

WELL AWARE



April 2012

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Contact DelaWELL

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1-800-556-6106
EMAIL: Employee.wellness@state.de.us

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

Mark Your Calendar Now!

2012 Open Enrollment for Health, Prescription, Dental and Vision is May 7th through May 23, 2012

This is your once a year opportunity to enroll, make changes or terminate your current benefit plans, for the plan year beginning July 1, 2012. This is the only time you can make changes to your benefit choices unless you have a qualifying event during the plan year (i.e. birth or adoption, marriage/civil union or divorce, loss of other coverage). During this time, you may also change health care providers or plans.

Watch for your 2012 Open Enrollment Updates brochure coming in the mail the week of April 23rd. The brochure will include new health plan premiums for employees and retirees effective July 1, 2012 as well as the dates and locations of the health fairs being held in each county during May 2012.

State of Delaware Group Health Insurance Program vendors will be available at the health fairs providing an opportunity to hear, first hand, the benefits, services and customized tools available with each plan and to receive personalized assistance in helping you choose the best benefit plans for you and your family.

The 2012 Open Enrollment booklet will be available in late April 2012, to view online at www.ben.omb.delaware.gov/oe. More detailed information about your benefits can be found at www.ben.omb.delaware.gov. You are welcome to email us at benefits@state.de.us or call between the hours of 8:00 a.m. and 4:30 p.m. Monday through Friday at **302-739-8331** or toll free at **1-800-489-8933**.

Are You Ready For More Energy, Better Sleep And Improved Health?



If your answer is yes, be sure to take part in DelaWELL's six-week "**Spring Fitness Challenge***" which begins **April 2** and runs through **May 13**. Studies show that people who are physically active manage stress better, sleep better and feel better overall. Even moderate levels of physical activity may reduce the risk of heart disease, diabetes and some cancers.

To help you achieve these benefits get involved in DelaWELL's "Spring Fitness Challenge*." Your goal is to accumulate at least 600 points in the six-week period. One minute of activity equals one point and all types of physical activity counts.

Don't delay! Visit the DelaWELL Health Portal today at <https://delawell.alerehealth.com> to learn more! Once logged in, click on the challenge message posted on the left menu in the "DelaWELL Bulletin Board" section. Here you will find an [informational flyer](#) with helpful tips on getting physically active and a [paper tracking form](#) for convenience. All points must be entered online at the DelaWELL Health Portal by **May 21, 2012**.

**DelaWELL's 2011-2012 Wellness Challenges are provided as additional health resources and do not count toward the 2011-2012 DelaWELL Reward requirements. To learn more about the 2011-2012 DelaWELL Rewards, please visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. Once logged in, click on "Program Overview" located on the left menu.*

Time Is Running Out To Earn The 2011-2012 DelaWELL Reward



Complete These Simple Steps by May 31, 2012 and earn a DelaWELL Reward*
Complete Steps 1 and 2 to earn the Silver Level: \$100 DelaWELL Reward
OR
Complete Steps 1 and 2 and 3 to earn the Gold Level: \$200 DelaWELL Reward

Step 1: Participate in a free DelaWELL Health Screening. Screenings are being offered NOW through April 27, 2012 for individuals who have not yet attended a screening for the 2011-2012 DelaWELL Program Year. To register, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>. Once logged in, click on the links located on the left side of the screen for more information, which will show you a screening schedule and give you the option to sign-up for an appointment.

Step 2: Complete your confidential online Wellness Assessment for 2011-2012, by logging into the DelaWELL Health Portal at <https://delawell.alerehealth.com>.

