your wellbeing, chances are you’ll find it on OurDTE. 🔗

BRIAN KINCAID plant director, ENS Central & South Area Operations

I take care by coaching high school basketball. The energy the kids bring really helps me focus on my personal health and wellbeing. I enjoy helping students deal with their own challenges through sporting activities. The highs and lows of a game build emotional resilience and provide social connection.

I try to prioritize this same kind of emotional strength and connection with my DTE team. I try to start meetings with something that's not work-related to keep a social connection. This helps us empathize with each other and connects us in ways we don't even realize.



Leading Well: Health & Wellbeing Leader Training

More than a program or campaign, taking care is viewed as an enterprise-wide imperative. As such, following on the heels of the required all-employee Take Care training, over 1,600 leaders were provided with comprehensive training to address how they could better support their teams' wellbeing.

It proved to be a positive and eye-opening experience. In fact, after completing the training, many leaders requested an EYL wellness coordinator to connect with them to support their personal wellbeing journey or support their team's health and wellbeing goals.

As a leader, I support my team's health and wellbeing by encouraging DEI activities and inviting EYL more regularly to meetings.

- Jason Kupser, manager, EWR Residential Programs and EM&V



96%

of training survey respondents "agreed or strongly agreed" that the leader training provided knowledge and resources to actively support employees' health and wellbeing.

Monroe Power Plant Launches New Café Rewards Program

In 2020, DTE underwent an enterprise-wide nutritional transformation effort, which included a Best and Better healthy makeover for our cafés and onsite markets (ensuring that 50% or more of the food and drink offerings are considered healthy). These Best and Better items are deeply discounted to encourage employees to make healthy choices.

To continue to build on the transformation efforts, Brian Kincaid, plant director, ENS Central & South Area Operations, along with Breanna Kuehnlein, EYL wellness coordinator and Cassandra Whiddon, EYL nutritional manager, worked together to launch a new café rewards program that included:

EYL Friday Meal Deals

To encourage healthy choices, EYL meals were discounted even more through an EYL Friday meal deal—allowing employees to purchase a complete EYL meal for only \$3.

EYL Rewards Punch Cards

To help employees build healthy habits, employees were given EYL meal punch cards (one for beverages and snacks and one for meals). For each EYL item purchased they would earn a punch on the card. After nine punches, the 10th meal was free.

DTE EYL Portal Journeys

Employees earned a free EYL meal for each of the five *Healthy Eating Journeys* they completed through the EYL Portal.

The goal of this new three-pronged approach was to make it easy, convenient and rewarding to start building healthier eating habits.

The Support of Strong Partnerships

While EYL is a significant force behind the health and wellbeing efforts at DTE, it is through enterprise-wide collaboration that we have been able to evolve this effort from being a program to a movement...an underpinning value of the enterprise.

The following pages are dedicated to showcasing just a few of the many ways these groups and organizations across DTE have embodied the spirit of health and wellbeing. We thank them and cherish their partnership.

“DTE does so much to support health and wellbeing in addition to the WELCOM, Health & Wellbeing team and EYL. Creating a sustainable Culture of Health & Wellbeing could not be achieved without the commitment, dedication and actions of other groups and organizations across DTE.”

– Michael Cooper, director, Compensation, Benefits & Wellness

DTE Employee Energy Resource Groups

EYL partners with all nine of DTE's employee Energy Resource Groups (ERGs) to expand the reach of health and wellbeing throughout the enterprise. This past year, ERGs were especially helpful in addressing the growing cases of burnout, isolation and loneliness—stemming from the continued challenges of the pandemic. These groups offered employees an opportunity to connect with like-minded colleagues to:



Exchange knowledge and ideas.



Encourage personal and professional growth.



Support business strategies from a diverse and inclusive perspective.

Our connections make us stronger. We're brought together by common experiences, ideas and interests. We stay together because we feel accepted, supported and stronger as a group.

Here are just a few of the ways ERG's supported taking care of total wellbeing throughout 2021:

DEI Welcome Week

As part of DTE's Diversity, Equity and Inclusion efforts, DTE celebrates "Welcome Week," whereby all employees are welcomed to be part of the DTE family. The Health & Wellbeing team supported Welcome Week 2021 with a virtual event called *Let's Take Care Together*, which was attended by close to 2,000 employees. Hosted by Digital Wellness Expert, Mark Ostach, a nationally recognized author and speaker, and Karen Personett, manager, Health & Wellness Promotion, this event explored behaviors of the Caring Service Key through a highly interactive session that encouraged the DTE family to put these behaviors into action. Employees were encouraged to learn, laugh and grow in new ways that empowered them to take care of themselves and each other.

Take Your Family to Work Day

The EYL team partnered with Family ERG to sponsor "Take Your Family to Work Day" by leading several different activities with participants. This included an educational presentation about healthy eating for the family, a make-your-own-trail mix activity and leading warm-ups during the event.

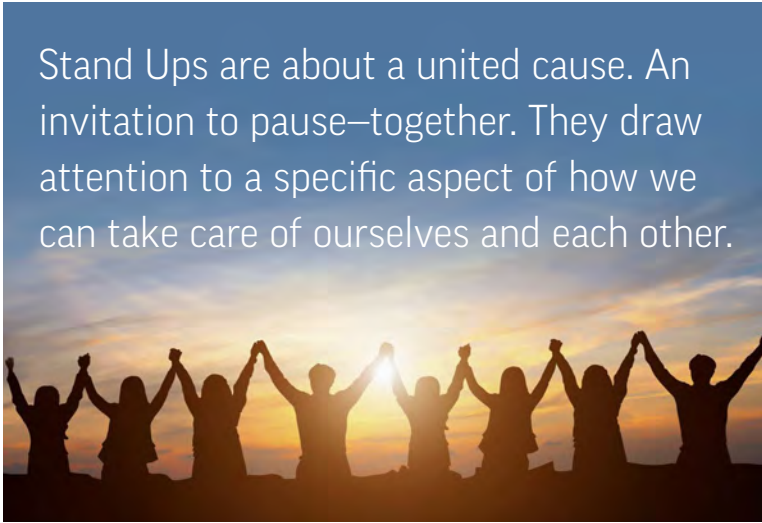
Celebrating Hispanic American History Month

EYL partnered with SOMOS during Hispanic American History Month to provide a culturally supportive cooking demo and social event. A member of SOMOS shared information about his culture and a favorite family recipe. In addition, Chef Gabriel, from Thompson Hospitality (the largest minority-owned food service management company in the United States), held cooking demonstrations on several cultural favorites. Being of Mexican descent himself, Chef Gabriel was eager to share details about his heritage.



Health, Safety & Wellbeing Stand Ups

For decades, DTE has participated in a concept known as a Stand Down. Traditionally, a Stand Down served as an immediate response to a serious safety matter, such as an injury or safety hazard. DTE recognized the value of such a powerful unifying event and expanded it to encompass Health & Wellbeing. Today's version is called a Stand Up and encompasses all aspects of safety, health and wellbeing.



Stand Ups are about a united cause. An invitation to pause—together. They draw attention to a specific aspect of how we can take care of ourselves and each other.

