WELL AWARE

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Alere®
https://delawell.alerehealth.com
1-866-674-9103

Contact Statewide Benefits Office
www.ben.omb.delaware.gov
1-800-489-8933 OR (302) 739-8331

Important Weight Watchers Step 3 Requirement Deadline For The Dela*WELL* $200 Gold Level Reward

Weight Watchers Meetings With Monthly Pass Membership **-** Participants interested in this option must begin their membership purchase **no later than January 31, 2013**, in order to meet the 3 consecutive month (discounted pricing of $36.50 per month) requirement by the Weight Watchers April 15, 2013 deadline for the Dela*WELL* Gold Level Reward. Learn more by visiting the Dela*WELL* Health Portal (https://delawell.alerehealth.com). Here you will find a list of current At-Work sites, program flyer, reimbursement form, frequently asked questions and a link to sign-up for the Weight Watchers programs.

Quit Smoking For A Healthier You This New Year

Here's what participants are saying: "I thought the program was excellent." "Really like the group support."

The Dela*WELL* Health Management Program is offering a free 4-week program for employees called "Beat the Pack" that is geared for smokers who are interested in quitting smoking. Each week, participants are asked to attend one group meeting, for a total of four sessions in a given month. To see a list of locations and register for the 4-week "Beat the Pack" program, please visit www.delawell.delaware.gov and click on the "Dela*WELL* University Onsite Health Seminars" link.

Register For The 2013 Dela*WELL* University Onsite Health Seminars

Here's what participants are saying: "Very informative – so very helpful! Thank you!!" "It was worth it!"

The onsite health seminars are offered from 12-1pm and 4-5pm at various locations throughout the state. To register for a seminar date, time and location that is convenient for you, please visit **www.delawell.delaware.gov** and click on the **"Dela*WELL* University Onsite Health Seminars"** link:

- **January 2013 Topic: "Get Moving This Winter: Don't Hibernate, Instead Invigorate Your Life And Health With Physical Activity"**
- **February 2013 Topic: "Living A Heart-Healthy Life"**
- **March 2013 Topic: "A Lifestyle, Not A Diet"**
- **April 2013 Topic: "Allergies and Asthma"**
- **May 2013 Topic: "Women's Health"**
- **June 2013 Topic: "Men's Health"**

NEW - In Order To Promote A Healthy Environment For State Employees and Visitors, State of Delaware Workplaces Will Be Going Tobacco-Free, Effective January 1, 2013

View the Tobacco-Free Workplace Policy at http://www.delawarepersonnel.com/policies/.

The State of Delaware is committed to providing state employees with a safe and hazard-free workplace, with abundant opportunities to promote individual health and foster a healthy work environment.

The following Dela*WELL* tobacco cessation programs are available to individuals who are currently enrolled in a State of Delaware Group Health Insurance Plan:

- Tobacco Cessation Health Coaching Program - Free, unlimited coaching for employees, spouses, dependents over 18 and non-Medicare retirees
- Online Tools - Tobacco learning center, tobacco cessation videos, Packwraps Program, daily check-in, online quit progress tracker, Smoke-Free Journal and more
- Plan My Quit website – Free quit-smoking tools and information
- "Beat the Pack Group Sessions" - 4 week onsite program that provides weekly tobacco cessation group sessions
- $0 copay on prescription Tobacco Cessation Medications - These medications include Nicotrol NS, Nicotrol Inhaler, bupropion HCI (Zyban) and Chantix

Employees that are not enrolled in the State of Delaware Group Health Insurance Program are eligible for the following DelaWELL tobacco cessation programs:

- Plan My Quit website – Free quit-smoking tools and information
- "Beat the Pack Group Sessions" - 4 week onsite program that provides weekly tobacco cessation group sessions

In addition, the Delaware Division of Public Health offers the Delaware Quitline at 1-866-409-1858. The Quitline is available to Delaware residents over 18 years of age. Trained tobacco specialists staffing the Quitline will assess tobacco cessation needs and explore best options. Services include:

- Motivational support by phone from a Quitline specialist; or face-to-face counseling by a trained local counselor
- Follow-up support
- Quit-smoking guidebook, *You Can Quit Smoking. We'll Teach You How.*
- Information about quitting
- For eligible low-income callers, vouchers to purchase stop-smoking aids such as nicotine patches or gum

For more about tobacco cessation resources, visit the Dela*WELL* Health Portal at https://delawell.alerehealth.com or contact the Alere Nurse24 line at 1-866-674-9103, 24 hours a day, 7 days a week.

