

# PERSEVERE. PROGRESS. ACHIEVE.

Celebrating our DTE family's  
wellbeing journey



What if your best self  
is always a work  
in progress?

# What's inside



2-3 Introduction



4-6

Culture of Health & Wellbeing at DTE



7-8

A look back: The most meaningful accomplishments



9

2023 Take Care role models



10-13

Leadership in action



14

EYL's efforts to support total wellbeing



Physically Thriving  
15-18



Emotionally Resilient  
19-21



Socially Connected  
22-29



Financially Secure  
30-33



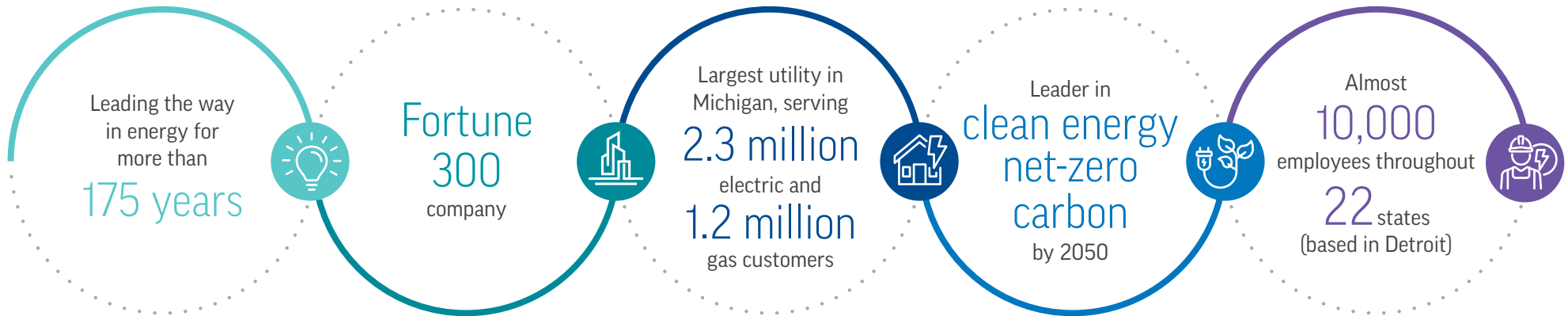
34

Looking forward:  
Our continued commitment



DTE Energy employees can access our Health & Wellbeing resources at [dteenergy.com/takecare](https://dteenergy.com/takecare).

# About DTE Energy



## Our best-in-class Culture of Health & Wellbeing

DTE continues to be recognized locally and nationally for the progress made toward becoming a best-in-class Culture of Health & Wellbeing. While accolades and recognition validate the work we are doing and are appreciated, we don't do this work for external praise – we do it because **it's the right thing to do.**





# Dear DTE family,

It is with great pleasure that we present DTE Energy's **2023 Culture of Health & Wellbeing Annual Report**.

More than a compilation of statistics and figures, this report is a celebration of the DTE family and their health and wellbeing journeys. Throughout these pages are employees' stories and examples of how they have taken care of themselves this past year and how these efforts have positively affected their quality of life and overall vitality.

Whether embracing physical activity, prioritizing mental health, building social connections or striving for greater financial security, the DTE family's individual journeys have collectively contributed to the positive changes we've witnessed. It's in the small, daily achievements – the extra steps taken; the moments of self-care prioritized – that we see the foundation of our DTE family's success laid out before us.

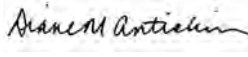
Reflecting on this past year, we feel such pride as we witnessed the DTE family PERSEVERE, PROGRESS and ACHIEVE. This report is a testament to the power of collective effort and the impact we can make when we come together with a shared purpose. So, let's take a moment to celebrate our achievements, to applaud the progress we've made and to reaffirm our commitment to each other's health and wellbeing. Together, we've proven that even the smallest steps forward can lead to monumental outcomes.



Karen Personett  
manager, Wellness & Health Promotion



David Ruud  
senior vice president, CFO  
and Wellbeing Executive Champion



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

# Culture of Health & Wellbeing at DTE

At DTE, we are **PASSIONATE** about health and wellbeing. We **CARE ABOUT EACH OTHER** and want everyone in our extended DTE family to be healthy, safe and well. We **EMBRACE** and **CELEBRATE** diversity and inclusion.



## What guides our path forward

DTE is a place where health and wellbeing are embedded into our value system, as evidenced by two of our Service Keys:



I take care of myself and others.



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

In fact, 2023 marked the fifth year in a row where “Drive a best-in-class Culture of Health & Wellbeing” was a key business priority.



### Our vision

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

### Our mission

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.

### Our philosophy

We believe vitality comes from the interactions and harmony between the four dimensions of wellbeing: Physically Thriving, Emotionally Resilient, Socially Connected and Financially Secure. In turn, we support and encourage the DTE family through a **total wellbeing approach**.

Our success at DTE Energy is because of our people. And that starts with making sure they are safe and healthy in order to give their best energy to our customers, communities and each other. We are committed to supporting our DTE team’s total wellbeing because we know that when our DTE family feels their best, they can be their best at home, at work and at play.<sup>577</sup>

– Jerry Norcia, Chairman and CEO





It's about the **energy** and **engagement** of our people and the impact they can have on all the things we want to do. The key enabler of that energy and engagement is their **health and wellbeing**.

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

## Delivering on our mission: Energize Your Life

The driving force behind DTE's Culture of Health & Wellbeing is Energize Your Life (EYL) – our innovative wellbeing program that supports employees and their families along their personal journey to get the most from life:

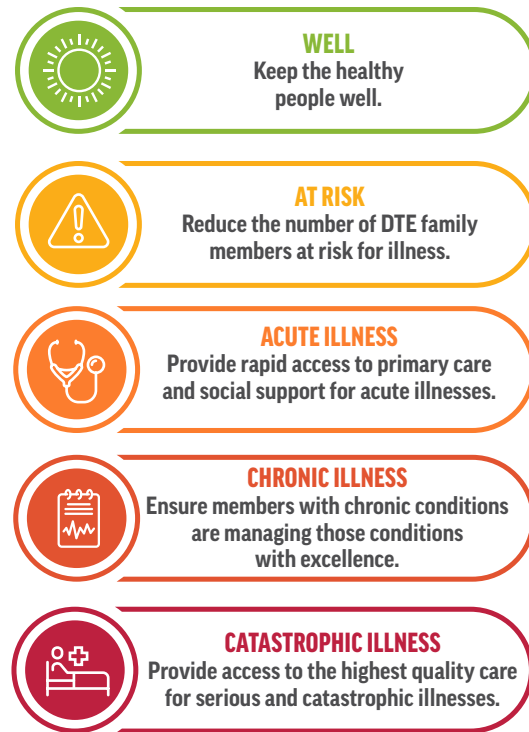


This integration of EYL team members, programming, resources and tools strengthens our Culture of Health & Wellbeing mission for employees.

## Offering support at each point along the wellbeing journey

In 2023, we made significant progress in strengthening employees' health and wellbeing. However, we are always seeking opportunities to do more.

By meeting DTE family members where they are in their wellbeing journey, we strive to keep the healthy people well and assist those who are managing illness.



# Tracking our progress and measuring impact

We want to ensure what we do makes a difference in the lives of our DTE family. That's why we use comprehensive metrics to track our progress, measure impact and help us determine if what we are doing is working.