Standing up Together to Address Safety and Injury Prevention

DTE has always put the health and safety of people first. That mindset led us to become the safest energy company in 2020. Unfortunately, during 2021, we experienced numerous injuries and two tragic fatalities.

As part of the company's response, Health & Wellbeing and Safety teamed up to sponsor a dual Stand Up. Health & Wellbeing's Stand Up was focused on injury prevention (see page 18), and Safety focused on personal accountability.

Through leader-led presentations, activities and events, as well as educational resources and tips, the company rallied around these two critical aspects of how we can take care of ourselves and others.

Leaders impressed upon employees that each of us can help by being **300% ACCOUNTABLE** for health and safety: for ourselves, our families and our coworkers. This includes caring enough to respectfully speak up when we see unsafe behavior.

“You can't be safe if you aren't healthy, and you can't be healthy if you're not safe.”

– Nick Solomon, manager, Safety & Health

FAMILY-FRIENDLY LEADER AWARD

The Family-Friendly Leader Award was initiated in 2021 by our Family ERG as a way of recognizing leaders who were supportive of creating flexible work-life balance for employees with caregiving responsibilities. The intention was to recognize nominees each quarter (with a personalized note and gift of a custom Microsoft Teams background) and to compile a list of award winners to select a grand prize winner at the end of the year.

“The purpose of this award is to celebrate leaders who truly embody the Caring service key by recognizing the differing needs of individuals who care for and support loved ones while attending to their careers.”

– Anne Bal-Schienze, manager, Organizational Effectiveness, HR Leadership Development



Recognizing and honoring the many leaders awarded this distinct honor.

Keith Abbott	Keesha Howard	Karen Personett
Anne Bal-Schienze	Rachel Jaworski	Kelsey Peterson
Anthony Battle	Christopher John	Diane Reterstorf
Christopher Bence	Mark C. Johnson	Benny Riggi
Norman John Boik	Steven Kerkmaz	Lisa Ronk
Daniel Braker Sr.	Bradley Leiter	Latisha Rouse
Kizzmet Collins	Theresa Livingston	Deborah Schwochow
Scott Darga	Renee Lower	Alissa Sevrioukova
Sherry Diggins	Cyle Lublin	Paula Silver
Kristine Dunn	Rita Lucaj	Julie Sinishtaj
Kelly Flowers	Barry Marietta	Alex Sleiman
Frederick Gilbert	Donald McCormick	Jeffrey Sobiechowski
Benjamin Goehmann	Jodi Monacelli	Jeffrey Spearin
Jose Goncalves	William Montgomery	Peter Stano
Kathryn Haessler	Robert Vincent Notter	Rachel Steudle
Gary Hancock	Stephen Owsley	Stephanie Stevenson
Shannen Hartwick	Frederick Pacheco	Ahmad Tarsin
David Herr	Jeffery Parks	Anthony Tarrance



We congratulate the grand prize winner, Anthony Battle, manager, Technical Training.

Virtual Party in the Park

DTE, in partnership with Beacon Park, celebrated the fourth annual Party in the Park event on July 19 to commemorate the park's fourth "birthday." As with many 2021 events, this employee appreciation event was held virtually. The theme centered on how to take care of our personal and professional wellbeing. It featured EYL, ERGs, Gas, Energy Waste Reduction and Volunteerism teams, as well as talent from DTE employees. EYL events included leading a group warm-up set to music, a cooking demonstration for making healthy snacks and a "create a card" craft, where participants were prompted to write a card about how they take care or a message of gratitude.



Volunteerism

DTE's company-wide commitment to volunteerism through their Care Force program, connects employees to hundreds of organizations to further their missions and serve our communities. While our number of volunteers and the hours they served are impressive, the impact is immeasurable. With our Care Force team and the eagerness of the DTE family to make a difference, we have become a force for good in our communities.

DTE's Care Force remained primarily virtual in 2021, but we still had an amazing year. We are grateful to have such dedicated team members willing to go above and beyond to serve our local communities. It's an honor to serve those who need it the most, when they need it the most.

Volunteerism is a long-honored tradition at DTE. In addition to giving back to our communities, it enhances our wellbeing by helping us feel more connected to others and providing us with a sense of purpose.



RESULTS BY THE NUMBERS

ERGs
9

ERGs with a total of
2,400 participants

Family-Friendly
Leader Award

72 submissions
54 winners
1 grand prize winner



Party in the Park
Over 1,000

employees and family members
joined the virtual event

■ *That's about 300 more
participants compared to 2020.*

Volunteering

3,620 volunteers giving
70,274 hours of their time to
944 nonprofits in communities
across our service territories

Meals on Wheels

120+ volunteers participating
in **17** communities, delivering
nearly **17,000** meals



EYL's Efforts to Support Total Wellbeing 2021 by the Numbers



6,940

wellbeing events, challenges,
classes and activities offered

■ That's 3,058 more offerings
compared to 2020—
a 79% increase.

More than
108,190

total participant interactions
with live programs

■ That's 25,000 more
interactions compared to 2020—
a 30% increase.



63

workshops and webinars offered,
with a total of 6,763 participants

■ That's 43 more events
than in 2020—a 215% increase.



An extensive online library of

THOUSANDS

of recorded sessions and classes
accessed "on-demand."

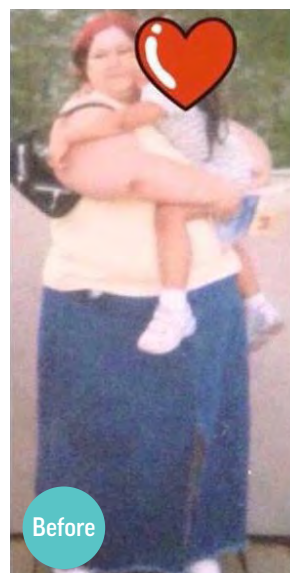


Taking Care to Practice Healthy Habits and Self-Care



“I’ve been a member of the gym for a few years, doing classes a few days per week (somewhat inconsistently). When the pandemic hit, I tried to work out more consistently with the Fitness Zone live workouts from home. Since starting in 2021, I’ve really embraced all there is to offer. I utilize both the live classes and the recordings, and exercise six days per week! Exercise has become a new and important part of my daily life, and there is no other way I’d rather start my day. The coaches have helped me with exercises, stretches and modifications for injuries or mobility issues that I’ve encountered. I attribute all my success to them! Not only have I lost some weight and toned up, but I feel better—healthier, stronger and more confident. I am so grateful to the Fitness Zone coaches for helping me on my fitness journey.”

