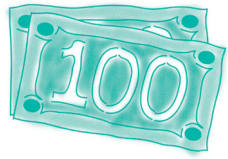
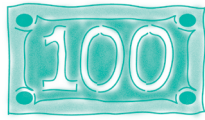


Rewards

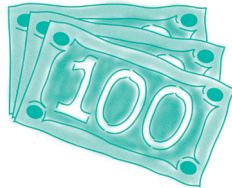
Take steps to better health and financial rewards by choosing how many wellness criteria you'll complete.

- Complete 5 or 6 criteria, **receive \$100.**



- Complete 7 or 8 criteria, **receive \$200.**

- Complete 9 or more criteria, **receive \$300.**



Bonus Opportunity

- Complete 11 or more wellness criteria and qualify for a \$300 drawing.

Making it Easy

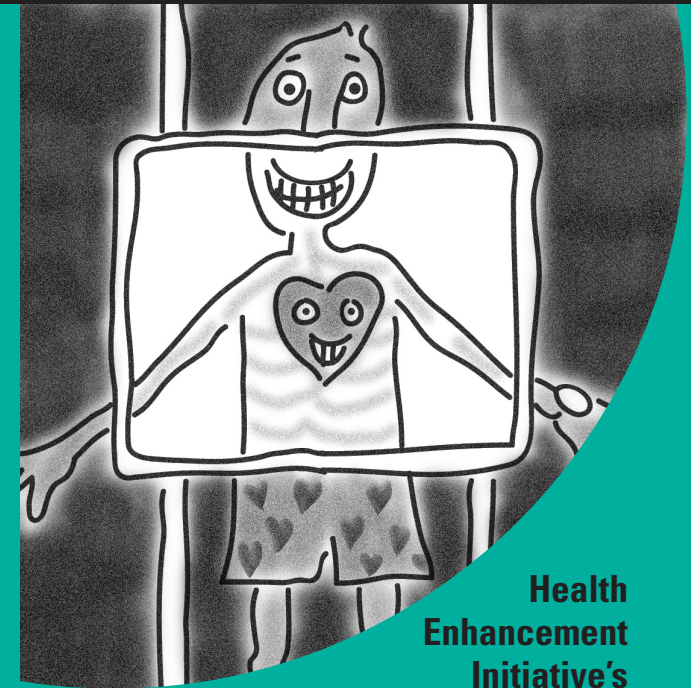
- **Automatic Registration.** If you completed the HRA in 2006, you are automatically enrolled for 2007.
- **New or Returning?** If you did not participate in 2006, or are a new participant, you must enroll during Benefits Open Enrollment, Oct. 13 to Nov. 1. Follow instructions in your Open Enrollment booklet – or call HEI at 414-221-4100 for assistance.

For more details about the Lifestyle Rewards Incentive Program, contact;

HEI@we-energies.com

414 221 4100

[Insite/Organization/HR/MyBenefits/HEI](#)



Health
Enhancement
Initiative's

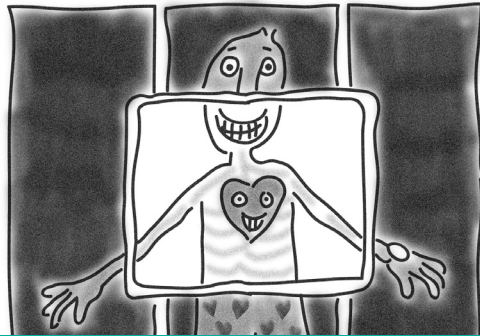
Lifestyle Rewards Incentive Program

we energies®



2K6280-PW-IN-5.6K

2 0 0 6 - 2 0 0 7



Now you have a full year
to complete the program!
Nov. 1, 2006 – Oct. 31, 2007

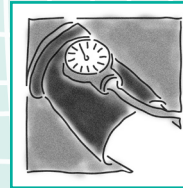
Join Lifestyle Rewards during Benefits Open Enrollment – Oct. 13 to Nov. 1 – and begin practicing healthy behaviors.

- **Participate** whether you are in a We Energies medical plan or not.
- **Use** program health risk appraisal, screening and resources to support your effort.
- **Apply** knowledge from past participation to improve your health and gain results.
- **Choose** the criteria you want to improve your health.
- **Earn** up to \$300 (plus a potential bonus) by completing wellness criteria.

Wellness Criteria 2006-2007

Cholesterol. Total cholesterol less than 200 mg/dl or TC/HDL ratio < 4. (Alternative option available)*

Blood pressure. Below 120/80 mmHg. (Alternative option available)*

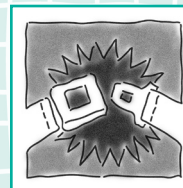


Blood sugar. Below 110 mg/dl. (Alternative option available)*

Body Mass Index (BMI). ≥ 18.5 and < 25 . (Alternative option available)*

Tobacco free. For 12 months. (Alternative option available)*

Seat belt. Worn 100 percent of time in all vehicles.



New! **Preventive screenings.**

Complete and document all of the following preventive screenings: monthly breast and/or testicular self-exams; monthly skin self-exam; annual dental exam.

Behavioral health. Participate in a wellness program or service focused on life balance, maintaining positive behavioral health or financial well-being.

In-network providers. Use in-network providers specified by medical plan for 12 months.

Medical spending. Have fewer than \$1,500 of insurance-paid health benefits for employee only for 12 months (some exclusions apply).

OSHA incidents. Have no recordable work-related injury for 12 months.



New!

Health condition management/compliance. If your health condition warrants, manage it through disease management or health coaching.

***Alternative Option.** If you don't meet this target, you can complete an alternative.

The national standards are the goal (designated ranges where health benefits occur), but we know not everyone may meet them.

Show us steps you are taking in the right direction – working with your doctor/taking action to move toward improvement – and earn credit for the missed criterion.