## Our tools

Our comprehensive approach to measuring our progress consists of the following tools:

### Employer Health Opportunity Assessment (EHOA)

Measures how health-supportive DTE is at an *enterprise level*.

### Site Scan Culture Check

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

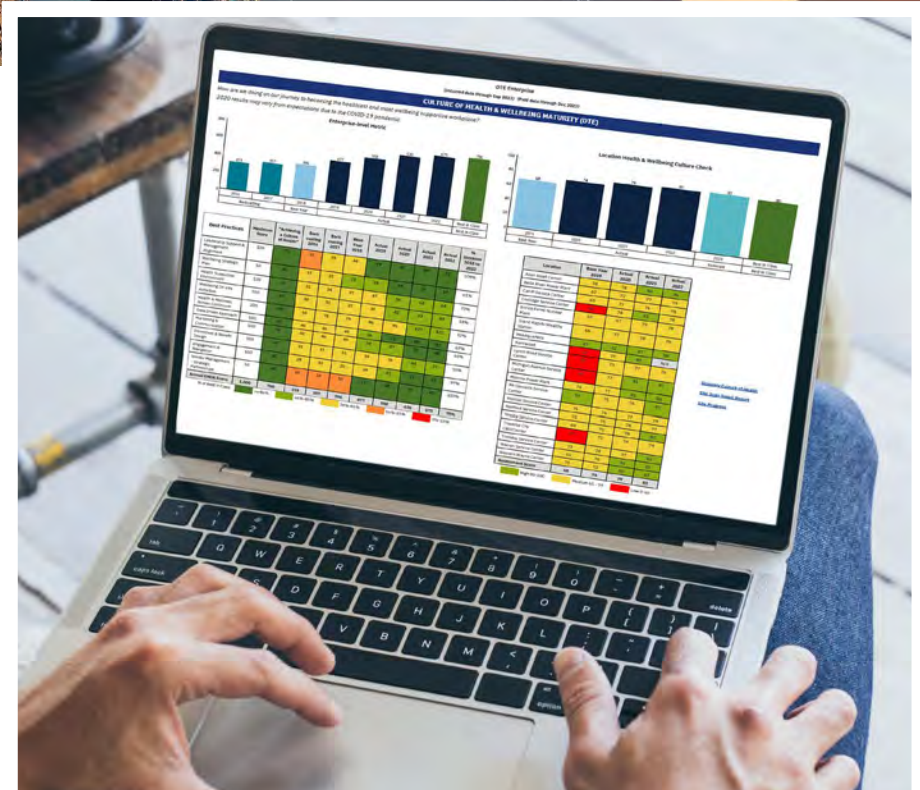
### Project Plan Progress

(Power Business Intelligence Tool)

Tracks *monthly progress* toward our goals outlined in our project plan.

### Corporate Cockpit

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



As with all our other business imperatives, we take a robust approach to the metrics behind our health and wellbeing efforts. Tracking and measuring progress is critical to advancing toward our best-in-class Culture of Health & Wellbeing.<sup>57</sup>

– Alyson Richard, program manager, Health & Wellness



# A look back: The most meaningful accomplishments



## 2023 key accomplishments



**Activated leaders** through cascaded efforts, including the distribution of leader activation toolkits, stand ups and individual contributor and leader training.



Sustained focus on mental health programs and **deepened presence into the field** by holding the third annual Mental Health Town Hall featuring employees' stories.



Drove further **enhancement of workplace environment** through Local Wellbeing Committees, leveraging improvements to the physical environments, increasing leadership buy-in and driving intrinsic motivation to care for wellbeing.



**Improved support of the DTE family living with chronic and complex conditions** through continuous improvement in chronic condition management delivery and complex care management delivery.



Continued **"Take Care" campaign to inspire others through employee storytelling** by celebrating those employees and leaders who take care of themselves and others.



**Implemented initial health literacy and consumer education** to teach employees to be informed healthcare consumers during open enrollment.



Sustained focus on ensuring that all members of the DTE family have a **trusted medical home** – with over 80% of the DTE family working with a primary care provider.



Provided **direct, in-person and virtual support** to all DTE employees wherever they were along their wellbeing journeys.



As we witness the positive impact of our health and wellbeing program, it reinforces our belief that a healthy workforce is a resilient workforce. Our commitment extends beyond the bottom line to the overall happiness and fulfillment of our team members.<sup>57</sup>

– Michael Cooper, director, Compensation, Benefits and Wellbeing





*Pictured: Karen Personett accepting the C. Everett Koop National Health Award on behalf of DTE alongside the award committee.*

## Obtaining one of the highest honors: The C. Everett Koop National Health Award


A highlight of the year was DTE being recognized with the most prestigious award for workplace health and wellbeing programs: the **C. Everett Koop National Health Award**.

This esteemed award requires intense statistical rigor and data-driven documentation demonstrating health improvement and business impact. In fact, our application and data were meticulously reviewed by an expert panel, including PhDs, MDs and Senior Scientists from Johns Hopkins.


DTE was selected for meeting and/or exceeding the extensive award criteria, demonstrating our strategy is working and that the health and wellbeing of the DTE family is improving.

A few highlights include:

- EYL program **participation rates exceeded 85%**.
- **Positive impact on the health and wellbeing of the DTE family** – effectively reducing the prevalence of critical lifestyle-related health conditions.
- **Substantially reduced** workplace injuries.
- **High employee satisfaction levels** – attributed to the combination of individual-level resources and organizational support.

 We are so grateful and proud for this recognition. It validates our strategy, but most importantly it confirms our efforts are making a difference in the lives of our DTE family.<sup>77</sup>

– Karen Personett, manager, Wellness & Health Promotion

 A key distinguishing factor of DTE's program is its exceptional support from leadership exemplified by an executive-level committee with accountability for inputs and outcomes, ensuring a comprehensive approach to program success.<sup>77</sup>

– C. Everett Koop Award Committee

### LEARN MORE

Watch a brief [video](#) featuring DTE team members talking about our commitment to wellbeing that helps bring out the best in our DTE family.



# Our Take Care role models of 2023

Take Care is a call to action for us all to take better care of ourselves and all the people in our lives. In 2023, we continued to feature DTE employees as they took care – giving our DTE family real examples of colleagues living the Take Care message.



## Congratulations and our appreciation to all the DTE 2023 Take Care role models:



**Jodi Stephan**  
instrument and control technician  
Belle River Power Plant



**Ian McGowan**  
director, Energy Trading  
San Francisco



**Michael Nee**  
senior engineer,  
Grand Rapids Wealthy Station



**Heather Radick**  
supervisor, Customer Care  
Cass City North Area Energy Center

When you feel better, you think better. You do your job differently when you make healthy choices. The positive feelings make you want to keep making healthy choices. It's empowering. You present yourself more confidently and people take notice of that. They see it.

- Heather Radick  
supervisor, Customer Care



Each employee featured throughout the year was nominated by leaders, co-workers and the EYL team for being a true role model in how they take care. The EYL team honored featured employees at the 2023 Wellbeing Champion Summit. Their stories were showcased on OurDTE (DTE's intranet), as well as in trainings, enterprise-wide meetings, mini-teaches and visually across DTE locations. In 2023, we also featured the role models externally on DTE's Careers webpage and LinkedIn page.