Earn the 2012-2013 $100 or $200 Dela*WELL* Reward

Program Year: July 1, 2012 through May 31, 2013

A journey toward good health starts with small steps, by setting realistic health and wellness goals. Whether you want to lose weight, become more active, quit smoking, manage your stress, improve your nutrition or maintain a healthy lifestyle, Dela*WELL* Rewards your efforts![1]

Just Getting Started?
Visit the **Dela*WELL* Health Portal** at **https://delawell.alerehealth.com** to register and set up your personal profile. In just a few minutes, you'll set up your own username and password to keep your information secure.

Earning the Dela*WELL* $200 Gold Level Reward Is As Easy As 1-2-3:
1) Know Your Numbers: Individuals that did not have a health screening from July through November 2012 still have time to participate in a Dela*WELL* Health Screening, to be held at various locations throughout the state January 7 through April 29, 2013. Once logged in, click on the links on the left side of the Dela*WELL* Health Portal (https://delawell.alerehealth.com) for more information, including a screening calendar and to sign up for an appointment.

2) Get A Plan: Complete your confidential online **Wellness Assessment** questionnaire for 2012-2013 by visiting the Dela*WELL* Health Portal (https://delawell.alerehealth.com). In just 15-20 minutes, you will get your Wellness Score and personalized report with recommendations for healthy steps you can take to reach your goals. Current members can view their past wellness assessment results to measure progress and health changes.

3) Join a Program:

- Enroll in the **Weight Watchers Meeting with Monthly Pass** program **by January 31, 2013!**[2] Visit the Dela*WELL* Health Portal at **https://delawell.alerehealth.com** to learn more and get started.
- **Or**, actively participate in an Alere **Health Coaching Program or Condition Care Program.**[2] to get the support and tools you need to make a healthy change or maintain your health. Visit the Dela*WELL* Health Portal (https://delawell.alerehealth.com) or call 1-866-674-9103 to find out more and enroll today.

Dela*WELL* Rewards Your Efforts![1]
SILVER LEVEL: Complete Steps 1 and 2 to earn **$100!**
OR
GOLD LEVEL: Complete Steps 1 and 2 and 3 to earn **$200!**

Dela*WELL* Health Portal - https://delawell.alerehealth.com

1-866-674-9103

[1] Dela*WELL* Silver Level Reward amounts earned between July 1, 2012 and October 15, 2012 were paid in December 2012. Dela*WELL* Silver Level Reward amounts earned between October 16, 2012 and May 31, 2013 and all Dela*WELL* Gold Level Reward amounts earned between July 1, 2012 and May 31, 2013 will be paid in July 2013. Employees who earn a reward will receive a cash incentive included as part of their pay in either their December 2012 or July 2013 pay, as appropriate. State non-Medicare eligible pensioners who earn a reward will have it applied toward either their December 2012 or July 2013 pension check, as appropriate. Rewards are NOT offered to spouses, dependents or participating group members (with the exception of University of Delaware and Delaware Transit Corporation employees). Both the Wellness Assessment and Health Screening are required to earn rewards. All activity requirements must be met no later than May 31, 2013.

[2] Qualification for a Health Coaching or Condition Care program is determined by the results of your Wellness Assessment or healthcare claims. Participants must enroll in and participate in a Health Coaching program or Condition Care program or complete one of the two Weight Watchers program options to complete Step 3 and qualify to earn the $200 Gold Level Reward. Your Health Coach will validate completion, and credit will automatically be awarded upon meeting the criteria of completing 8 interactions (i.e., phone call, email or online conversation) with a coach during the first 6 months after enrollment, as well as completing a follow-up health coaching survey. Credit will be awarded to participants of a Condition Care Program who keep scheduled phone calls with their Alere nurse care manager throughout the program year to meet completion criteria. Participants must email or fax their completed Reimbursement Form (Along with the required Billing History proof of purchase) to Weight Watchers by April 15, 2013, in order to receive credit towards the Dela*WELL* $200 Gold Level Reward.

Dela*WELL*'s "Winter Warm-Up Challenge" (January 14 – February 24, 2013)

BOOST YOUR HEALTH:
Practice healthy habits that support healthy living and weight management!

REACH THE GOAL:

1. Participate in these healthy behaviors to earn up to four points per day:
    - Exercise at least 15 minutes daily
    - Eat 3 servings of fruit and/or vegetables daily
    - Don't skip meals - breakfast, lunch or dinner
    - Limit sweets to 1 serving or less daily
2. Each activity = one point
3. The goal is to earn at least 100 points during the challenge!