Step 3: Actively participate in a Health Coaching or Condition Care Program this program year and meet minimum participation requirements (See specific requirements in the "Program Descriptions" below). If you QUALIFY for a Health Coaching or Condition Care Program, you MUST complete either program to meet the Step 3 requirement and earn the \$200 DelaWELL Reward. ONLY those not eligible for Health Coaching or Condition Care can satisfy the Step 3 requirement by completing a 6-week online Healthy Living Program. To find out if you qualify for a Health Coaching or Condition Care Program or to enroll, call the Alere Helpdesk at (866) 674-9103 and speak with a nurse or visit the DelaWELL Health Portal.

SPECIAL NOTE FOR MEMBERS WHO CURRENTLY PARTICIPATE IN A DELAWELL HEALTH COACHING OR CONDITION CARE PROGRAM: To satisfy the Step 3 requirement and receive the activity point, you need to complete at least 8 interactions (i.e. phone call, email or online conversation with your coach) within 6 months of enrolling in your health coaching program. Condition Care is an ongoing program. You do not need to "re-enroll" in a Condition Care program – you just have to keep scheduled calls with your Alere nurse care manager.

Program Descriptions:

Health Coaching Programs allow you to work with your own confidential coach via scheduled phone calls, online or e-mail in any of these five key behaviors: Healthy weight maintenance, smoking cessation, physical activity, eating habits/nutrition and managing stress. **To meet the Step 3 requirement for Health Coaching, you must complete at least 8 interactions with your coach within 6 months of enrolling in your health coaching program. Your Health Coach will validate program completion. Activity points are recorded monthly.**

Condition Care Programs are specialized education and support programs offered to enrollees in the State's medical plan who have been diagnosed or are receiving treatment for the following conditions: Asthma, congestive heart failure, coronary artery disease, chronic obstructive pulmonary disorder, diabetes, osteoarthritis and back pain. **Activity points will be awarded to participants who keep scheduled phone calls with their Alere nurse care manager throughout the program year to meet the completion criteria. Activity points are recorded quarterly.**

Online Healthy Living Programs are 6-week online tutorials on various topics that help you take important steps to reduce risk and improve health. **All members can participate in the Healthy Living Programs; however, ONLY those not eligible for Health Coaching or Condition Care can satisfy the Step 3 requirement by completing a Healthy Living Program.**

Members who meet the requirements for the Silver or Gold Levels will also have a chance to win a FREE 3-month or 1-year YMCA Family Membership (Generously donated by the YMCA of Delaware). Names will be randomly selected by Alere.

**DelaWELL Reward amounts will be paid in July 2012. Learn more about the 2011-2012 DelaWELL Program by visiting the DelaWELL Health Portal at <https://delawell.alerehealth.com>. Once logged in, click on the "Program Overview" link located on the left menu.*



Turn A Working Lunch Into A Walking Lunch!

Wednesday, April 25, 2012

Getting out of the office and on your feet for a walk at lunch is healthy and fun!

And who knows. . . . This may be the start of your daily walking routine and a worksite walking group.

And the end result. . . Helping you to improve your health one step at a time.

It's Simple! Here's What To Do:

1. Bring sneakers or comfortable walking shoes with you to work on April 25th.
2. Take time out of your lunch break (i.e., 10, 15, 20 or 30 minutes) and go for a walk outside your worksite. Encourage your co-workers to join you!
3. If weather or conditions are not the best, take your walk inside your building or climb the stairs.
4. **After your walk, e-mail DelaWELL at Employee.Wellness@state.de.us with your success story.**



Read the success stories from prior events, by visiting www.delawell.delaware.gov and clicking on the "Motivation Station" link (located on the left menu). Once on the Motivation Station link click on "National Walk@ Lunch Day Event."



Alcohol Awareness Month

National Council on Alcoholism and Drug Dependence, Inc.

www.ncadd.org

The *Dietary Guidelines for Americans*, published by the U.S. Department of Health and Human Services, recommend that if you choose to drink alcohol **do not exceed 1 drink per day for women or 2 drinks per day for men**. A standard alcohol drink consists of 12-ounces of Beer or Cooler, 8-ounces of Malt Liquor, 5-ounces of Wine or 1.5-ounces or "shot" of Distilled Spirits/Liquor (e.g., rum, gin, vodka, or whiskey).