– Jennifer Carver, manager, Strategic Supply Category



Before



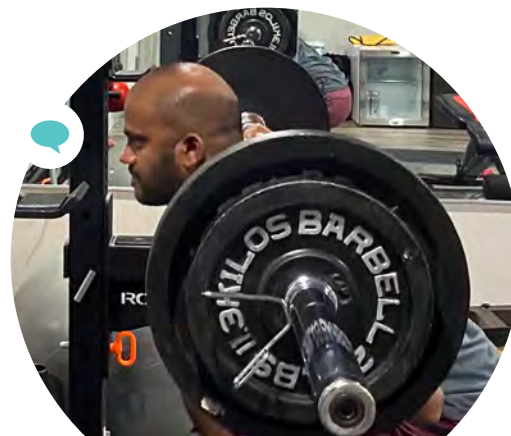
After

“I’ve had to reprogram the way I think. I’ve changed what I tell myself. I seek out and embrace the positive and reject the negative thoughts. I celebrate even the smallest victories because this journey will last the rest of my life. It’s not about my weight, it’s about my health, and I want to celebrate every moment along the way. EYL is such a well-rounded program and has helped me along the way.”

– Tonya Butler, senior customer resolution specialist, Customer Care

“Your genetics don’t define who you are or your health. You have to put the work into your health.”

– Alan Thomas, manager, Engineering Support



Expanding the Reach of the EYL Injury Prevention Program

With the continued success of the EYL Injury Prevention Program, EYL Athletic Trainers (ATs) and EYL Wellness Coordinators expanded the program throughout Gas Operations, Distribution Operations and Corporate Services, including:

Overhead | Underground | Electric Field Operations | Substation Groups

“I really appreciate you taking the time to make sure I’m warmed up and feel well before going out into the field. It is great knowing we have people who care about our health and wellbeing.”

– Tameka Messengale, cable pulling rigger operator, Distribution Operations

“I’ve been doing the dynamic warm-up on the meetings and on my own for about a month now, and I definitely feel the difference in my back and my neck. I’m not as sore and can play with my kids without any achiness.”

– Joshua Battle, senior service representative, Distribution Operations

Other Injury Prevention Activities:

Ergonomic/Biomechanic Training for New Hires

Athletic Trainers (AT) provided ergonomic and biomechanic education/training for new Gas Operations employees.

New hires participated in hands-on workshops to learn proper techniques for common tasks associated with a higher risk of musculoskeletal injuries.

In addition, Gas Operations began building specific modules for new Supervisor training on ergonomics, as part of the PassPort new hire orientation program.

Established a Gas Ergonomic Committee

ATs partnered with Corporate Safety, Gas Operations and Union members to develop a grassroots committee focused on injury prevention and ergonomic initiatives that address musculoskeletal injury prevention.

Ergonomic Virtual Office Assessments

With the shift to remote work for many employees, numerous individuals found themselves working from makeshift offices, such as dining room tables and kitchen counters.

AT, Stephanie Hollander, provided the following services:

- One-on-one ergonomic assessments to help optimize the workspace setup (e.g., chair, monitor, keyboard and mouse) to help remote workers avoid physical fatigue and injury.
- Troubleshooting any issues.
- Sharing tips on what can be done to reduce minor aches and pains.

“Aging in the Workplace” Education

EYL ATs presented this topic in conjunction with the Fall Safety Blitz for Gas Ops-HPP. Content reviewed physical changes as we age, ways to manage the aging process and body mechanics for work/home.

EYL Injury Prevention and Ergonomics Education

EYL conducted sessions for field and remote office employees on injury prevention strategies, ergonomics and improving body mechanics.

DTE Tree Trim Academy

AT Coordinator, Chelsea Wanczyk, paired up with EYL Coordinators, Daniella Youhan and Genevieve Anderson, to deliver health, wellness and injury prevention education to the students of the DTE Tree Trim Academy. The goal was to give all the students a well-rounded understanding of the four dimensions of wellbeing that helps us stay safe and healthy. In addition, Chris Eskin, EYL performance coach, provided exercise plans for the Tree Trim Academy.

“Thank you for all of your time and knowledge helping me with my injury. All the exercises, stretches and your extensive knowledge really paid off. I have made a full recovery and feel better than ever! I will continue to do the exercises and stretching I have learned from you. Thanks again.”

– James Saucedo, fitter, Gas Metering



“As Industrial Athletes—just like any skilled athlete—we are responsible for investing and taking care of our bodies and minds. That means physically and mentally preparing, conditioning and positioning our bodies to avoid injury.”

– Nykolos Jones, Local 223 director, Health & Safety and splicer specialist leader, UG

“Physically Thriving” Stand Up

As part of a dual stand up with Safety this past July (see page 13), Health & Wellbeing focused on physically thriving, specifically injury prevention. Leaders were provided with a discussion guide, talking points and resources to help them successfully conduct the Stand Up with their team. The meeting addressed why injury prevention is so important and highlighted the best practices to prevent injuries.

Leaders also discussed the concept of being an Industrial Athlete, which means:

<p>Preparing our body for work</p> <p>Warm up with dynamic stretching and movement.</p>	<p>Positioning our bodies properly for the task at hand</p> <p>Mindfully use proper body mechanics and follow ergonomic guidelines.</p>	<p>Keep ourselves conditioned</p> <p>Do all the things that enhance our quality of life, including physical fitness, nutrition and hydration.</p>
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The goal was to create the time and space to have authentic and focused discussions about injury prevention. Leaders and employees were encouraged to share stories during the stand up to make the topic more personal and relevant.

“Doing warm-ups with EYL has significantly improved how the team and I have been feeling, both mentally and physically. We love having EYL supporting us.”

– Harry Liogghio, general supervisor, OH/UG

DTE | Take Care

LEADER VERSION

Fast Five Tips for Physically Thriving

TIPS FOR LEADING INDUSTRIAL ATHLETES

- 1 Lead Employees in Preparing for Work**
 - Start your day with a warm-up. Invite EYL to lead. [Learn more here.](#)
 - Model a laser focus on health, safety and wellbeing with a meeting, wearing appropriate PPE, and adhering to safety guidelines.
 - Begin meetings/ huddles with a health, safety and wellbeing moment (under the safety lens to include health and wellbeing).
- 2 Get Active for Peak Performance**
 - Stay fit by attending and motivating employees to participate in EYL live, virtual or on-demand exercise sessions. Access on [EYL](#).
 - Model “walk and talk” meetings using the Teams mobile app when employees don’t need a computer.
 - Take 10 minutes with your team to participate in EYL Wellness Movement exercises at noon. Learn more at [EYL](#).
- 3 Encourage Healthy Habits**
 - Stay hydrated! Drinking water consistently throughout the day improves mental focus and productivity.
 - Minimize caffeine. It’s a diuretic, and the more you lose fluids, the more you need to rehydrate.
 - Encourage your team to meet with the DTE regional director to explore meals to optimize meals for their bodies. [Member newsletters at noon.](#) Learn more at [EYL](#).
- 4 Condition for Tomorrow**
 - Encourage a good night’s rest. Prioritize Zone with your team and ensure they understand how to avoid injuries by using the guide.
 - Invite employees to share their health and wellbeing goals privately, if they feel comfortable.
 - As a team, participate in an EYL healthy cooking class to learn how to fuel your bodies – and minds – for peak performance. Schedule here [EYL](#).
- 5 Demonstrate Proper Ergonomics**
 - Share the red, yellow and green Power Zone with your team and ensure they understand how to avoid injuries by using the guide.
 - Schedule a 1:1 appointment with the Injury Prevention Team and/or sign up for a free ergonomic assessment. [Contact us here.](#)
 - Use the EYL Injury Prevention team member speak to your team.