Get Started January 14th:
Click on the challenge banner when you visit the Dela*WELL* Health Portal for more information and/or to log your activities. Challenges are designed to help you put healthy habits into practice to improve your health or maintain good health. Challenges do not count toward Dela*WELL* Rewards.

Dela*WELL* Health Portal – https://delawell.alerehealth.com
(866) 674-9103

January Is Cervical Health Awareness Month

Did You Know? - Each year, approximately 12,000 women are diagnosed with cervical cancer in the United States. Yet cervical cancer is one of the most preventable cancers today.
(Source: National Cervical Cancer Coalition www.nccc-online.org)

When a female has a Pap test, she is being screened to make sure that there are no abnormal or precancerous changes in the cells on her cervix. Ask your healthcare provider about cervical cancer and which tests you need.

Tips For Making A Weight Loss Resolution Work

- Aim for a weight at which you feel good, have more energy, sleep better - not a "dream" total.
- Keep a written or mental food diary.
- Remember: Portion size always matters, even for low-fat foods.
- Commit yourself to make time for any regular, moderate exercise you enjoy.
- Don't deny yourself a favorite food, but do control the portion size.
- If you can't control yourself around a certain food, save it for a special treat.
- No one's perfect: If you slip, tomorrow's another day!
- Give yourself credit for small successes; they add up.
- Strive to make your strategies to lose weight the ones you use to keep it off.

For more information on weight management, visit the Dela*WELL* Health Portal at https://delawell.alerehealth.com. After you log in, click on the "Healthy Lifestyle" link located on the top menu. Here you will find tools to help you manage your weight, including a progress tracker, health videos, articles and news.

Motivation Station:
Employee Spotlight

"I am grateful for the State's DelaWELL Program, because it has provided a wonderful opportunity for me to learn more and participate in activities that truly help sustain and improve my health and well being."

Mollie Raley
Project Planner
Department of Transportation (DelDOT)

"I am grateful for the State's Dela*WELL* Program, because it has provided a wonderful opportunity for me to learn more and participate in activities that truly help sustain and improve my health and well being. I see the positive difference it's made with my co-workers, too. The range of program activities, including health seminars, on-line tracking programs, health coaching programs, health screenings and newsletters, altogether help keep us encouraged to think, act and feel healthy. Of course, the opportunity to earn credits for the $200 annual incentive is rewarding, too.

I've really enjoyed the Dela*WELL* University Onsite Health Seminars, because they offer the chance to learn so much on a wide variety of topics from trained, caring health educators and professionals. From heart health, nutrition, exercise, cancer, diabetes, weight loss, hypertension and stress – you name it, they've got it covered and will develop new topics each year in response to interests. The instructors do such an excellent job with pulling together the latest information, presenting it in a comprehensive fashion, engaging the participants and leaving us better equipped to manage health changes and challenges in our lives. For example, who knew learning about stress could be such fun? It was! I find the instructors and staff are very helpful, positive and encouraging for individual concerns, including my own. I also appreciate the chance to share, and hear from co-workers in class who often have questions and insights based on their own experiences. Even if we don't suffer the health condition or concern, it's likely we know someone who does, so the seminar helps us better understand what they're dealing with and to be more supportive.

I've found the on-line programs, such as the online Wellness Assessment, to be a good way to monitor progress. The Dela*WELL* Health Screening is also useful to get an update or read-out on basic indexes, and a chance to discuss with the health care staff any recent concerns. The Health Coaching and Condition Care Program staff is quite supportive, checking in regularly, offering guidance on things like filling out complicated medical questionnaires and just being there to talk to and root for us. Special events like the Governor's Cup 5K Run/Walk provide a good, fun challenge and give us a chance to mingle with state employees from various agencies. Just having the program with news about Dela*WELL* events popping up in our email, helps get us to "Think Healthy" while at work on a regular basis. The program's healthy opportunities are there for everyone, and can be such a blessing – just dive in, and keep participating!"

Has the Dela*WELL* program impacted your overall health? Do you have a success story that will encourage your co-workers along their path to wellness? If so, we would like to hear from you! Send us an email at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the Dela*WELL* website.

To read more participant health testimonies, visit www.delawell.delaware.gov and click on the "Motivation Station" link.