# Leadership in action

Leadership support and management alignment is the **number one best practice** in any cultural transformation. We are proud to say that our leaders not only talk the talk, but they walk the walk.

- Karen Personett, manager, Wellness & Health Promotion

## 2023 Wellbeing Executive Leadership Committee (WELCOM)

To fully activate the Culture of Health & Wellbeing at DTE, we established a dedicated, cross-functional committee called the Wellbeing Executive Leadership Committee (WELCOM) in 2019. This visionary committee helps set the course and navigate our journey to becoming a best-in-class Culture of Health & Wellbeing. Under their leadership, we achieved and surpassed some of our 2023 goals.

### Thank you to all the 2023 WELCOM members listed below:

- Anthony Tomczak, vice president, Electric Sales & Mktg
- Brian Hill, director, Scheduling & Capital Construction
- Brian Kincaid, director, Transformation Office
- Cedric Flowers, vice president, Gas Operations
- Christine Garber, director, Information Officer
- Daniel Miner, director, Corporate Communication
- David Ruud, senior vice president, CFO and Wellbeing Executive Chair
- Diane Antishin, vice president, HR & Chief Diversity & Inclusion Officer
- Eric Frank, manager, Licensing
- Jaspreet Singh, vice president, Corporate Services
- Karen Personett, manager, Wellness & Health Promotion
- Lisa Muschong, vice president, Corporate Secretary & Chief of Staff
- Michael Cooper, director, Compensation, Benefits & Wellness
- Morgan Elliott Andahazy, director, Programs
- Paula Silver, senior vice president, Communications & Public Affairs
- Renee Moran, employment attorney, General Counsel
- Rhonda Salazar, director, Gas Operations Construction



As the executive champion of the Wellbeing Executive Leadership Committee for the past three years, it's been fulfilling to work closely with other leaders, and the EYL team, to have a positive influence on the health and wellbeing of our whole DTE family – to make a difference.

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



ESO LEADERSHIP TEAM BUILDING EVENT

### Health & Wellbeing Leader Activation toolkit

One of the most meaningful ways leaders signal their commitment to supporting their team's health and wellbeing is by talking the talk and walking the walk.

In 2023, we leaned on **leader activation** as a critical lever to keep the momentum on the progress we have made. As part of this initiative, senior leaders received a Leader Activation Toolkit that included 30 best practices on how leaders can support health and wellbeing with their teams.

Leaders were asked to “exercise their muscle” of supporting wellbeing by taking two primary steps:

- 1 Implement at least two of the activation examples to demonstrate care and commitment to health, safety and wellbeing.
- 2 Cascade the toolkit to leaders within their team and ask them to identify two activations.

 I really like the concepts and activities throughout the toolkit. I find that I have inherently done some of the items, while others I realize I need to incorporate – like unplugging on vacation or only sending emails during business hours.

– David Roose, manager, Strategy & Special Projects


### Health & Wellbeing: Take Care leader training

We are committed to setting our leaders up for success. Annually, leaders are trained on “why” DTE is committed to support health and wellbeing and how to support their team's wellbeing.

Training completion rates far exceeded previous years – reflecting that our leaders are activating! Completion rates went from **77%** in 2021 and **64%** in 2022 to **90%** in 2023.

 I build wellbeing and connection time into my meeting agendas and use many of the EYL tools, as well as promote them to others. I reinforce the message that there is no safety without wellbeing.

– Jaspreet Singh, vice president, Corporate Services

 Our commitment to employee health isn't just a checkbox—it's a philosophy we are working to ingrain in our DNA as a compass guiding us toward a future where our team flourishes both personally and professionally.

– Cedric Flowers, vice president, Gas Operations



## Leader-led Health, Safety and Wellbeing team discussions

Leaders activated two different team discussions (referred to as Stand Ups) in 2023 that focused on the Physically Thriving dimension of total wellbeing:

### Health & Wellbeing Stand Up: Healthy Living Requirements (HLR)

During the HLR Stand Up, leaders showed a powerful video of employee testimonials addressing how their own relationship with their primary care provider has been life changing.

Afterward, teams discussed the video and were encouraged to share their own experiences. In some instances, employees were given time to call and schedule their annual physicals and/or start their online health assessments.

It is important to know the numbers that we get from our yearly physicals. I recently had a procedure done and my blood pressure has significantly increased. I was able to work with my physician to put a plan in place and have been able to lower my BP with small changes to my diet and movement.

- Anonymous DTE leader



### Safety and Wellbeing Stand Up: Distractions and injury prevention

The work we do at DTE is important, and for many of us it's also dangerous. Whether employees work in the field, a plant or an office, staying focused is critical to staying safe. The Safety and Wellbeing Stand Up focused on building awareness about the correlation between being distracted and having an accident. Employees learned tips and strategies for how to be more mindful and focused.

The video was touching and personal, giving my team the opportunity to be vulnerable and see the big picture as far as our health is concerned.

- Mark Thomas, supervisor

WINNER: Kalaline Tamlin, supervisor, Customer Care



### Family-Friendly Leader award

The Family-Friendly Leader award was initiated by our Family employee resource group (ERG). It serves as a way of recognizing and celebrating leaders who truly embody the Service Key of Caring.

Nominees are recognized each quarter, and a grand prize winner is selected at the end of the year. Over 50 leaders were nominated in 2023.

**Congratulations to all the leaders who are living and demonstrating this commitment.**

Kalaline is a very supportive leader, always showing care and concern for those who report to her. I experienced two major losses in my family and one great triumph. She was there with me through them all, always checking in during work hours and when I was out to make sure I was being taken care of.

- Anonymous DTE employee



*Pictured: Jaspreet Singh stopped by Redford Service Center during Welcome Week to share his journey that began as a child of university professors in India. He discussed the importance of listening, empathy and giving back. The Redford Overhead Lines team members also shared their stories. A great discussion with an engaged and impactful team!*



*Pictured: Eric Janness (director, Gas Renewal Program) and Bryan Valrance (manager, Coolidge service center) shared more about themselves with Coolidge Station team during a Welcome Week activity.*

2023  
Welcome  
Week



YOUR JOURNEY  
TO INCLUSION

### Welcome Week: A journey to inclusion

Welcome Week serves as a moment each year when we recommit to a continuous learning journey that builds understanding and connection, as well as honors and listens to different perspectives.

The 2023 theme – “A Journey to Inclusion” – focused on fostering connections and building rapport.

- ✔ Leaders were responsible for activating Welcome Week within their teams, using **Leader Toolkits** to help them plan and lead productive discussions with their teams.
- ✔ Each day of the week, teams would dig deeper into our 2023 Conscious Inclusion training concepts – **empathy, uncover and communicate** – learning ways to apply them to our day-to-day interactions with each other, our customers and beyond.
- ✔ Programming and activities were available **in person and virtually** – addressing ways to be more inclusive in our roles, with each other and with our teams. For added flexibility, employees could engage in a way that best served them: individually, within a small group or with their leader.

Leaders play a crucial role in promoting diversity and inclusion. During Welcome Week we got to experience inclusive leadership and engage thousands of employees in person and virtually!


– Stephanie Stevenson, manager, Diversity, Equity & Inclusion

During Welcome Week, more than two dozen leaders stopped in to engage with employees at facilities across the enterprise.