For additional tips on how to physically thrive, refer to:

- The Take Care Leader Training
- Energy Your Life Program Guide, [“Supporting the Employee”](#), Nutrition, Physical Activity, Injury Prevention and Ergonomic Health Section.

Group Fitness Programs

A wonderful way to boost physical fitness and reduce stress is to move more. Ranging from yoga to strength training to cardio, virtual group exercise classes were offered to all employees throughout the day for added flexibility. Classes are offered free of charge to all DTE employees.

“I have participated in the Fitness Zone classes and I absolutely love the diverse offerings. I love that I can take classes in the mornings or the afternoons and that I can take live classes or one of their many recorded class sessions. I have always thought the Fitness Zone was a great asset to DTE and they certainly did not disappoint.”

– Regina Warner, principal marketing analyst, Renewable Ops Technical Support



One-on-One Game Plan Appointments

From designing customized workout plans to providing ongoing motivation and support, EYL Performance Coaches helped employees establish and achieve personal fitness goals. Employees can request a virtual Game Plan appointment with no membership required and at no cost!





One-on-One Nutritional Counseling

Everyone's nutritional needs and health journeys are different. And sometimes a busy life just gets in the way of eating healthy. Getting personalized support can be a game-changer for many. Our EYL Registered Dietitians (RDs) met with employees throughout 2021 to discuss their personal needs related to any nutritional topic.

Whether it was answering questions about nutrition, sharing strategies on eating in a way that will better manage an underlying chronic condition or offering tips on how to easily add more plant-based foods into their family's meals, the EYL RD was there. Together, the employees and the EYL RD identified small changes that could add up to big results, slowly and over time.



“ I like the additional motivation to get the steps in for each day.”

- Michael Mann, senior project manager, Biomass, Technical Services

Summer Steppin' Challenge

This past summer, employees were encouraged to lace up their athletic shoes, head outdoors and increase their activity level in a fun way throughout the day. The goal was to track steps through the EYL Portal at least once a week for all three weeks of the challenge.

EYL Games

To build on the healthy habits gained from the Summer Steppin' Challenge, teams of four worked together to earn points by engaging in various EYL events, classes and personal workouts. This virtual four-week challenge was available to all DTE employees and taught them how to add more colors to their plates every day, showed the importance of being kind to people and provided team support. Bonus points could be earned by:

- ✔ Doing something nice for someone
- ✔ Eating the rainbow of fruits and veggies
- ✔ Promoting self-care by meditating
- ✔ Bringing a coworker to an EYL event



“ I am consistently eating a better variety of fruits and veggies thanks to the Taste the Rainbow challenge. I really like trying to work in different colored foods to every meal. Even my husband is picking out a couple of different colored peppers when we make pasta at home so I can 'get my rainbow'.”

- Kathryn Singer, senior engineer, Gas Revenue Analytics 2

Planksgiving








In the spirit of Thanksgiving, DTE employees and their family members were encouraged to join the Planksgiving Challenge. This event was intended to inspire participants to strengthen their core and express gratitude. The end goal of this 21-day challenge was for the 900 participants to feel stronger, more focused, productive and appreciative.

“ Taking the time to plank each morning increased my stamina and also gave me time to reflect and motivate myself for the day. I was proud of myself for sticking to it and improving my planking time! I am looking forward to the next Planksgiving Challenge!”

- La Toya Thompson, principal customer service analyst, CS Projects and Analytics 2



Other EYL Efforts

 <p>Conducted the Hydration Challenge</p>	 <p>Coordinated Holiday Bingo</p>	 <p>Produced Physical Fitness Podcasts</p>	 <p>Launched Healthy Catering Menu</p>	 <p>Sponsored 5K Events</p>	 <p>Held Flash Challenges</p>	 <p>Storm Duty Grab-n-Go Healthy Snacks</p>	 <p>Hosted Cook-Alongs</p>
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Empowering Employees with Chronic Conditions to Live Their Best Life

DTE continued to offer Livongo at no charge to eligible DTE employees, spouses and dependents who struggle with high blood pressure, pre-diabetes or diabetes. Participants received various connected devices depending on their condition, such as a blood pressure monitor, glucose meter or smart scale. In addition, they could participate in one-on-one coaching and have 24/7 access to digital behavioral health support.

Meet Jerome

We've heard the story all too often—the global pandemic and a year of living in lockdown disrupted healthy habits and sparked higher levels of stress and anxiety for many people. Even as the manager of Health and Welfare Benefits and Occupational Health, Jerome Hooper was no exception. 2021 had been a challenging year and Jerome could tell something wasn't right with his health, so he went on a mission to figure it out and fix it.



After experiencing blurred vision and headaches, Jerome went to his doctor and learned he had high blood pressure. His doctor put him on beta-blockers and talked with Jerome about the advantages of losing some unhealthy weight and the importance of adding more physical activity to his daily routine.

Jerome decided to sign up for the **Livongo Blood Pressure Program**. He received a scale and blood pressure cuff at no charge, which automatically connected to the Livongo app. The slick technology made it easy for him to track his progress and share his data with his doctor. He used the Livongo and Virgin Pulse apps to read health tips and participate in challenges that helped him meet small achievable goals.

With the help of Livongo's health tracking technology and the information and challenges Jerome could access from the app, he was able to confidently and confidentially improve his health by losing 20 pounds, keeping his blood pressure in check and building healthy habits. ***Congratulations, Jerome!***



Jerome Hooper
manager, Health & Welfare
Benefits and Occupational Health



“This was my AH-HA moment. Improving my health wasn't going to be about extreme diets and impossible fitness routines. I saw that I would succeed by making small changes that fit my lifestyle and tracking my progress daily.”

- Jerome Hooper, manager, Health & Welfare Benefits & Occupational Health

RESULTS BY THE NUMBERS

Injury Prevention

5 Athletic Trainers (ATs)
added to the team

11 ATs overall

Serving **4,338** employees at
34 locations, with a total of
9,238 encounters with employees

■ *That's over DOUBLE the number of encounters in 2020, thanks to the expansion of the Injury Prevention Program.*



Warm-ups

Delivered over

1,500

warm-up with dynamic stretches sessions across the enterprise (in person and virtually) including virtual warm-ups

3 times a day

 **Livongo®**

1,641

participants enrolled (17.87%)

■ *That's an additional 2+% of employees being helped by this program compared to 2020.*

All 2021 Challenges

1,737

total participants representing about 11% of employees



Group Exercise Classes

1,395

group classes offered exercise with

8,939

total participants

Summer Steppin' Challenge

239

teams with

841

participants, who took a total of

173,450,927

steps!

That's **86,725** miles—equal to walking around the earth 3.5 times!

