



Medium Category
(101-1,000)



Lynn Jack (front, in pink shirt) . . . "When you're healthy, you're happy."
PHOTO BY MICHAEL GOELZER

North Shore Bank



NORTH SHORE BANK
15700 W. BLUE MOUND ROAD,
BROOKFIELD
WEBSITE:
www.northshorebank.com
TYPE OF BUSINESS: Personal and
business banking
YEAR FOUNDED: 1923
WELLNESS PROGRAM FOUNDED: 2001
EMPLOYEES:
197 (corporate office); 504 total
CHIEF EXECUTIVE: James McKenna

The secret of success for North Shore Bank's wellness program is keeping it fun, fresh and changing.

When wellness coordinator Lynn Jack started a wellness program, she wanted to keep employees healthy and satisfied to work at the bank.

"When you're healthy, you're happy," she explained.

Ten years later, Jack isn't afraid to "shake things up" to keep employees interested in the long-established program, said Molly Schissler, vice president of human resources. Jack said she does surveys after every program and adjusts upcoming events to what employees tell her what they want.

"We look at what's popular now and how to include it," Jack said. "People love Zumba."

The North Shore Shape Up program involves Zumba classes, on-site Weight Watchers meetings, chair massages at the corporate office, flu

shots, CPR certification, self-defense training, walking challenges and "Biggest Loser" weight loss competitions, among other things. Prizes like pedometers, gift cards and Subway lunches are given out.

A Wellness Fun Team, made up of volunteers from several branches and departments, was created this year, Jack said. Members help Jack generate new wellness program ideas and organize company participation in community health events like the American Heart Association Heart Walk.

The program helps people interact with employees from other departments, Jack said. In addition, it's fun to hear about the different ways employees are supporting each other as part of this initiative, said Schissler.

Jack said she's been stopped by co-workers in the company's corridor and told they've lowered their cholesterol or achieved another health goal.

The aim is to provide employees with information on health, personal safety and financial safety, and encourage them to make wise decisions, Jack said. She said personal finance ties into stress, something the program tries to alleviate.

"The idea is to bring workers together and

provide the inspiration, motivation and information they need to enjoy healthier lives," Jack said.

Obesity and diabetes are the greatest challenges to employee health, Schissler said.

Free health risk assessments are available to employees who participate in the company's health insurance program. They've seen employees with high cost claims who didn't participate in the program before be inspired to pay better attention to their health after receiving their biometric assessments, Schissler said.

Year after year North Shore has been able to maintain its health insurance costs, Schissler said. All preventive care is covered by the insurance plan, she said. Although the company is looking to cut costs, Schissler said she is pleased with these results since many companies have been seeing health cost increases.

The result of the wellness program is engaged, healthy employees, Schissler said. The banking company's leadership sees wellness as tying in closely with its medical plan, she said.

As Jack looks toward the program's future, she said trying to come up with more of a long-term program is a goal. It's important to keep weight off, not just lose it, she said.

— Kaellen Hessel