# EYL's efforts to support total wellbeing: 2023 by the numbers

 We are passionate about providing health and wellbeing education and resources to our employees so they may empower themselves to not only survive, but to excel and thrive.<sup>77</sup>

- Joi Harris, president & COO, DTE Energy



76.5%

EYL portal engagement  
(up from 72% in 2022)

This includes 84% of employees (up from 76%) and 65% of spouses (up from 58%)



6,193

wellbeing events, challenges, classes and activities



109,273

total participant interactions with live programming



59

workshops and webinars, with a total of

2,857 participants



1,260

personal health challenges

2,109

health coaching appointments completed, including next steps consults



5,265

Health & Wellbeing home page views

4,907 unique viewers

975

shoutouts were given

66

social groups formed with

2,519

participating members





Taking care to practice healthy habits and self-care

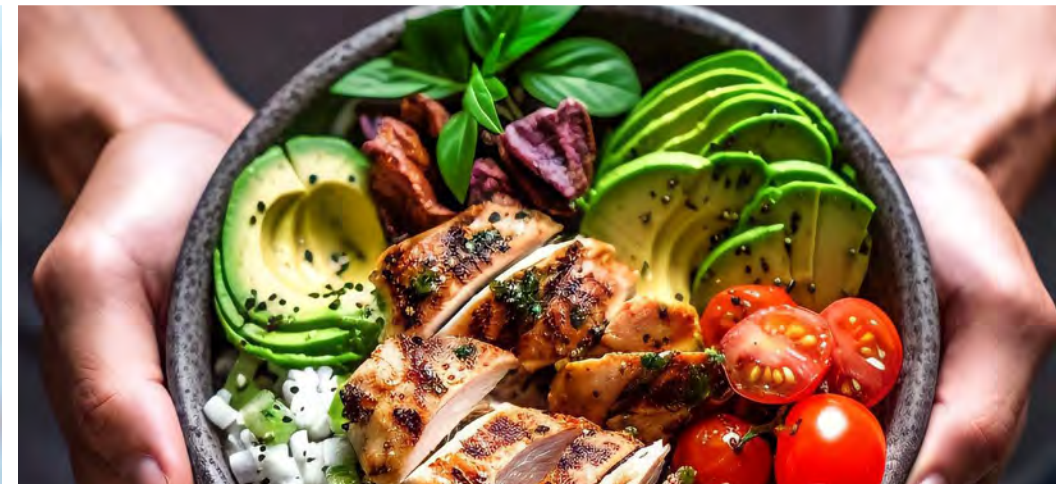
“ Making a commitment to developing healthier habits is not easy, but once that mindset takes root, everyday practice of those new habits acts as a flywheel that builds momentum, and the next thing you know healthier decisions become the easy choice.”

– Joseph Musallam, vice president, Renewable Energy



“ I have learned not to miss medical appointments. They’re important! Healthcare providers can go over exams and tests that can detect cancer in its early stages before it spreads. Don’t put work and money before medical appointments. All the overtime and saved time off from work won’t amount to anything or help your family if you’re not around.”

– Jason Miller, construction supervisor, PMO Construction North Region



“ I recently finished my degree after going back to school full time, as well as working full time. My diet was a mess, and so were my weight and health. Since joining DTE and seeing how much of an emphasis we put on employee wellbeing and health, I’m starting to use some of those programs and tips to get back to better shape.”

– Ray Selman, CAD operator, Transmission Drafting 3



## EYL Monthly Webinars

EYL sponsored and presented several health and wellbeing webinars throughout 2023, including:

### “Prioritizing Self-Care”

Presented by  
EYL Lead Wellbeing Coordinator  
**Genevieve Anderson**

### “Fuel for the Future”

Presented by  
EYL Nutrition Manager and Registered Dietitian (RD) **Cassandra Whiddon**,  
EYL Wellbeing Coordinator and RD **Sarah Pappas** and  
EYL Lead Wellbeing Coordinator **Krysten Ruzyllo**

### “Mindfulness in the Real World”

Presented by  
**Brian Granader**, yoga teacher and  
yoga school owner

Great sharing on what drives the presenters to live a healthy lifestyle. I liked their personal stories and how devoted the presenters are to the cause. ʘʘ

– Anonymous DTE employee



## “Ask the Registered Dietitian” roadshow, workshops and demos



Our EYL Registered Dietitian Sayde Beeler conducted 60-minute in-person sessions to encourage healthier eating behaviors. The engaging, evidence-based educational sessions aim to set employees up for success by helping them learn how to adopt and sustain healthier eating patterns – both in and outside the workplace. Employees are encouraged to ask questions and to complete a brief survey, which helps EYL gauge current nutritional knowledge, beliefs and attitudes. The results help inform nutritional programming in the future.



I really enjoy these sessions led by Sayde Beeler. Her easy and direct approach makes everyone comfortable enough to be open and honest and creates a great sharing format. These sessions have allowed me to incorporate suggestions and tips she provides into my diet. ʘʘ

– Anonymous DTE employee

## Condition management – powered by Livongo

In 2023, we saw a sizable increase in participation of our condition management program. Leveraging advanced technology and personalized support, the program is designed to empower individuals with chronic conditions (such as diabetes, high blood pressure and weight management) to take control of their health and improve their quality of life.

The program is offered at no cost to employees, spouses and dependents who meet the clinical criteria. Some unique features of the program include:

- ✔ **A user-friendly platform** and mobile app for maximum flexibility.
- ✔ **Real-time monitoring of health metrics** through connected devices.
- ✔ **Access to a team of certified health coaches** who offer continuous support, education and encouragement.



When I was diagnosed with diabetes, I contacted Livongo for a glucose meter and a blood pressure cuff. I used those to track my numbers. It was so easy! I just hit the button that says reorder and three days later the supplies are on my doorstep.

At this point, I'm medication-free from working with diet, nutrition and exercise, and all that was through the programs DTE offers. ʘʘ

– Melissa Jacobs, manager, Fleet Administration & Operations

## Additional activities and events



### EYL Games

During this four-week challenge, employees earned points for completing healthy lifestyle activities, such as being active, participating in nutritional workshops, meditating and more.



### 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 appointment with no membership required and at no cost!



### One-on-One Nutritional Counseling

EYL Registered Dietitians met with hundreds of employees to share nutritional strategies, offer tips, answer questions and help identify small changes to achieve big results.



### Minute to Win It

During this four-week program, individuals were asked to complete four tasks (related to mindset, movement, nutrition and fun) that took one minute each to complete. Participants who completed all 16 tasks earned a prize.



### Group Fitness Programs

The Fitness Zone offered various classes, including novice, 10-minute stretching, strength training and more. Onsite and virtual classes are available to all DTE employees free of charge.



### Cupid Shuffle

Individuals were asked to complete a set number of cardiovascular minutes each week. If they completed more minutes than the target goal, trainers were to perform an exercise of the employee's choice.




### Warm-Up Sessions

Warm-up sessions with dynamic stretching were offered across the enterprise – both in person and virtually – three times a day.



### Holiday Bingo

A healthy twist on the classic game, this version included weekly bingo cards that listed healthy activities in the squares. Once a completed row was checked off, the participant earned a bingo.

