

## Bank of Tennessee Invests in Employee Health and Wellness

Bank of Tennessee's roots run deep in our community. For 40 years, Bank of Tennessee has demonstrated an unwavering commitment to providing its customers with exceptional financial services. Like other successful companies, Bank of Tennessee understands their employees are their greatest asset. Healthy, productive employees are better able to deliver the exceptional banking experiences customers demand in today's competitive financial world.

Bank of Tennessee's Chairman and Chief Executive Officer Roy Harmon has been investing in employee health and wellness for over 10 years. Harmon leads by example as he daily demonstrates a personal commitment to health and wellness. His leadership is also evidenced by the bank-wide fitness challenges presented to employees as opportunities to actively engage in healthy living. Harmon participates in each challenge alongside his employees.

Examples of these challenges include *Reaching the Summit*—a team-driven fitness challenge that focused on getting employees active at the beginning of the year. Of the 25 teams participating, 18 teams reached or exceeded the fitness goals outlined in *Reaching the Summit*. "I'm glad to have a group that is motivated and proud that we are all participating together," said Chrissy, a Bank of Tennessee employee.

To keep the momentum going, the *Pound for Pound BMI Challenge* was introduced. For every pound lost by employees, Harmon committed to donate a pound of dog food to The Bridge Home No Kill Animal Shelter. Collectively, Bank of Tennessee employees lost over 600 pounds in a three-month period, dramatically improving individual BMI levels. "I am motivated to get healthy and stay that way for my family," added Chris, a Bank of Tennessee employee. And, as promised, 600 pounds of dog food were donated to aid the shelter animals waiting to be adopted.

Bank of Tennessee's multi-faceted approach to employee health and wellness includes other important components, which are all aimed at behavior changes that lead to healthy lifestyles. For example, two, onsite fitness centers are available to bank employees and their families at no cost. The bank also has two, personal trainers that work directly with an individual employee or a group of employees to develop safe and effective fitness plans.

An annual wellness incentive of up to \$200 can be used to offset the costs associated with gym memberships, smoking cessation and weight loss programs, physical activity-oriented event reimbursement, and more. And, Bank of Tennessee employees have the opportunity to earn credits to help offset the costs associated with health plan deductibles through a Health Reimbursement Arrangement (HRA).

Bank of Tennessee recognizes that health and wellness occurs both inside and outside the walls of its branches and offices located in the Tri-Cities and beyond. That is why the organization joined the Healthy Kingsport collaborative. "Healthy Kingsport is really working hard to have an impact on the health and wellness of those living and working in the Kingsport community. Our partnership with Healthy Kingsport provides an opportunity to join in this movement and also receive some great resources for our bank," said Harmon.

Bank of Tennessee has joined a growing number of organizations in our community that have taken the *Live Sugarfreed* pledge at the gold level—a commitment has been made not to promote, provide, or sell sugary beverages on the bank's campuses. Additionally, Bank of Tennessee is a registered Healthier Tennessee Workplace and is currently working toward the designation of Certified Healthier Tennessee Workplace.

Bank of Tennessee is again demonstrating community leadership by designating its Kingsport campuses as tobacco-free. The bank has committed to having all offices be tobacco-free campuses by the end of the year. Common signage, developed by Healthy Kingsport, will soon be in place making visitors aware of this important step toward decreasing our community's high tobacco usage rates.

"Healthy Kingsport is an organization that will help us keep the momentum going. This year will be another healthy year for us as we complete more successful health and wellness programs and implement the guidelines from our commitment to Healthy Kingsport," concluded Harmon.

*Kandy Childress is the Executive Director of Healthy Kingsport. She can be reached by email at [kchildress@healthykingsport.org](mailto:kchildress@healthykingsport.org).*