Participants increased their monthly average steps:

From **86,856** average monthly steps *pre-challenge* to **206,244** average monthly steps *post-challenge*



■ *That's 119,388 additional average steps walked during the challenge—a 137% increase!*

One-on-One Performance Coaching

508

Sessions

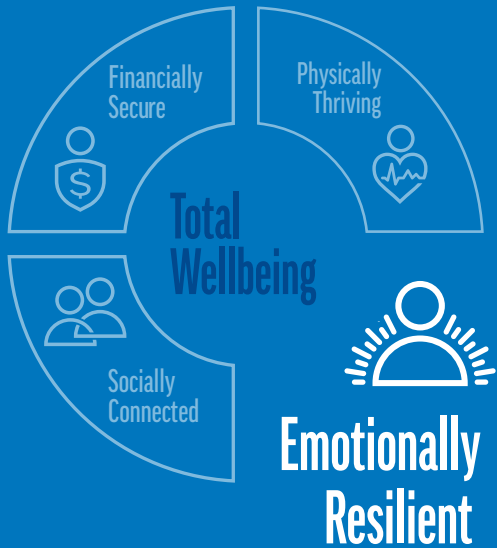


One-on-One Nutritional Coaching

297

Sessions





“ COVID-19 has prompted critical conversations that have been needed long before the pandemic fell upon us. As an employer, and as fellow employees, we have a role to play in fostering a safe space for DTE family members to acknowledge, discuss and seek care for mental health, especially in times of experiencing grief when suffering from a great loss.”

- Trevor Lauer, president and COO, DTE Electric



Taking Care to Find Balance and Protect Mental Health

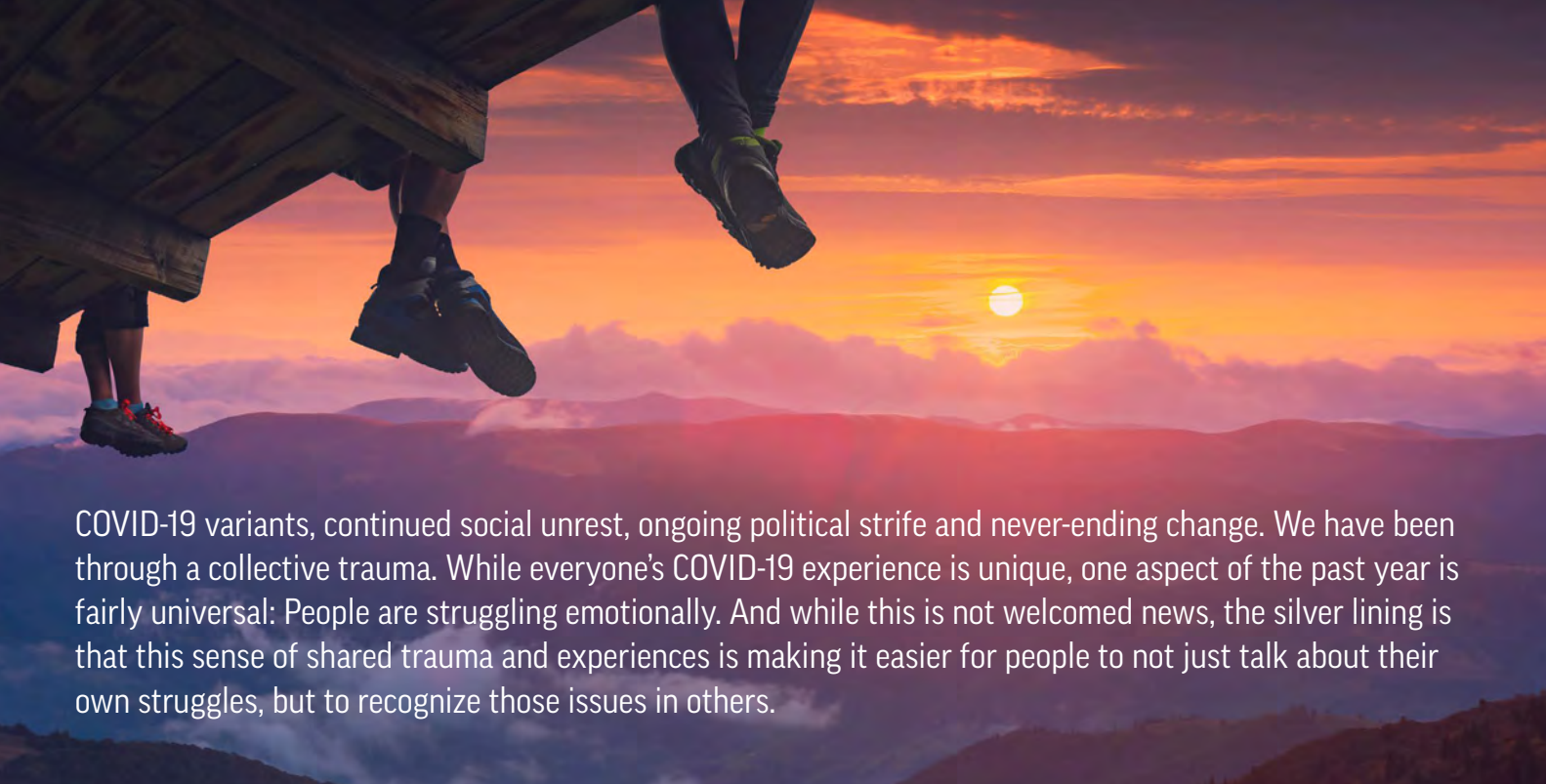


“ I applaud DTE for giving us the space to work through these workshops/wellness moments. And I applaud you for creating such a safe space for us all to share and learn and grow.”

- Pina Vyas, manager, Joint Use Process

“ I thought 2021 would finally provide some relief from the pandemic and all the craziness going on in the world. But I guess not! Just when we thought we were coming out of COVID-19, the variants appeared. It felt like we took 10 steps back. To avoid crumbling from the stress, I focused on ways to strengthen my mental health. I participated in the Wellness Moments that EYL offered and started meditating. I also dedicated at least 15 minutes a day to taking care of myself with creative outlets, like crafting wreaths for different holidays. All those steps helped me cope.”

- Rosalinda Gonzales-Johnson, collection representative, Customer Outreach



COVID-19 variants, continued social unrest, ongoing political strife and never-ending change. We have been through a collective trauma. While everyone's COVID-19 experience is unique, one aspect of the past year is fairly universal: People are struggling emotionally. And while this is not welcomed news, the silver lining is that this sense of shared trauma and experiences is making it easier for people to not just talk about their own struggles, but to recognize those issues in others.

“Emotionally Resilient” Town Hall, Webinar and Workshop

In March, almost 3,000 employees joined the “Building Emotional Strength Together” town hall. It was co-hosted by Jerry Norcia, president and CEO, and Karen Personett, manager, Wellness & Health Promotion. The town hall featured guest speaker Dr. Nina Vasan, a renowned psychiatrist, #1 best-selling author, professor at Stanford University School of Medicine and founder of The Stanford Lab for Mental Health Innovation. The objective of the town hall was to build emotional resilience to cope with life's challenges, but also to destigmatize and normalize mental health discussions. We wanted employees to know they are not alone, that they are empowered to access support on an ongoing basis and that it is a sign of STRENGTH to ask for help.