 I thought the Minute to Win It was a very fun and valuable program! It challenged me both mentally and physically, working to better myself from every angle! Bravo!👏

- Molly Clark, joint use strategist



I met with the EYL Registered Dietitian, and it was so helpful to receive individualized counseling. We have a follow-up meeting scheduled, which helps with motivation and accountability. I highly recommend it.👏

- Sharon Houston, administrative assistant, SEMI Gas Operations



Great afternoon warm-up today! I am getting more concerned as I am losing mobility and strength in my arms, and today's exercises appear to have helped. Thanks.👏

- Marc Zupmore, senior engineer and wellbeing champion



## RESULTS BY THE NUMBERS

### Leader-led team discussions (stand ups)

95%

of DTE leaders completed the **HLR Stand Up** and held discussions with their teams

95%

of DTE leaders completed the **Distractions and Injury Prevention Stand Up** and held discussions with their teams

### Group exercise classes



858

group classes offered exercise, with

7,456

total participants



### Health coaching

2,109

members engaged in health coaching

■ *That's 900 more members than 2022*

### One-on-one nutritional coaching

419

sessions



### "Ask the Registered Dietitian" roadshow

35

sessions with



1,085

participants

### All 2023 healthy challenges

2,094

total participants



### Livongo condition management

Over 1,450

members of the DTE family utilizing Livongo experiencing A1c reduction, blood pressure reduction and weight loss

Over 70%

of participants take advantage of more than one Livongo program to take care of their total-wellbeing

### One-on-one performance coaching

738

Virtual and in-person sessions



■ *That's 10% more than in 2022*

### Warm-ups

Delivered over

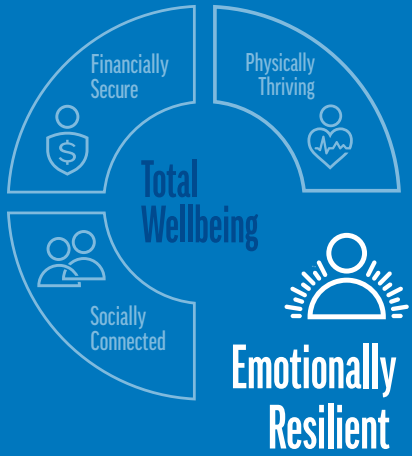
750



in-person and virtual warm-ups with dynamic stretch sessions across the enterprise

3 times a day

With 38% taking advantage of the myStrength mental health program to care for their mental health while caring for their physical health



Taking care to find balance and protect your mental health

“Fly fishing is a great way to spend some time on the water, get away and relax. I go away on the weekend and by Monday my stress levels are way lower. It’s a great way to just recharge.”

– Michael Nee, senior engineer, Codes and Standards



“I always prided myself on having a strong work ethic and a can-do attitude. But after years of trying to do it all and repeatedly putting myself last, I paid the price. I ended up having a stroke at age 46. I made the difficult decision to change many aspects of my life. Today, my blood pressure is under control and my stress is more in check. I accomplished this by leading a more balanced life and dedicating time to my personal health and wellbeing.”

– Dana Williams-Howard, manager, Customer Strategy



“There was a time I felt very sad, did not feel good about myself and battled anxiety about taking care of my family. I knew I needed to start putting myself first before I could continue to help others. I learned I need to heal emotionally and empower myself. I addressed my anxiety by doing meditation, deep breathing, yoga and delegating some of my responsibilities. I feel so much better now and have found inner peace. Getting my emotional wellbeing on track was a key step for working toward other healthy habits.”

– Jodi Stephan, instrument and control technician, Belle River Power Plant





# Mental Health Town Hall: “Building Emotional Strength Together Part III”

On Wednesday, Oct. 11, over 2,300 members of our DTE family participated in person or virtually in our third Mental Health Town Hall. We expanded the conversation by including a panel of DTE employees who shared personal stories about how they overcame mental health challenges.

Jerry Norcia opened the discussion by affirming mental health is an important subject that shouldn't be ignored. He shared how he scores himself every day on how well he manages his sleep, exercise and mindfulness.

The panelists shared stories about their personal emotional health journeys, including tips that helped them overcome their mental health challenges.

“You're not in this alone.”

– Jerry Norcia,  
chairman and CEO



**Mental health is our #1 MOST PREVALENT condition.**

This town hall is part of our continued effort to address the mental health crisis going on around us.

The intent is to continue to normalize mental health challenges and encourage people to speak up and seek help when needed.

Panelists included a representative group of employees:



**Akil Williamson**  
splicer specialist leader  
Pontiac Service Center



**Stephanie Kerwin**  
manager  
Corporate Services



**Larry Moore II**  
senior engineer  
Milford Compressor Station



**Ignatius 'Iggy' Brennan**  
service technician  
Gas Operations



Continued on next page...

The Mental Health Town Hall feedback from attendees was overwhelmingly positive:

“Unbelievably powerful. Thank you, Jerry, and DTE. This was the most valuable town hall in my 25 years at DTE. Keep it up.”  
– Anonymous DTE employee

“This was one of the best sessions I have ever seen in the 20 years I have been here. It is really good to know that you are not alone. Mental health issues are real and should be addressed and to know there is support and assistance out there is amazing.”  
– Anonymous DTE employee

“I applaud the courage of our panelists for sharing their stories, as well as how their experiences could help me when life’s challenges arise.”  
– Anonymous DTE employee

“Thank you, Jerry, this was wonderful. Not many companies stage an event like this, let alone where the CEO is moderator and a candid participant, and there were many other leaders in the room. Bravo, Jerry, leaders and DTE!”  
– Anonymous DTE employee

**RESULTS BY THE NUMBERS**






**3rd annual mental health town hall** 



**2,300**  
participants – marking the most well-attended of the three-part series

**11**  
watch parties

**200+**  
participant comments

**Emotional wellbeing webinars and workshops**

-  “Mindfulness-based behavior workshop”
-  “Food for thought”
-  “The many faces of grief – coping with loss”
-  “Supercharge your workdays”
-  “Shake the winter blues”

-  “Nurtured by nature”
-  “Discover the nutritionist within you – the connection between what you eat, drink and think”

“By continuing our efforts to prioritize mental health, it reaffirms our dedication to creating an environment where employees can thrive. Wellbeing is not just a metric; it’s a strategic imperative.”  
– Matt Paul, president & COO, DTE Electric

**Emotional wellbeing webinars and workshops**

 **14**  
events

**985**  
participants





Taking care to nurture relationships and expand connections



“ I joined the Vantage DEI subcommittee and the Women of DTE Employee Resource Groups. Both of these groups give me the opportunity to listen, learn and raise my own awareness in areas where I want to be more engaged. It’s an opportunity to listen to others and look for ways that I can support and change my perspective... and hopefully be a better colleague.”

– Ian McGowan, director, Environmental Markets

“ I have good friends who I like to fish with and ride my bike with. It builds a sense of community, where you can share common interests. That sense of community helps me recharge in a different way.”

– Michael Nee, senior engineer, Codes and Standards



“ As part of my focus on establishing better habits, I learned how to delegate responsibility to family members and to increase my social connections with friends in my life. I learned not to shoulder all the work myself, and this opened my social life. By asking for help, I began getting breaks and was able to do things on the weekends and become more social again. This social connection was another important part of my journey that I didn’t even realize I so badly needed and helped me immensely to develop a more positive attitude.”