If you think you might be dependent on alcohol, the first thing to do is get help and support. Call **Nurse24 at (866) 674-9103** to speak with a registered nurse about your health-related questions or concerns. Nurse 24, a FREE service offered through the DelaWELL Health Management Program, is available 24 hours a day, 7 days a week, 365 days a year. You also have FREE access to HMS, a 24-hour integrated counseling and referral service specializing in Employee Assistance Programs (EAP) and Work/Life Issues. You can reach a trained **HMS counselor at (800) 343-2186**.

Here are some ideas that may help you cut back on alcohol:

- Stay away from people who give you a hard time about drinking less or not drinking.
- Stay away from places or events that make you want to drink.
- Avoid temptation by getting rid of alcohol in your home.
- Learn to say no. You do not have to accept an alcoholic drink each time someone offers you one.
- If you drink, drink slowly. Take a break of 1 hour between drinks. Drink water or juice after a drink with alcohol. Do not drink on an empty stomach. Eat food when you are drinking.
- If you drink, take a break from alcohol. Pick a day or two each week when you will not drink at all.

Kick The Habit With The “Beat the Pack” Smoking Cessation Meetings

Participant Success Story:

"I have smoked non-stop for 26 years. My target quit date was 2/1 and I have not picked up a cigarette since 1/31 at 11 pm. I attended DelaWELL's 4-week "Beat the Pack" program in January, saw my physician and started Chantix two weeks prior to my quit date. I believe the pre-planning is what has made it a smooth transition/change. I have had moments of 'I want a cigarette,' but I have been able to get through it without picking one up."

- Amy Fleetwood, Delaware Health and Social Services (DHSS)

The DelaWELL Health Management Program is offering a special, free 4-week program for employees called “Beat the Pack” geared for smokers who are interested in quitting smoking. This program gives you stop-smoking information and a chance to receive support from others.

Each week, participants are required to attend one group meeting, for a total of four sessions in a given month:

Week 1: Program Launch/ Reasons to Quit

Week 2: Coping With the Urge to Smoke

Week 3: Long-Term Benefits of Quitting Cigarette Smoking

Week 4: Staying Quit

To register for the 4-weekly “Beat the Pack” meetings at a location convenient for you, please visit www.delawell.delaware.gov and click on the “DelaWELL University Onsite Health Seminars” link.

DelaWELL is providing the “Beat the Pack” program at these upcoming sites:

- Thurman Adams State Service Center (Georgetown, DE)
Meeting Dates: May 3, 9, 16 and 23 from 12-1pm
- Department of Labor- Fox Valley Annex Building (Wilmington, DE)
Meeting Dates: June 8, 15, 22 and 29 from 12-1pm



Sexual Assault Awareness and Prevention Month

Here are some things you can do to avoid dangerous situations and help reduce your risk of being assaulted:



- **Be aware** of your surroundings. Knowing where you are and who is around you may help you find a way to get out of a bad situation.
- Try to **avoid isolated areas**. It is more difficult to get help if no one is around.
- **Walk with purpose**. Even if you don't know where you are going, act like you do.
- **Trust your instincts**. If a situation or location feels unsafe or uncomfortable, it probably isn't the best place to be.
- **Try not to load yourself down** with packages or bags as this can make you appear more vulnerable.
- **Make sure your cell phone is with you** and charged and that you have cab money.
- **Don't allow yourself to be isolated** with someone you don't trust or someone you don't know.
- **Avoid putting music headphones in both ears** so that you can be more aware of your surroundings, especially if you are walking alone.

What should I do if I am sexually assaulted?

Sexual assault is a crime of motive and opportunity. Ultimately, there is no surefire way to prevent an attack. If you or someone you know has been affected by sexual violence, it's not your fault. You are not alone. Help is available 24/7 through the **National Sexual Assault Hotlines at 1-800-656-HOPE**, and online at www.rainn.org.