🔗 Let's all take care so we can live our best lives and be there for our families, friends and coworkers for years to come. 🔗

– Joi M. Harris, president & COO, DTE Gas

As a follow-up to the town hall, Dr. Vasan conducted a live Emotional Wellbeing webinar, and an “Ask Me Anything” workshop. Both were taped for those who couldn't attend. During these events, she addressed a variety of topics that were on the minds of employees, including:

- ✔ How to know when it's time to get help,
- ✔ Advice on how to best approach a coworker or loved one you believe is struggling emotionally, and
- ✔ Practical tips for improving emotional strength.

Emotional Wellbeing Workshop Series

The EYL team coordinated a workshop series, in partnership with The Henry Ford Health System Employee Assistance Program (EAP), that addressed meaningful topics, such as relaxation, navigating change, healthy coping, emotional intelligence and more. The goal of this interactive series was for employees to come away from each workshop with helpful tools and resources to better cope with life's challenges and become more emotionally resilient.

Live EYL Monthly Webinars

At least once a month, employees had the opportunity to tune in to a live webinar hosted by both internal and external experts who specialized in various wellness focus areas. Attendees participated in live activities and could converse using the chat feature. All sessions were recorded and available through the EYL Teams channel/Stream for watching on demand.

A sample of the webinars included:

- Mark Ostach, Digital Wellness Speaker—“*The Power of Forgiveness,*” “*Courage to Connect.*”
- Jason Phillips, LCSW/Life Coach/Therapist—“*Emotional Wellbeing in the Workplace,*” “*Holiday Blues.*”
- Dr. Tierra Ellis, Clinical Psychologist—“*What Do You Want to Be When You Grow Up? Inner Child Healing in the Workplace.*”
- Dr. Nina Vasan, psychiatrist and author of the #1 best-selling book, “*Do Good Well: Your Guide to Leadership, Action and Innovation*”—“*Building Emotional Strength.*”
- Dr. Partha Nandi, gastroenterologist, internal medicine physician and Chief Health Editor at WXYZ ABC Detroit, —“*Health Hero: 5 Steps to Longevity, Wellbeing and a Joyful Life.*”

Emotional Resilience Toolkits

To help support the DTE family with their emotional wellbeing throughout the challenging times of 2021, we created emotional resilience toolkits for both leaders and employees.

The leader toolkits helped coach leaders on how to support total wellbeing of team members, as well as provide useful resources and tools the leaders could reference themselves and/or share with employees.

The employee toolkits addressed numerous aspects of mental health and connected employees to various resources and tools. The goal was to make it easy for the DTE family to access the right support exactly when they need it.

“Mental health became its own pandemic during the COVID-19 pandemic, with soaring rates of anxiety, depression and burnout. It was very important to help the DTE family function and even thrive, despite dealing with the global health crisis. We aimed to empower employees to tap into their potential for resilience—that ability to bounce back from difficult experiences and navigate adversity.”

— Matthew Paul, executive vice president, Distribution Operations

EYL Team Earns Certifications for Mental Health First Aid

To better support the mental health and emotional resiliency of the DTE family, the EYL Team participated in a Mental Health First Aid certification course, offered through the National Council on Behavioral Health. This empowering program taught our team how to help someone who is developing or struggling with a mental health problem or experiencing a mental health crisis to connect with the appropriate care.

“This certification process has been a great way to expand my abilities to take care. I feel more confident that I can effectively identify, understand and respond to signs of mental illness or mental health issues.”

— Angela Dobbins, lead wellness coordinator, EYL



RESULTS BY THE NUMBERS



Emotional Wellbeing Workshops and Webinars

33
events with
3,093
participants



Emotional Wellbeing Town Hall

Included nearly
3,000
participants



Certifications in Mental Health First Aid

100%
of the EYL Team is certified

23%
of the Wellness Champions
are certified



Taking Care to Nurture Relationships and Expand Connections

Being surrounded by the strong and positive influence of family, friends and community can help you along your wellness journey, whatever it may be.



“ I take care by keeping a healthy work/life balance, especially now with so many additional stressors and being so plugged in. One way I do this is by playing golf with some friends during the week. Being active helps the stress and being with others helps me feel more connected.”

– Shawn Patterson, vice president, Environmental Management and Safety

“ Microsoft Teams meetings can be exhausting. I think the banner that comes across the screen that says ‘EYL invites you to a social class, fitness class, cooking class, etc.’ is a nice invitation to get us all together. It’s an innovative way to make you feel like you’re not alone. Even if you have no one else, you have someone from DTE and EYL inviting you to something.”

– Jerry Norcia, CEO



“ EYL’s tireless efforts to unite and engage employees have created the forums for people to share their stories and connect.”

– Sarah Taylor, senior program manager, Public Affairs

Improving Social Connection: Enhanced EYL Access and User Experience

New Intranet and EYL Web Page

In 2021, DTE unveiled its new digital workspace and intranet, called “OurDTE.” From its inception, it was recognized that health and wellbeing must be at the forefront to not only integrate wellness into the fabric of DTE’s culture, but to recognize the role health and wellbeing play in the success of the organization.

As such, health and wellbeing information has prominent space on the main navigation throughout the intranet for easy accessibility. (See image to the right for how to use the top navigation to access health and wellbeing information.)

In addition, a new Health & Wellbeing webpage was created that improves the user experience by making it more engaging and easier to connect with EYL resources and information. Another key enhancement is that it was optimized for mobile devices.

Healthy Living Requirements

Whether it’s improving daily quality of life or potentially adding years to one’s life by preventing chronic diseases, the Healthy Living Program offers individuals an added incentive to stay on top of their health and wellbeing. The site gives access to the online Health Assessment and Annual Preventive Physical with Biometric Screening form.

Here are some examples of what employees can find on the new EYL site:

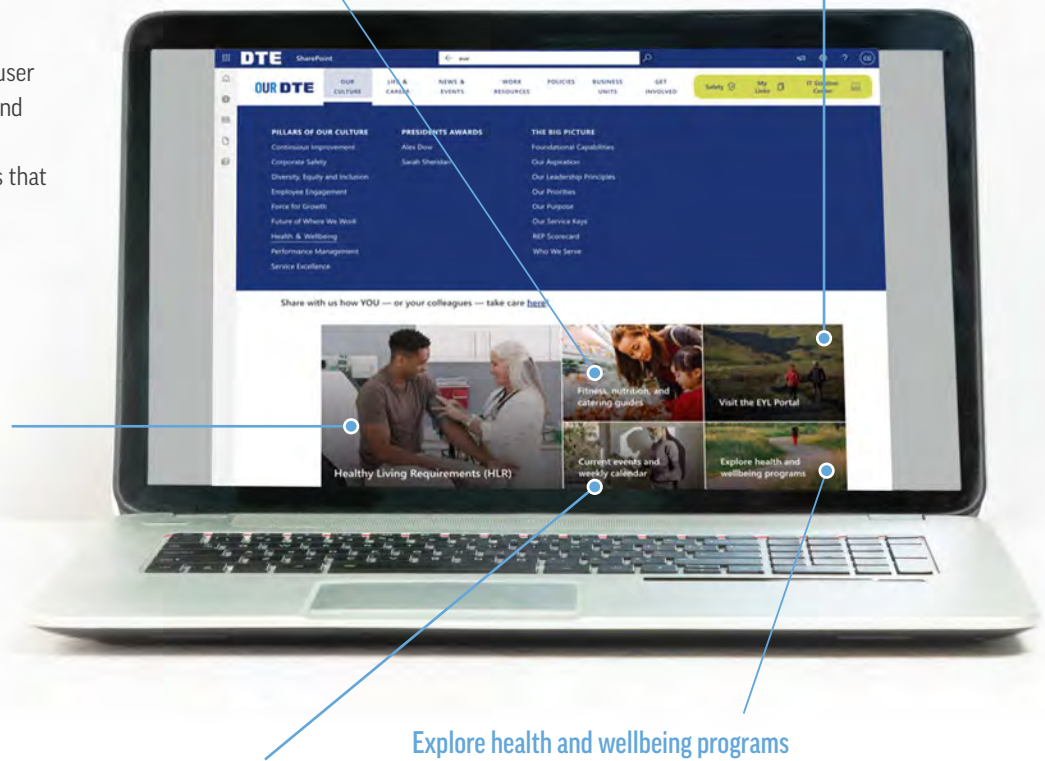
Fitness, nutrition and catering guidelines