– Jodi Stephan, instrument and control technician, Belle River Power Plant



# Strengthening Social Connection

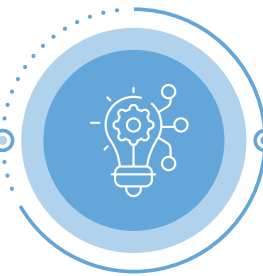
## 2023 EYL Team

The EYL Team is made up of multidisciplinary professionals in the health and wellbeing field, including athletic trainers, health educators, exercise physiologists, registered dietitians and public health professionals. Together, they are a primary force that enables us to deliver our promises. EYL Team members are on the front line, engaging with employees (whether on-site 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 individuals to help nurture commitment



## EYL Wellbeing Champions

The EYL Wellbeing Champion Network is comprised of 204 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. Champions create a grassroots movement fueled by passion as they encourage co-workers to take care.

“Thanks for coming out and doing this event for the station. It was a great way to start the morning and was much appreciated.”

- Cody Schwartz, senior CI specialist, Gas Ops

## Local Wellbeing Committees (LWC)

As an extension of the WELCOM, 19 LWC are in place to ensure the site-specific needs of various locations are represented in DTE's health and wellbeing efforts. They improve the local health-supportive environment, share best practices and help drive the advancement of the Health & Wellbeing strategy on a local level.



Local Wellbeing Committees are composed of individuals who have the goal of creating a culture of health and wellbeing; including leaders, managers, site EYL Wellbeing Champions and frontline workers with a passion for health and wellbeing.





## 6th Annual Wellbeing Champion Summit

Each year, DTE sponsors a Wellbeing Champion Summit to recognize and applaud the Wellbeing Champions and all their efforts as they support our Culture of Health & Wellbeing on a local level. The goal is to have participants leave the Summit feeling appreciated, informed and inspired! The half-day event was held at DTE Headquarters, Big Rapids and virtually. In attendance were 100 EYL Wellbeing Champions (representing over 25 DTE locations), the EYL Team and 11 members of WELCOM, plus a few members from DTE partner organizations.

The event garnered rave reviews, with participants sharing that they felt the topic areas were meaningful and impactful.

“I left the summit feeling like the work I do promoting health and wellbeing matters!”

“The WELCOM’s presence validated my commitment to this effort! Thank you for showing us this work matters.”

### Champion Summit Take Care awards

Congratulations to our 2023 award recipients



#### SUNSHINE AWARD

**Sarah Stump**

Principal Nuclear Performance Analyst

“Sarah brings such positive energy at all times. She is always looking forward and consistently lifting those around her. She is continually encouraging her co-workers to Take Care on a daily basis.”



#### MEGAPHONE AWARD

**Chris John**

Manager, People Strategy

“Chris embodies what it means to be a megaphone. He is continually involved and provides outreach daily to keep teammates in the know about all the ways to Take Care. He is also the voice of his co-workers – providing valuable feedback.”



#### GOLDEN SNEAKER AWARD

**Richard Sylvia and Karen Busuttill**

Senior Strategists

“Richard and Karen are always on the move as they share EYL programs and events with their teams. They also lead by example by participating in multiple EYL events themselves.”

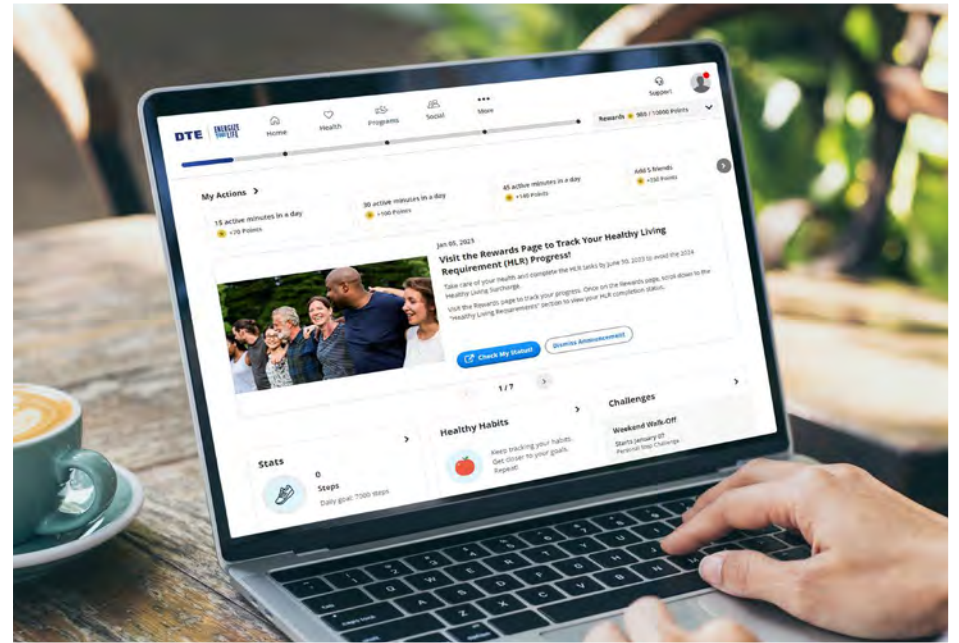


#### ALL-STAR AWARD

**Scott Klipa**

Principal Engineer, Environmental – AF

“To call someone an All-Star means they are a highly regarded member of their field. Scott embodies that by always being fully engaged, willing to participate and looking at how he can get more people engaged in health and wellbeing.”



## Take Care quarterly magazine

One of the EYL communication cornerstones is our quarterly Take Care magazine. Delivered to all employees, it covers key wellness topics with an approach that lends itself to personal choice, personal achievement and varying levels of engagement. DTE employees, including Take Care role models, are consistently featured – sharing their inspiring stories of health and wellness triumphs, as well as their tips for taking care.

“ I look forward to reading the Take Care magazine! The articles are very compelling, relevant and engaging. I especially like that there are always tips and resources for how to incorporate the information into everyday life.”

– Stephanie Stevenson, manager, Diversity, Equity & Inclusion

## Health & Wellbeing digital experience

Employees have 24/7 access to a dedicated Health & Wellbeing location on OurDTE, our company intranet. This interactive experience with ever-changing relevant content helps to engage, inspire and drive employee actions.

To amplify our wellbeing efforts, we also offer a robust **EYL Portal** and digital app, powered by Virgin Pulse. It encourages employees to engage in fitness challenges, wellbeing journeys and even connect with a wellness coach. Participants can turn healthy behaviors into lifelong habits while getting rewarded along the way.

“ I find using the EYL portal daily as a way to track my habits and steps provides me with success for my physical health. It’s important for me to take care of myself so I can continue to enjoy life as I age.”

– David Tejada, supervisor




# EYL Health Challenges




## 1 Walk the Wilderness Challenge

In April, employees and spouses took part in the Walk the Wilderness Challenge, which included unlocking pictures of breathtaking mountain views and learning more about key locations along the Pacific Crest Trail. The more they trekked, the more destinations they could unlock along the epic trail. This provided motivation for them on their personal exercise journeys.