To register for a seminar date, time and location that is convenient for you, please visit www.delawell.delaware.gov and click on the "DelaWELL University Onsite Health Seminars" link.

April 2012 Onsite Health Seminar Topic: "The Facts About Cancer"

Approximately one third of all cancer deaths are related to diet and lifestyle habits. Cancer affects men and women differently.

At this seminar, you will learn about:

- What cancer is and how it begins and spreads
- The most common forms of cancer and how screenings help detect cancer
- Signs and symptoms of cancer
- Diagnosis, treatment and prognosis
- How lifestyle changes, including smoking cessation, diet and exercise can help reduce your risk of cancer



May 2012 Onsite Health Seminar Topic: "Back Care"

Back pain can be a simple strain or symptom of a more serious condition. Either way, it can prevent you from living a normal life. Come learn how to prevent back pain from happening & if you do have back pain, effective ways to manage it.

At this seminar, you will learn about:

- The spine and vertebrae
- Risk factors and causes of back pain
- Ergonomics
- Protecting your back
- Exercises and habits to prevent low-back pain
- Managing acute and chronic back pain



Protect Your Eyes Against Ultraviolet (UV) Rays

Good-quality sunglasses provide important protection for your eyes—and your family's—even on cloudy days.

The same ultraviolet (UV) rays from the sun that burn your skin can also damage your eyes. If you spend time outdoors, you could be at risk for eye problems from UV rays and should always wear sunglasses that block at least 99 percent of both UVA and UVB rays.

There are three kinds of UV rays:

- **UVA rays** - can pass through your eye's cornea and reach the lens and retina.
- **UVB rays** - can't pass through glass, but they can still cause eye damage. UVB rays are the ones that can burn your skin.
- **UVC rays** - are the highest-energy rays, but they're blocked by the ozone layer in the atmosphere and don't reach the earth.

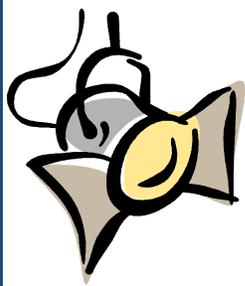
Children's eyes are especially sensitive to UV rays, so it's important to provide quality sunglasses for them. Adults with eye disorders such as cataracts, macular degeneration and retinal disease are also especially susceptible to UV rays and should take extra precaution. While some contact lenses offer UV protection, they don't cover your entire eye, so contact lens wearers still need sunglasses. Close-fitting, wraparound sunglasses that block at least 99 percent of both UVA and UVB rays provide the most protection.

Keep in mind that UV rays are harshest when the sun is high in the sky, from 10 a.m. until 2 p.m. The closer you are to the earth's equator, the stronger they are. They're also stronger at high altitudes and against the reflective surfaces of snow, water or sand.

UV rays pass through clouds, so don't be fooled into thinking protective eyewear isn't needed when the sky is cloudy. Even though shaded areas reduce UV exposure, your eyes can still be exposed to rays that bounce from buildings, roads and other surfaces.

So whenever you're outdoors, it makes sense to keep your eyes—and your family's eyes—protected with a pair of good sunglasses. Regular eye exams are important so that vision problems can possibly be detected early. Schedule an eye exam today with your eye care professional.

To learn more about your vision benefits, please visit www.eyemedvisioncare.com
And click the **Members** tab.



Motivation Station: Employee Spotlight

“I began using DelaWELL to aid me in my effort to lose weight. I decided that it was time to get serious about losing weight, because several members of my family have been diagnosed with type 2 diabetes and I’m at an increased risk of developing it.”

