



# HEALTHIEST EMPLOYERS<sup>®</sup>

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A fit staff is a happier, more productive one, companies discover

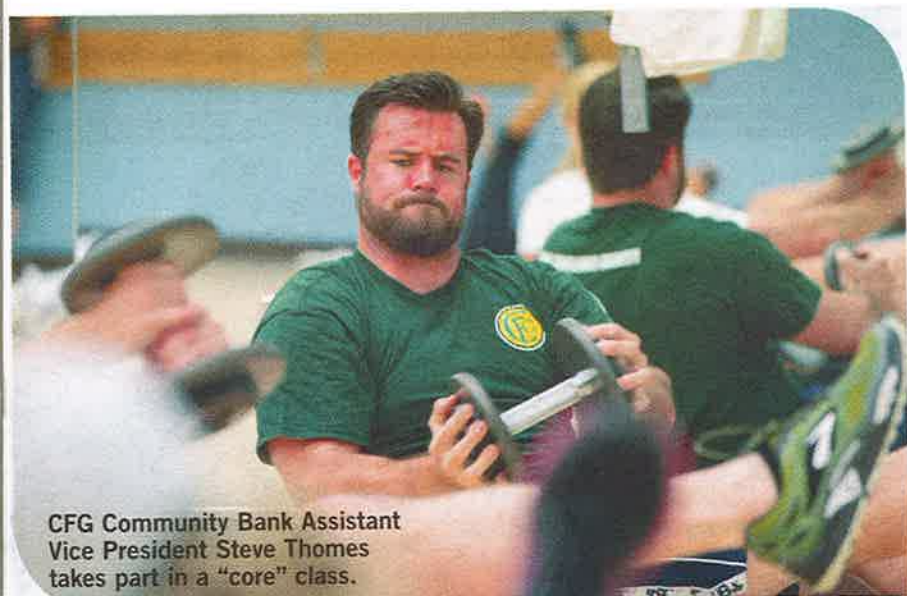


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CFG Community Bank Assistant Vice President Steve Thomas takes part in a "core" class.

NICHOLAS GRINER | STAFF

## Bank challenges staff to make selves healthy



2-99 EMPLOYEES

CFG  
Community Bank

**Industry:** Banking

**Location:** Baltimore

**Local employees:** 96

**Top local executive:** John W. "Jack" Dwyer, chairman; Daniel E. McKew, president

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**HOW HEALTHY:** "Fitness is a part of our corporate culture," said Dan Baird, a member of the board of directors of CFG Community Bank, which backs up those words with money and extra vacation time for winners of company fitness challenges, and with free memberships to the Bare Hills Racquet and Fitness Club. Head to the club, next to the bank's Baltimore headquarters, at lunch hour and you'll see many of the employees working out.

**THEY DO WHAT?:** About 50 CFG employees are participating in a three-month fitness challenge to see who can lose the most body mass and exercise the most. Participants get a personalized nutrition and exercise plan. To sweeten the deal, the bank is handing out prizes including \$500 cash, an extra vacation day and gift certificates to the pro shop at the Bare Hills fitness club. It's the fourth time the bank has organized such a challenge for workers. "It's all about a healthy workplace and what we can do to keep our employees healthy," said Baird, chief operating officer of Capital Funding Group, an affiliated of the bank.

CFG provides each employee with a

free membership to Bare Hills, a perk Kelly Sparwasser uses regularly.

"It's a great opportunity to be able to get your workout in during your lunch break," said Sparwasser, an assistant portfolio manager at Capital Funding LLC, a CFG subsidiary.

Employees who work out at least 12 times a month also get a \$20 rebate on their health insurance.

**HEALTH BENEFITS:** The wellness programs, including the gym memberships, cost the company about \$60,000 a year. But the expense is worth the cost in terms of healthier, more productive employees, the company said.

**INSIDE VOICE:** Connie Hess, a bank vice president, has been making good use of her free gym membership, taking cardio-fitness and doing muscle-building exercises before work. The classes have helped Hess, 53, recover from double hip replacement surgery.

"The convenience of it kept me focused and helped me get my strength back," Hess said. "If I hadn't had that, I don't think I would have recovered as quickly."

Hess has also been taking part in the fitness challenge. That CFG provides these benefits has strengthened Hess's ties to the company and its chairman, Jack Dwyer, she said. "It goes deeper than '[Dwyer] pays me a salary.' This person cares about me as a human being and my physical well-being."

**OUTSIDE VOICE:** Sean Rehack, director of fitness at Bare Hills, has seen just how motivated CFG's employees are to participate in the fitness challenge and other company-sponsored events. Weekdays, 30 to 40 CFG employees can be found attending the gym's fitness classes.

The benefits carry over when they get back to the office, Rehack said. "Somebody who's healthy does a better job at work," he said. "They're not sick as much. They're not out of work as much. When they're at work, they're more attentive. They're less tired."

**HIRING?:** No openings currently.

GARY HABER | ghaber@bizjournals.com



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