 The Challenge gave me the drive to go on a three-mile walk this evening. Thanks for creating this challenge! 🙏

– Marc Zupmore, senior engineer and EYL Wellbeing Champion



 The Walk the Wilderness Challenge was excellently timed. I happened to be in the middle of training for a half-marathon in Italy and the motivation I received from the app kept me focused. It helped me track my progress and added some much-needed interest and fun to my training. 🙏

– Craig Sielaff, senior project manager, DTE Vantage and Challenge participant and winner for the most improved steps.



## Warm-up Challenge: Did you warm-up today?

July 17-28

## 2 Warm-up Challenge

Knowing that a quick and simple warm-up is an important way to help prevent injury, build agility and improve mood, DTE launched a 12-day Warm-up Challenge. Employees were invited to participate in live 10-minute warm-ups offered multiple times throughout the day. In addition, they could watch warm-up videos through the EYL Portal. Those who answered “yes” to the daily question “Have you warmed up today?” for nine out of the 12 days were entered into a drawing for an EYL Swag Bag.



## World at Play Step Challenge Oct. 9 - Nov. 10

## 3 World at Play Step Challenge

Employees and spouses had the opportunity to discover the many ways people around the world enjoy their free time connecting with others and relieving stress as they participated in this step challenge. The more steps accumulated, the more destinations were unlocked. There were 15 stops along the journey and the team that reached the final destination with the most average steps won!



## RESULTS BY THE NUMBERS

### Warm-Up Challenge

611

players participated in DTE's first enterprise-wide healthy habit challenge

6



participants each won a swag bag



Thank you for continuing to provide the EYL resources that bring a lot of value to support health and wellness.

– Aseel Midani, manager, Engineering

### Walk the Wilderness Challenge



658

players participated in the corporate challenge

176.2 million  
total challenge steps  
(enterprise-wide)

10,264  
average steps per day

### World at Play Challenge

464

players participated in the enterprise-wide challenge

123.3 million  
total challenge steps



9,945  
average steps per day



# Building on-site involvement

EYL Wellbeing Coordinators held fun events throughout the year to build engagement among on-site employees, including:

## Fermi Chili Cook-off

Frontline employees, supervisors and senior leadership all participated in the 2023 Chili Cook-off. Several different pots of chili were entered into the competition, along with an “EYL-approved” healthy version of chili. While sampling the chili options, employees could also play in a euchre tournament.

**Congratulations to the 2023 Chili Cook-off winner:**  
**LeeAnn Boudreau**, strategic supply category manager.



## Other local events:

- **Monroe Power Plant:** 5k event
- **Monroe Power Plant LWC:** teamed with CareForce for an Easter basket charity event
- **Greater Michigan locations:** Garden, compost bin, bird house project and community projects
- **Belle River Power Plant:** “Cinco De Mile” 5k charity race, group exercise classes and women’s self-defense class, Santa’s Helping Hands fundraising event
- **Coolidge Service Center:** Backpack drive
- **Lynch Road Service Center:** Dunk tank for charity. *Note: The event raised close to \$2,000 that was donated to the family of a Lynch Road employee who had passed away.*

“Thank you for always bringing engaging activities to our site. We appreciate the effort (from EYL) and the reminder that being healthy can be fun! I always feel better when I do something positive for my wellbeing during the day.”

–Anonymous DTE employee

“I focus on inspire by offering social connection opportunities – for example, tie volunteering into All-in Days. I also advocate for my team members to be represented as role models and champions.”

– Shawn Dedenbach, director, Operational Excellence - AFF



# Our connections make us stronger: EYL and ERG collaborations

Social connectivity is critical to total wellbeing. One of the ways DTE supports social connectivity is through our Energy Resource Groups (ERGs) – where bringing together employees who have an affinity with others who share common experiences, ideas and interests. EYL teamed with several ERGs throughout 2023:



## Family Fun Day – Take Your Child to Work Day

Hundreds of guests attended a fun event sponsored by the Family ERG, EYL and other teams. Several DTE employee volunteers helped organize the event, which included a Grand Prix Formula One show car, gas utility trucks and fire trucks to explore and other fun interactive activities.



## Activating Vibrance and Energy through Rumbaterapia

To celebrate Hispanic Heritage Month, EYL and the SOMOS ERG hosted a virtual dance workshop (via Teams) to promote social connection, physical activity and diversity and inclusion. For the fourth year in a row, DTE invited Alexandra “Alé” Tracy Chavarriaga to lead the event – introducing a mix of dance styles like Dominican Merengue, Puerto Rican Salsa, Dominican Bachata, Colombian Cumbia, Afro-Latinx beats and Brazilian Samba. Alé opened the session with stretching and then guided attendees on a journey of Latin America through dance and exercise. She closed the session with more stretching, breath work and meditation.

## Cooking Demonstrations

Chef Gabriel walked participants through a cooking demonstration. Employees were given a grocery list ahead of time and made empanadas together.



## VETS Ruck & Murph Challenges

*(created on the EYL Portal using the VETS Social Group)*


To celebrate Veterans Day, the VETS ERG hosted the Murph Challenge – an annual fitness event that honors the memory of Lieutenant Michael P. Murphy, a fallen Navy Seal who lost his life in combat in 2005. Beyond physical activity, the Murph serves as a profound way to honor Lieutenant Murphy and all those who have served to commemorate their sacrifices.

This challenge could be adapted from the original sequence to meet participants wherever they were on their fitness journey.




## Stress Management and Overcoming Burnout

Krysten Ruzyllo, EYL lead wellbeing coordinator, and Shawn Patterson, vice president, Environmental Management & Safety, discussed tips and tools for overcoming burnout along with a Q&A section where employees could ask for senior leadership guidance for navigating tough conversations with their leader regarding burnout. A “Burnout Resource Guide” was developed and shared with participants.

 Thank you for creating this space for us today. This was really beneficial! 🙏

– Malissa Stringer, analyst,  
Customer Service Business Support

 Thanks so much Alé and SOMOS for a fun time. Looking forward to our next DTE lunch dance party. 🙏

– Venus Randle,  
senior supply chain manager



# Financially Secure



Taking care to plan, manage and save wisely

“I’ve always done some level of budgeting, but when I learned about the SmartDollar resource I had to check it out. I started downloading all my expenses into the SmartDollar budgeting tool, which also helped me categorize my expenses. I was amazed at the amount of money I spent on certain things, so I started to be really diligent on tracking my spending through the budgeting tool. The second year of using it I linked up my credit card to the tool and used that single card for all expenditures. I also learned a lot of great tips and insights by watching almost all of the videos SmartDollar offers. By changing the way I handle and track my money and by learning more about how to be financially secure, I was able to become completely debt free – and have stayed that way for two years.”

– Melissa Jacobs, manager, Fleet Administration & Operations



“Addressing your financial goals is easier than you think with SmartDollar and the EveryDollar app, but you have to put in the effort and be disciplined. It is eye opening and so easy once you put your mind to it. The program and the app help modify behavior to reach your financial goals.”

– Jeff Loger, supervisor, Gas Operations



“Having access to the financial webinars, coaching and the SmartDollar program has really helped me make progress on meeting my family’s financial goals. The tools and education have made all the difference.”

– Anonymous DTE employee





## DTE's own Jeremy Baker, cybersecurity supervisor, Gas Compliance, won the SmartDollar® \$5,000 national giveaway! Congratulations Jeremy!