Marion Gardley
Administrative Specialist I
Delaware Health and Social Services
(DHSS), Division of Services for Aging
and Adults with Physical Disabilities

March 2012



“I began using DelaWELL to aid me in my effort to lose weight. I decided that it was time to get serious about losing weight, because several members of my family have been diagnosed with type 2 diabetes and I’m at an increased risk of developing it. The good news is type2 diabetes can be prevented and my goal is to change my risk factors.

In January 2012, I started searching the DelaWELL Health Portal for articles and different programs to help me achieve my goal. The articles that they have on the website are educational and have increased my knowledge on several things that I had not previously read about before. I’m currently using several of the site programs. I have a DelaWELL Health Coach, which is like having a personal trainer via e-mail and I have started tracking my food intake using the “Nutrition Tracker” and my daily exercise using the “Fitness Planner.” The Fitness Planner maps out the exercises that I will be doing each day, and I have become more active because of it. I like using the DelaWELL Health Portal, because you don’t have to try to remember what you have eaten and when you exercised since you can record your meals and activities online. I really enjoyed DelaWELL’s “Healthy Hearts Challenge,” which was a great way to track your recommended fruit and vegetable intake and your whole grains on a daily basis.

I’m enjoying my start to becoming healthier. I feel better and have lost 6 lbs. In addition, I have joined Weight Watchers which is a partner of DelaWELL. I’m looking forward to my journey to better health with DelaWELL and continued updates of my progress.”

Has the DelaWELL 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 e-mail at Employee.Wellness@state.de.us for possible posting in an upcoming edition of WellAWARE and on the DelaWELL website.

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

Healthy Recipe

roasted asparagus with sesame

Serve roasted asparagus as a side dish or elegant first course.

Takes Under 30 minutes
Makes 4 servings

INGREDIENTS:

- 1 pound (480 g) fresh asparagus spears
- 1 1/2 teaspoons sesame oil
- 2 teaspoons low-sodium tamari soy sauce
- 1 teaspoon mirin (Japanese seasoning wine) or balsamic vinegar

PREPARATION:

1. Preheat the oven to 450°F (225°C). Snap off woody ends of asparagus spears. If spears are thick, peel them from the base to the flower end using a vegetable peeler.
2. Toss the asparagus with oil and spread in an even layer in a shallow roasting pan. Roast, turning spears once or twice, for 8 to 12 minutes (depending on thickness), or until the thick part of stalks can be pierced easily with a knife.
3. After roasting, toss with soy sauce and mirin (or balsamic vinegar).

NUTRITIONAL INFO PER SERVING

45 Calories
2.0g Fat
0.3g Saturated fat
3.0g Protein
6g Carbohydrate
1.7g Fiber
113mg Sodium

For more great healthy recipes, visit the DelaWELL Health Portal at <https://delawell.alerehealth.com>.



The Fitness Guru Says...

Question of the Month: “What is a simple exercise I can do to tone and strengthen the muscles in the back of my arms?”

Dear Employee,

You use your triceps (the muscles located in the back of your arms) for everything from getting out of bed to shoveling snow. The following easy exercise builds strength where it counts:

One-Arm Tricep Overhead Extension



Level	Sets	Repetitions (Reps)
Beginner	1	10
Intermediate	2 - 3	10 - 12
Advanced	3	12 - 15

This exercise targets the back of the arm and can be done either seated or standing. If standing, place your feet hip-distance apart. If seated, sit up straight and plant your feet firmly on the ground. Keep abdominals contracted throughout the entire exercise. Firmly hold the dumbbell in your hand, evenly balanced.

Raise your arm so your elbow is as close to your ear as possible. Do not move your arm from this position. Extending only your elbow, bring the dumbbell straight up behind and above your head while you exhale. *Caution: Do not bring the dumbbell too close to your head!* As you lower the dumbbell back behind your head to starting position, inhale slowly and feel the stretch in the back of your arm. Both the extension and release should be done slowly and carefully. Switch to the other arm when finished.

Best of Health!
F.G. (a.k.a. Fitness Guru)