



*Current submission for the Wisconsin Energy Corporation 2006 Performance Report, Social Performance section (for publication in late 2007)*

## **Employee Personal Health**

We Energies offers a variety of resources to encourage employee health. The Health Enhancement Initiative (HEI) offers Lifestyle Rewards (LSR), a core incentive program, and various programs and self-guided activities to support all employees on their journey to healthy lifestyles.

### **Lifestyle Rewards**

The Lifestyle Rewards program rewards employees for positive health behaviors. The LSR program structure was redesigned in 2006 to focus on measurable results and adoption of ongoing healthy behaviors. Nearly 3,000 employees (56 percent) registered for LSR in 2006. Employees who completed the program received up to \$300, depending on the number of wellness criteria completed. Employees that met at least 9 of the 11 wellness criteria received the maximum award, while 385 LSR participants achieved all 11 criteria and were included in a prize drawing for an additional cash prize. In 2006, awards totaled \$367,000 for employee health maintenance and/or improvement. Cash awards are payable in 2007.

### **LSR results**

This year Lifestyle Rewards participants completed a health screening in addition to the health risk appraisal (HRA). Health screenings identify individuals at risk. Aggregate results showed:

- 3.4 percent of participants had an elevated glucose compared to the recommended guidelines.
- An additional 9 percent and 7 percent had elevations in blood pressure or cholesterol respectively over their prior year's self evaluation. We attribute this to new cases and/or the condition being less controlled than individually perceived.

The remaining health risks measured presented a relatively stable picture with stress management and safety belt use showing the greatest improvement. A matched comparison between 2003 and 2006 participants showed the following findings:

- For aggregate risk groups – low (0-2 risks), medium (3-4) and high (5 or more) – there has been notable improvements in health status even though the group has aged three years.
- The number of low risk participants has grown to 72 percent, nearly a 10 percent increase.
- A reduction in the number of medium risk individuals.
- A reduction in the number of high risk individuals - now just seven percent—a 30 percent reduction in just three years.

Research shows that as health risk levels increase, so do medical and productivity costs. We Energies population is no different. Participants with moderate health risks exceed the base cost by 50 percent and high risk participants' costs are double the baseline. To manage excess costs, low risk individuals must be maintained while reducing the risk of higher risk individuals. As such, onsite programs are offered to support low risk maintenance as well as care management opportunities (predictive and active case finding) through the health plan provider.

Beyond LSR participation, an additional 6.6 percent of employees participated in one of HEI's other programs:

- Nearly 1,800 employees participated in fitness or nutrition multi-week motivational programs
- 125 engaged in weight management opportunities
- About 500 attended health presentations at the workplace on a variety of subjects from tobacco cessation to knowing your biometric numbers to issues of work-life balance.

These health education and behavior change efforts are an integral part of the We Energies medical benefits strategy. Not only does HEI support employees leading healthier lives, its advocacy for a healthy and safe work environment make it possible for employees to make good choices and be positively engaged while at work.