Following the Baby Steps program can lead to success and the True North of financial independence. I have a mindset that you never know if you might win, such as with competing in healthy activities to earn drawing entries on my EYL Portal.<sup>99</sup>

- Jeremy Baker, cybersecurity supervisor, Gas Compliance

## SmartDollar®

The SmartDollar program continued to serve as the cornerstone of our efforts to support the DTE family in feeling financially secure. Offered to all employees and paid for fully by DTE, the program aims to empower people 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



By the end of 2023,  
DTE participants experienced  
an astonishing  
**\$16,365,750**  
total financial turnaround  
through SmartDollar.

That's a 53% increase  
over 2022!

See more results on page 33.



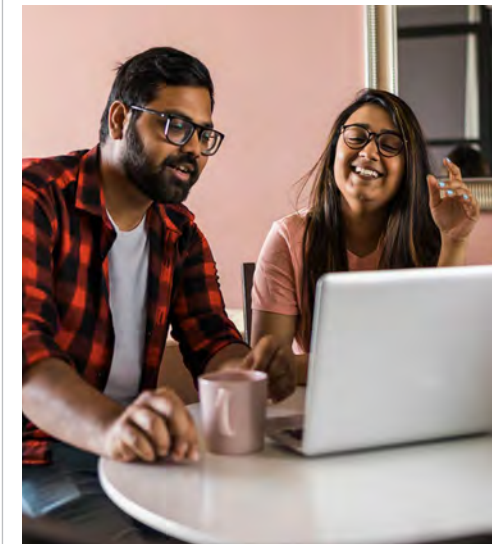
## Money Mindfulness health coaching

Money Mindfulness coaches worked closely with employees online and via phone to help them:

- ✓ Develop personal financial goals
- ✓ Gain tips for replacing poor financial habits with healthier habits
- ✓ Establish a healthier relationship with money
- ✓ Connect with other relevant resources through direct referrals

## Financial Journeys®

Employees had 24/7 on-demand access to several financial Journeys through the EYL Portal. This self-paced online curriculum was designed to help employees address financial challenges head-on to reduce their financial stress and build a more secure financial future.







## Empower monthly webinar series and educational materials

To help strengthen the DTE family's financial fitness, employees were invited to participate in monthly financial wellbeing webinars including:

- “Building a foundation of financial wellness”
- “Retirement planning for women”
- “Retirement readiness”
- “Retirement planning and investing”
- “Estate planning for the LGBTQ+ community”



DTE teamed up with Empower to develop newsletter articles, educational materials and deliver various award-winning retirement and financial education campaigns, such as **America Saves Week**.

America Saves Week has long been part of DTE's culture of wellbeing, and each year, the company passes along valuable strategies to improve future financial wellbeing goals.

## EYL “Financially Secure” webinars

EYL partnered with SmartDollar to offer several webinars throughout 2023, including:

- The Power of Budgeting
- Financially Preparing for Retirement
- How to Utilize Your Social Security
- Dave Ramsey's 7 Baby Steps
- Estate Planning and Probate Questions
- Know the Difference Between Wills and Trusts
- Setting Up for Financial Success for 2024
- How to Set up Savings for Our Children's Future
- How to Prepare for Retirement in a Tax Efficient Way

“Doug provided a good walk-through of what SmartDollar is about and how to use the available resources and he provided good suggestions on how to save and become debt-free.”

- Anonymous DTE employee







## RESULTS BY THE NUMBERS



### SmartDollar

**\$16,365,750**

total financial turnaround

■ That's \$5,711,099 more than in 2022 – a **53% increase!**

**\$41,642**

average financial turnaround per participant

■ That's a \$14,462 increase per participant from 2022

**20%**

of the DTE family is enrolled in SmartDollar

■ Up from 19% in 2022

**66%**

of participants reported they felt confident or secure about their finances compared with 49% in the pre-survey



### Empower®

**America Saves Week** campaign

**16**

enrollments within 30 days of the campaign, taking total 401(k) enrollments to an unusually high enrollment rate of

**96%!**

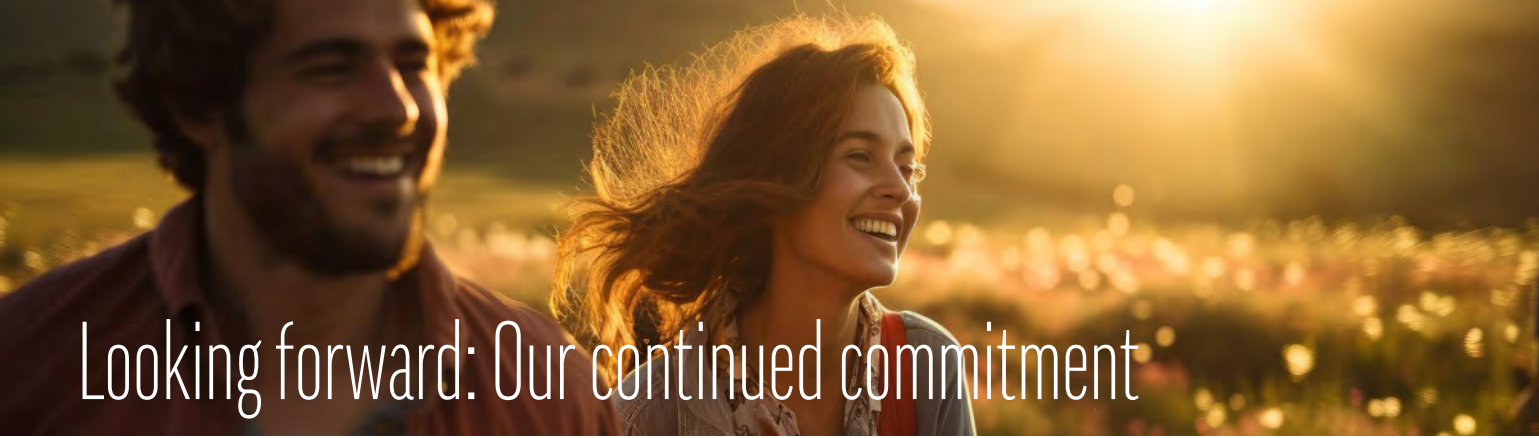
**294**

members increased their deferral rates within 30 days of ASW – increasing the deferral average by 4.8%

**219**

individuals either added, changed or modified their beneficiary





# Looking forward: Our continued commitment

Love the EYL Program and everything it offers! Thank you for making Health and Wellbeing a priority for DTE and our extended families!

- Christopher Walts, gas residential sales marketing representative



Facilitate sustained executive and leadership involvement and drive commitment to wellbeing through the enterprise.



Enhance comprehensive and integrated mental health programs, and deepen presence into the field.



Expand and deepen integration of musculoskeletal health support services.



Enhance chronic condition management and complex care management.



Drive further enhancement of workplace environment through Local Wellbeing Committees, leveraging insights from the Site Scan.



Sustain focus to ensure the individuals in the DTE family have a trusted medical home.




Evolve best-in-class nutrition efforts to support all employees, including monitoring, tracking and managing.



Monitor, manage and improve marketing and communication of "Take Care."



 Focusing on our Culture of Health & Wellbeing is absolutely linked with our business priorities. When employees feel at their best, when they feel healthy and full of energy, they are able to not only support DTE's success, but achieve success in their personal lives. This becomes a virtuous cycle for all. <sup>97</sup>

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

**DTE** | Take Care