Healthy Recipe

black bean soup

Takes over 60 minutes
Makes 2 1/2 quarts (2.4L), 10 servings

INGREDIENTS:

1 pound (480 g) dried black beans, picked over, rinsed and soaked overnight
Cooking spray
1 large onion, finely chopped
3 celery stalks, tough strings peeled, finely chopped
1 tablespoon finely chopped fresh garlic
14 cups (3 1/2 qts/3.2 L) Vegetable Stock
1 jalapeño pepper, chopped
1 vine-ripened tomato, seeded and cut into small dice
1 bunch green onions, thinly sliced

PREPARATION:

1. Spray a large soup pot once with cooking spray. Set pot over low heat and add chopped onions, celery and garlic. Cook, stirring until vegetables are soft, about 2 minutes.
2. Drain beans and add to the pot. Add stock and jalapeños. Bring to a boil, reduce heat and simmer, stirring often, until beans are soft, about 1 ½ hours.
3. For a smooth soup, puree in batches in a food processor or blender. For a chunky soup, puree only half the mixture. Reheat gently and season with salt.
4. Ladle soup into bowls and garnish with tomato and green onions.

NUTRITIONAL INFO PER SERVING

170 Calories
0.7g Fat
0.2g Saturated fat
10.0g Protein
32g Carbohydrate
7.7g Fiber
81mg Sodium

For more great healthy recipes, visit the Dela*WELL* Health Portal at https://delawell.alerehealth.com.

The Fitness Guru Says…

Question of the Month: "How Can I Stay Active In Cold Weather?"

Dear Employee,

There are lots of ways to be active when the weather turns cold. Here are some ideas:

- Go for walks at the mall with a friend or family member. You can use a pedometer to count your steps. This will help motivate you to walk more.
- Get some hand weights or stretch bands to use at home for resistance exercise. You can get fit while you watch your favorite TV show or listen to music.
- Work out to an exercise DVD.
- Take the stairs and fit in walk breaks whenever you can. This will give you extra activity, even on a busy day.
- Do active housework like sweeping, mopping, vacuuming, doing laundry or washing the windows. This will help you stay active while you keep your home looking good.
- Bundle up, and take the dog for a walk.
- Try a new winter activity like skating or skiing.

Be safe. Check with your doctor before you start a new activity, especially if you have not been active in a long time and/or if you have heart problems or other health issues.

For more information on "Fitness & Activity" visit the Dela*WELL* Health Portal at https://delawell.alerehealth.com. After you log in, click on the "Healthy Lifestyle" link located on the top menu. Here you will find helpful tools to help you develop a fitness plan, including a progress tracker, health videos, articles and news.

Best of Health!

F.G. (a.k.a. Fitness Guru)

Flexible Spending Account (FSA) Grace Period

Reminder! If you have money left in your Flexible Spending Account (FSA) at the end of 2012, you have until March 15, 2013 to use the balance. The period from January 1 to March 15 following the plan year is called the grace period. The State of Delaware has adopted the grace period which allows you an additional 2 ½ months to spend your FSA dollars for eligible expenses. If you don't use the money, you lose it.

Once you have incurred these eligible expenses, you must submit claims to be reimbursed by April 15, 2013. Please note that claims incurred and submitted during the grace period will be reimbursed first from your prior year FSA balance until it is depleted and then, if you re-enrolled in FSA, from your current year FSA balance.

For additional information about your Flexible Spending Account, visit the Statewide Benefits Office website at www.ben.omb.delaware.gov/fsa. You may also call ASIFlex at (800) 659-3035 or Larry Frank at the Statewide Benefits Office at (302) 739-8331.

Information on Flexible Spending Account (FSA)

Benefit deductions for the 2013 plan year begin January 11, 2013. Please review your ePay to ensure the proper deduction is being taken for your election(s). FSA deductions will be listed on your ePay as follows:

- Health Care FSA shows as a HltCareSp deduction
- Dependent Care FSA shows as a DepCareSp deduction
- If you enrolled in both the Health Care FSA and Dependent Care FSA there should be separate **HltCareSp** and **DepCareSp** deductions.

If you have any questions after reviewing your deduction(s), please call Larry Frank at the Statewide Benefits Office at (302) 739-8331.

For additional information about your Flexible Spending Account, visit the Statewide Benefits Office website at www.ben.omb.delaware.gov/fsa.

Autism Spectrum Disorders Coverage

The State's Group Health Insurance Program, which provides health care programs to State employees and pensioners through Aetna and Highmark Blue Cross Blue Shield Delaware (formerly known as Blue Cross Blue Shield of Delaware), will provide coverage for the diagnosis and treatment of autism spectrum disorders effective January 1, 2013.

Questions regarding specific services and coverage limitations should be discussed with the employees' or pensioners' health care provider.

- ***Aetna's Customer Service*** staff may be contacted at 1-877-542-3862 and
- ***Highmark Blue Cross Blue Shield Delaware's Customer Service*** staff may be contacted at 1-800-633-2563.