

**Well Workplace Award  
Executive Summary**

**Fremont  
National Bank**  
*Silver Award*

Information in this publication is carefully reviewed for accuracy. Questions, comments, or ideas are welcome. Please direct to Dr. David Hunnicutt, Executive Editor, at the address below.

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## **General Information**

### **WELL WORKPLACE**

*Silver Application*

#### **Basic Information**

Name of Organization: Fremont National Bank

Address of Organization:

Council Affiliation: Wellness Council of the Midlands

Contact Person: Deb Jost

Title: Assistant Financial Officer

Telephone:

Fax Number:

E-Mail Address:

Alternate Contact: Carroll Hartford

Parent Organization: Fremont National Bank

Number of Sites Covered by this Application: One

Number of Employees Covered by this Application: 126

Nature of Business or Industry: Banking

Name of CEO: David Simmons

Date of Application: November 2003

## Preface: Narrative

As a pioneer in the financial industry, Fremont National Bank was founded in 1871, making it the first, oldest, and largest bank in Dodge County. When you deal with Fremont National Bank & Trust Company, you are working with a legendary business that's been serving customers for many generations. Fremont National Bank reinvests in the Fremont community, contributing to many charitable organizations and projects aimed to improve the quality of life here in Fremont.

The roots of the Fremont National Bank Wellness Program go back a number of years, when activities were organized bank-wide to promote healthy habits by providing incentives for employees to exercise. The activities were six to eight weeks long and organized on an individualized basis, where employees would keep track of the amount and type of exercise they participated in, earning points for their time devoted to exercise. One example was a bowling theme, where employees earned strikes for every 20 minutes of exercise. Once they reached a certain level of strikes, they were eligible for prizes. Last year, this developed into a formal, year-long Wellness Program with Fremont Area Medical Center, moving into a team oriented structure and expanding the opportunities for employees to become more aware and educated in healthy living and encouraging the formation of a healthy lifestyle. The program focuses on seven dimensions of personal wellness – physical, spiritual, emotional, social, intellectual, occupational, and environmental and provides the information

necessary to help employees improve their health in each area. The program is extremely flexible and participants earn "well-points" for engaging in a variety of health related activities. For example, completing a health risk appraisal, wearing seat belts, exercising regularly, avoiding tobacco, developing stress management skills, and adopting medical self-care practices, to name a few. At the end of the program, each team's average number of "well-points" determine their eligibility for various prizes/awards.

The organizational mission of Fremont National Bank is to be the leading provider of financial services by exceeding customer expectations. Its vision is to satisfy customer needs, thus maximizing the economic value of the bank for its stockholders. This will be accomplished by identifying and serving the financial needs of the Fremont market area. We recognize that our ability to optimize stockholder return depends upon the commitment of our employees and we hold that our purpose includes maximizing the opportunities of employees to benefit by their association with the bank.

The mission of the Wellness Program at Fremont National Bank is to support wellness initiatives designed to improve the health and well-being of our most valuable resource, our employees. Its vision is to encourage employees and their spouses to pursue healthier lifestyles and to empower them to strive for higher levels of wellness, physically, spiritually, emotionally, socially, intellectually, occupationally and environmentally.

Due to the fact that the Wellness Program is an employee oriented program, its structure is organized and overseen by the Human Resource Department, under the direction of Human Resource Director, Diane Mallette. The position of Chairman of the Wellness Program is occupied by a member of bank management and an officer of the bank, where it receives the attention required for its success. Wellness Chairman, Deb Jost is also a NSCA Certified Personal Trainer.

The current functions of the Wellness Program are to promote healthier lifestyles by enhancing employee's health awareness through health risk assessments, personal wellness profiles, fitness evaluations, health awareness articles and newsletters, on-site wellness presentations, and a year-long incentive program to encourage exercise participation. The overall benefits of the program are improved employee morale, job satisfaction and health; reduced healthcare and workman's compensation claims; the creation of a "healthy culture" within Fremont National Bank; and the ability to build team spirit and a "we can do it attitude."