

## INDUSTRY

# public sector

**COMPANY:** Hoosier Energy

**EMPLOYEE POPULATION:** 300

**LOCATIONS:** 6



## A Strategic Shift to Health and Prevention

When Hoosier Energy made the transition to a self-funded healthcare model, leadership recognized a powerful opportunity: **investing in employee wellness could help the company manage long-term healthcare costs.** But more than that, they were eager to create a culture where employees truly felt supported in living healthier, more balanced lives.

### A PARTNERSHIP WITH HEALTHSOURCE SOLUTIONS

Hoosier Energy expanded on their existing wellness program to promote preventive care, engage employees at every step in their wellness journey, and create lasting, measurable change.

### THE EXPANSION OF THE PROGRAM

Harnessing the power of technology, communication, and culture-building, Hoosier Energy rolled out a wellness portal with both web and mobile access, allowing employees to track their health activities, complete educational modules, and earn incentives. To reach Hoosier Energy's field and plant employees — most of whom don't sit at desks — HealthSource Solutions developed strategic physical communications

like posters and flyers, and helped Hoosier Energy form a cross-functional wellness committee to champion the program internally.

### THE PROGRAM DESIGN

With an emphasis on flexibility and choice, the program offers a wide range of activities and resources that support not just physical health, but also mental, emotional, and social wellbeing.

### LEADERSHIP AT HOOSIER ENERGY

Hoosier Energy leadership knew that if they could support their team in taking care of their health proactively, it would pay off, both for their employees personally and for the larger organization. It wasn't just about cost savings — it was about culture.

## Navigating Change with a Human-Centered Approach

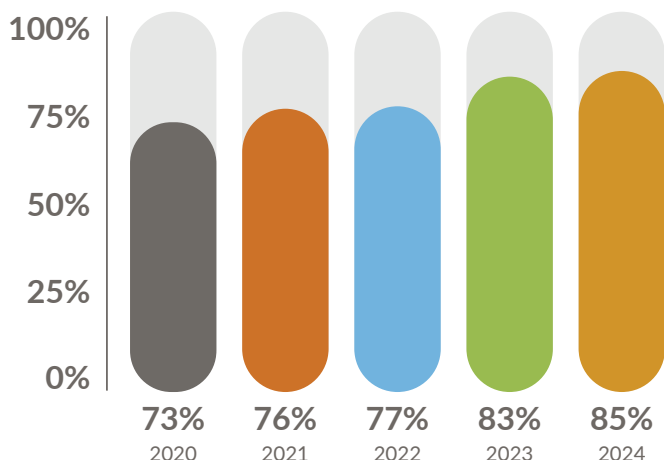
Launching a wellness program is one thing. Sustaining and growing it through a global pandemic, organizational change, and flexible — sometimes unpredictable — work schedules is another. Throughout these shifts, **the Hoosier Energy wellness program didn't just survive: It thrived.** Why? Our approach was comprehensive, adaptable, and human-centered. It helped shape a program that reaches people wherever they are, both physically and emotionally. The program is grounded in a holistic model that supports physical, mental, and emotional health and includes opportunities for biometric screenings, health risk assessments, online challenges, preventive care incentives, and more. Most importantly, it emphasizes employee choice, allowing them to engage with their wellness in a way that feels both personal and achievable.

## Healthier Habits and Measurable Results

Over five years, Hoosier Energy's wellness program has demonstrated clear, positive outcomes in multiple areas.

### PREVENTIVE CARE IS ON THE RISE

Participation in annual physical exams, an important indicator of a preventive mindset, has steadily increased:



Participation in Annual Physical Exams

### SCREENING PARTICIPATION HAS REMAINED CONSISTENT

While health screening participation dipped slightly after the pandemic, it remains strong overall, with over **50%** of the employee population participating in 2024.

### PORTAL ENGAGEMENT AND INCENTIVES ARE A SUCCESS

Since HealthSource Solutions began managing the wellness portal and program in 2021, engagement has steadily grown. In 2024:

- **87%** of employees activated their account
- **37%** earned HSA rewards
- **48%** completed the Health Awareness Incentive

These numbers consistently outperform industry benchmarks. In fact, Hoosier Energy has exceeded the industry average engagement rate by over **30 percentage points** for the last two years:

- 2023: **67%** (Industry average: 58%)
- 2024: **64%** (Industry average: 36%)

### CLAIMS AND RISK TRENDS ARE ENCOURAGING

With stable claims costs and positive trends in the organization's top three health risks, the data supports what employees have experienced: The program is making a difference.

### Testimonials

“ I began making healthy changes with the wellness challenges in July 2023 to help manage stress and get a grip on my declining health. I have lost 50 lbs. and 8-10 dress sizes through focusing on nutrition, increased activity, and muscle building. I am now leaner, stronger and feeling my best!

— EMPLOYEE, HOOSIER ENERGY



## A Model for Sustainable Wellness

Five years in, Hoosier Energy's wellness program continues to deliver value. From improved employee engagement to positive health trends and culture change, the partnership with HealthSource Solutions has created a lasting foundation for wellbeing.

*"I honestly can't say enough good things about working with HealthSource Solutions," says Megan Miller, Continuous Improvement & Employee Experience Manager for Hoosier Energy. "Right off the bat, they were communicative and wanted to make sure they fully understood our culture and history before jumping in and making recommendations. They are very thoughtful in their plan design, and I appreciate their expertise and enthusiasm for what they do."*

With its adaptable design and ongoing results, the Hoosier Energy wellness program stands as a model of what's possible when organizations make a concerted effort to invest in their people.

### dimensions of wellbeing

Physical

Social

Financial

Purpose

Career

Emotional

## IN THEIR OWN WORDS...

“

Motivation to do check-ups with my doctor led to a health discovery that, if left unchecked, could have been life-threatening.

I appreciate how the program takes a wide view of health — not just medical or physical health. It encompasses mental, social, and more.

I am now maintaining getting 5,000 steps in at LEAST 21 days a month! Before this, I was lucky to get 1,000 steps a day with my sedentary job.

