



News for M&I Employees > Issue 1, 2008

The Personal Touch



Wellness@Work > Welcome First Indiana Bank > Meet Tommy Hue > M&I's New Regional Diversity/Inclusion Councils



"Give a Little Blood – Get a Big Plasmal"

An enticing offer of plasma TVs and iPods® helped kick off a new wellness initiative offered to all M&I employees this year. A drawing for these popular electronic items will be held in fall, and every employee who participates in M&I's new wellness assessments is eligible to win.

"When we take advantage of opportunities to enhance our personal well-being, we all benefit in many ways," said Paul Renard, senior vice president and director of Corporate Human Resources. "Most importantly, we feel better as we learn to make healthier lifestyle choices that improve the quality of our lives. We also gain a variety of financial benefits, one of which is reduced health care expenses. This has a positive impact on our health insurance premiums, which benefits employees as well as M&I!"

Nationwide, more and more companies are sponsoring efforts such as wellness assessments, on-site fitness classes, health information programs, and financial reimbursements and incentives. At M&I, the Health and Wellness Services team is focusing on implementing the new wellness assessment program and planning ahead for potential new programs based on the regional results.

"I am excited to be a part of M&I's commitment to the health and well-being of employees throughout the Corporation," said Barb Feiertag, who recently joined M&I in the newly created position of wellness program manager, along with Ashley Mandel, M&I's new

wellness program coordinator. Feiertag is a registered nurse who previously consulted with numerous companies and has witnessed the growing trend toward company-sponsored programs for those who want to quit smoking, lose weight, or take other steps toward better health.



Barb Feiertag, wellness program manager, checks the blood pressure of John Soos from Compliance Services.

The process involves two steps:

1. **Free, confidential health screenings** > Employees receive blood tests for total cholesterol, HDL ("good" cholesterol), LDL ("bad" cholesterol, triglycerides, and blood sugar); a blood pressure test; and a measurement of body mass index and body fat percentage.
2. **Confidential online questionnaire** > Employees then fill out an online questionnaire that will ask for the results from the screening test. Once this is completed, the participant receives a customized

"Healthy Lifestyle Profile" online that identifies individual risk factors and offers suggestions to help reduce those risks.

M&I does **not** have access to any employee's individual test results. All results are confidential. Barb Feiertag will receive only aggregate regional data that will help the Health Services group implement programs tailored for each region.

The wellness assessment program has a built-in incentive: M&I employees who participate in health screenings and are enrolled in any M&I health insurance plan will pay \$50 less per month for their health insurance premiums in 2009 and 2010 than those who choose not to participate.

"We have three primary objectives for our overall program," said Feiertag. "We want to help employees increase their **knowledge** about health risks, because prevention is so important. We also want to encourage employees to seek **treatment** if test results reveal that they have immediate medical needs, such as extremely high blood pressure. And, we want to offer **support** on an ongoing basis—in fact, employees are encouraged to call anytime to discuss health-related questions."

The Health and Wellness Services team is also working to enhance the MI Wellness Intranet site (MI/Net > HR > MI Wellness) to provide information such as upcoming programs and employee success stories.

You might say M&I is "well on the way" to helping employees stay healthy through a wide variety of programs. Stay tuned! **PF**

Stay Healthy and Save \$\$\$\$

Wellness Assessments > If you haven't already done so, sign up for your health screening soon! Go to [MI/Net > MI Wellness](#) and click on the link to sign up. You'll save \$50 per month on your M&I health insurance premiums in 2009 and 2010.

Wellness Reimbursement > Did you know M&I will reimburse you for certain health club memberships, exercise classes, smoking cessation programs, and weight control programs? You can apply for 50-percent reimbursement up to \$250 each year for qualifying programs. For details, visit [MI/Net > HR > MI Benefits > Other M&I Benefits](#).

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M&I's wellness program is taking healthy steps forward