Individuals can learn more about these topics and connect with related resources, such as Fitness Zone offerings, nutritional resources and catering guidelines.

Visit the EYL Portal

The new EYL Portal is designed to help individuals make small, everyday changes to wellbeing that are focused on the areas they want to improve the most.

All DTE employees and eligible spouses can set their interests to get personalized daily tips to help them eat healthy, get active, reduce stress, sleep well and more. In addition, they can earn rewards by making healthy decisions. Individuals can download the Virgin Pulse mobile app (iOS or Android) to access the portal and track their activity anytime, anywhere. (See next page for more details about the EYL Portal.)



Current events

EYL hosts more than 50 classes per week that include fitness classes, noon wellness breaks, meditations and more. Additionally, EYL regularly hosts healthy activity challenges, EAP workshops, nutrition workshops, cooking demonstrations and more.

Explore health and wellbeing programs

The EYL programs empower employees and their families to take care of themselves by supporting the four dimensions of total wellbeing to help ensure they are physically thriving, emotionally resilient, socially connected and financially secure. Each of the dimensions is important for overall wellbeing, happiness and life satisfaction.

Includes: SmartDollar®, CARROT Wellness, injury prevention, nutrition, fitness classes and more.





“It’s all about meaningful connection and personalized support. The new EYL Portal offers our employees a much more customized experience. By identifying their own particular interests, they can receive personalized daily tips to help them eat healthy, be active, reduce stress, sleep well and much more.”

– Lillian Korbus, program manager, Virgin Pulse

New EYL Portal (Powered by Virgin Pulse)

We successfully completed a significant and complex transition to a new wellbeing platform. The new EYL Portal was designed to better support employees’ individual journeys and goals.

The portal is offered free of charge to employees, their covered spouses and pre-65 retirees. It is accessible through desktop or mobile app and is linked directly on OurDTE at DTEenergy.com/takecare. It connects individuals to a variety of innovative and informational programs, resources and services. These include:

- ✔ Opportunities to complete the Healthy Living Program, including the annual physical form and the online Health Assessment
- ✔ Access to online health and wellness programs to help individuals manage stress, lose weight, get active, eat better and manage chronic conditions
- ✔ Telephonic coaching and Journeys
- ✔ Healthy habit tracking
- ✔ Opportunity to earn “Real-time Rewards” for completing specific healthy activities, including completing community activities, healthy at work activities, weight management and much more

The EYL Portal also enhances social connectivity by offering several features that connect people, including:

FRIENDS

“I like to see my friend invites from fellow coworkers. Being connected with friends and coworkers helps me stay motivated.”

– David Peterson, senior communications strategist, Corporate Communications

GROUPS

“This feature lets me find and join groups with people that share similar interests as me. I belong to the Gardening Group and the Plant-Based Kitchen Group and have learned so much. Plus, working remotely now, I appreciate having the connection.”

– Warren Service Center coworker

SHOUTOUTS

“The EYL Portal virtual shoutout was a great tool to encourage our coworkers and family. Engaging others in our health journey helps us stay accountable and have fun along the way.”

– Dusti Janda, supervisor, Plant Operations

Nutrition Program Workshops and Demos

Each month, our EYL Registered Dietitians offered educational webinars on various nutritional trending topics and cooking workshops for popular healthy recipes.

Nutrition Workshops

- Healthy Eating Habits for the Family
- Food Safety
- Gut Health for Nutrition
- Food for Thought: Nutrition and Brain Health
- Healthy for the Holidays
- Pack a Healthy Lunch and Snack for Work
- Foods that Lower Cholesterol

Cooking Demonstrations

- Cooking Prebiotics and Probiotics
- Hearty Vegan Lasagna
- Cooking with Spices
- Healthy Lunches for Back to School
- Holiday Recipes with Cranberries
- Southwestern Corn Chowder





DTE's Got Talent

Back by popular demand, EYL hosted the second annual DTE's Got Talent! This virtual talent show allowed employees to demonstrate their hidden talents—including juggling, spoken word poetry, tricks with pets, singing, musical acts and more. To support socially connecting with one another, EYL then held a virtual “watch party” for the DTE family to view all the talent acts in a streaming video. Employees voted for their favorite act.

“The whole show was incredible and well done! It was fun to see all the great talent at DTE.”

– Derrick Sanborn, manager, Distribution Operations Support

EYL Trivia

To promote social connection among DTE employees while physically distancing and working remotely, EYL hosted virtual trivia games three times a week. The games proved to be very popular. They served as bragging rights for some, air high-fives for others and even raised money for charitable causes.

Wellness Moments

EYL hosted daily wellness moments that addressed a variety of total wellbeing topics, including emotional wellbeing, such as virtual burnout. In addition, weekly 10-minute meditation breaks were offered to employees using various mobile apps, such as Calm and Insight Timer.

FLASH CHALLENGES

To decrease virtual meeting burnout as well as encourage people to engage with each other, EYL Wellness Coordinators started promoting Flash Challenges every Monday and Friday using Microsoft Teams. Employees were prompted to complete some type of activity, and in return, they earned EYL Points.



RESULTS BY THE NUMBERS

Portal enrollment/registration was **69%** (up from 36% in 2020) including **76%** of employees and **58%** of spouses
Average monthly program engagement was **53%**

EYL Portal



43 social Groups formed with **1,359** participating members
3,247 Shoutouts were given

6,277

personal health challenges were created with

1,213

employees and spouses engaging in health coaching

Financially Secure



“ We all have so much going on in our lives, so many unexpected things happening at work and at home. Having a financial plan removes that distraction and allows us to focus on being physically well, mentally well and active socially. It’s just one less thing we need to figure out. I highly recommend the free tools our company gives us, like SmartDollar and the EveryDollar app.”

- Dan Miner, director, Corporate and Executive Communications



Taking Care to Plan, Manage and Save Wisely



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“ I stand here 11 years after starting the SmartDollar 7 Baby Steps program with no debt, no house payment, college paid for, and I have a solid retirement account. I can’t even describe the feeling! I hope my experience can show people this can be done. It can be achieved.”

- Tony Wilhelm, manager, IT Service Operations

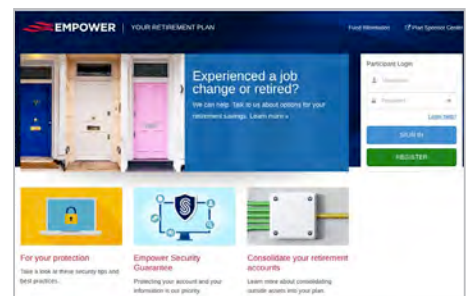


“ I recommend the Smart Dollar Budget App to anyone interested in budgeting their money. It is very easy to use and will definitely help you get your finances in check!”

- Michelle Martinez, supervisor, Account Recoveries

“ As a new employee, I have found it helpful that the company has my long-term financial goals in mind. Free programs like Empower for my 401(k) plan and SmartDollar to help me start budgeting for my future are appreciated.”

- Caniff Service Center coworker





SmartDollar[®]

The SmartDollar program continued to be offered at no charge to all employees in 2021. The program aims to empower employees to take control of their money by teaching them to:

- ✔ Create a budget
- ✔ Build an emergency fund
- ✔ Pay off debt
- ✔ Invest for the future
- ✔ Increase charitable giving



EMPOWER[®]

Another way DTE supported financial wellbeing was by teaming up with its 401(k) plan vendor partner—Empower[®]—to develop and deliver various award-winning retirement and financial education campaigns, such as America Saves Week (ASW).



The ASW campaign engaged employees and helped them connect to the campaign by featuring employees' pets using cleverly written messages about financial wellbeing. The purpose of the campaign was to promote participating and saving in the 401(k) Plan, naming a beneficiary, as well as increasing tool and resource engagement.

Other creative campaigns included:

- A financial "spring cleaning"-themed campaign focused on resetting one's financial goals. Participants were directed to the Learning Center for budgeting tools, savings calculators and other financial wellbeing resources.
- A unique holiday message series, which showcased unusual holidays and national observances as a fun and unexpected way to promote the 401(k) Plan.

Investment Education Session

In fall 2021, employees and eligible spouses were invited to attend an investment education webinar about different ways to structure their investment strategies. The presentations were offered free of charge.



RESULTS BY THE NUMBERS



SmartDollar

\$10,335,800

total "financial turnaround"

■ That's \$746,000 more than in 2020—an 8% increase

\$25,519

average financial turnaround per participant

■ That's a \$931 increase per participant from 2020

18%

of the DTE family is enrolled in SmartDollar

■ Up 1% from 2020

67%

of participants reported that they felt confident or secure about their finances compared to

49%

in the pre-survey



Empower®

America Saves Week Campaign

3,037

visitors to the DTE401k.com site

124

enrollments within 30 days of the campaign

186

members increased their deferral rates within 30 days of ASW—increasing the deferral average from 1.81% to 5.73%

315

new beneficiaries added



Healthy Rewards

6,159

employees and spouses completed healthy activities to earn points for the year.

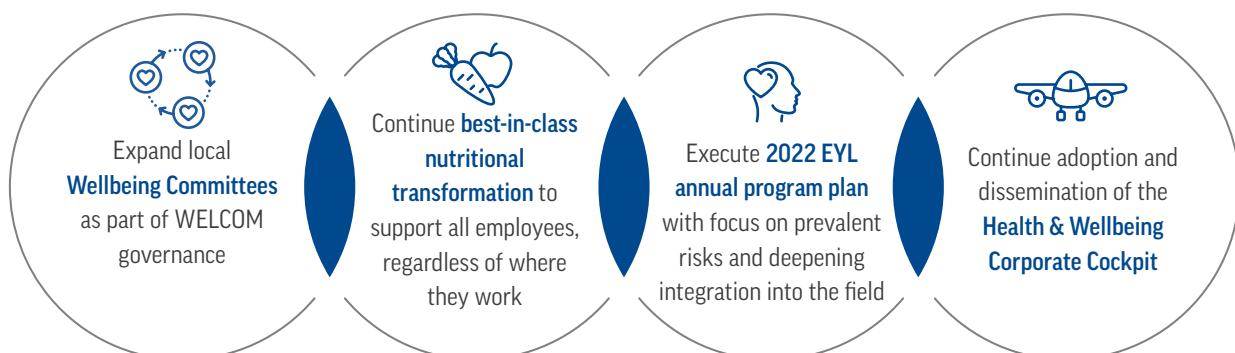
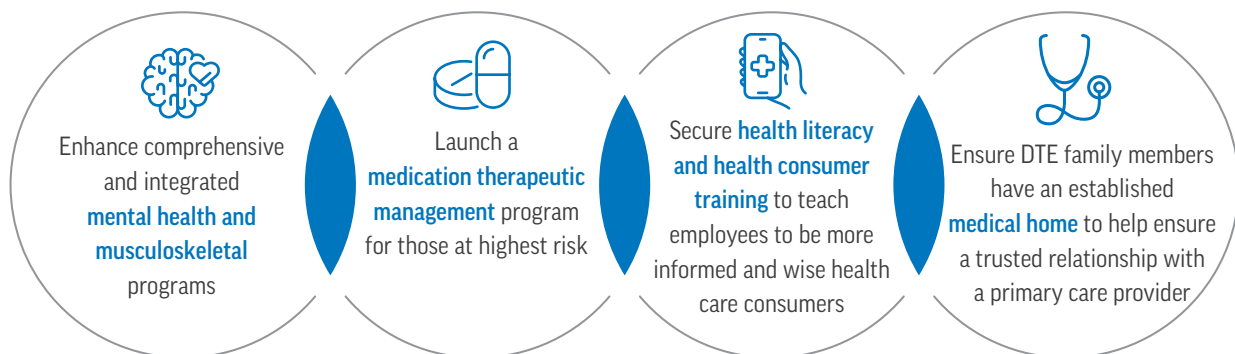
Healthy Rewards

To help engage employees and eligible spouses in a wide variety of health and wellbeing activities, DTE continued to offer the Healthy Rewards program. In return for completing a rewardable activity, individuals earned EYL Points that could be converted to dollars or drawing entries (depending on eligibility).



Looking Forward: Continuing to Pursue Best-in-Class for 2022

Our goal for 2022 will be to continue making progress on our rolling four-year plan by aiming to achieve the targets listed below. Whether it's providing a caring and health-supportive environment, creating the opportunities and space for self-care or offering access to useful tools and resources, DTE is building a caring culture and inviting employees to turn that caring on themselves.





Questions or Comments?

Contact us at eyl_account@dteenergy.com



☞ Focusing on the wellbeing of the DTE family ensures a bright future for each and all of us, and our future is bright! ☜

- Mark W. Stiers,
president & COO—Power & Industrial

DTE