

Here's to Health

nueHealth



IN THIS ISSUE

- Annual Enrollment
- Benefits 101 Webinar Series
- Intellicents Webinars in November
- Vitality - Level UP Challenge
- Awareness Month - Diabetes
- Physical Wellness Checklist
- Healthy Recipe - Fall Mini Pumpkin Cheesecake Tarts
- Bonus - Helpful Stuffing Tips
- Puzzle
- Coloring Page

ANNUAL BENEFITS ENROLLMENT PERIOD IS OPEN AND ENDS 11/8/24

If you have not enrolled for your 2025 benefits do so now!

This is an active enrollment. If you do not log into UKG and update your benefit preferences, your medical participation and flexible spending accounts will end on 12/31/24 and will NOT carry over to 2025.

WELLNESS INCENTIVE PAYOUTS

2024 INCENTIVES

- 1st Qtr. - 4/26/2024
- 2nd Qtr. - 7/19/2024
- 3rd Qtr. - 10/25/2024
- 4th Qtr. - 1/17/2025

Incentives paid to the HSA accounts are subject to the IRS maximums. It is your responsibility to ensure the combined amount you elect AND the amount you receive as an incentive do NOT surpass the HSA IRS limit. You may manage this by adjusting the amount of your biweekly HSA contribution. You may manage this by adjusting the amount of your biweekly HSA contribution in the benefits UKG system.

**EXTRA! EXTRA!
READ ALL ABOUT IT!**



Benefits 101: Getting ready for Annual Enrollment Webinars

In August the Benefits Team introduced the Benefits 101 webinar series. As we are in the final stages of Annual Enrollment, please check these out if you missed the live webinars.

- The Benefits of Life + Care in an LTC World

[Click here for the Presentation Recording](#) Password: NH24

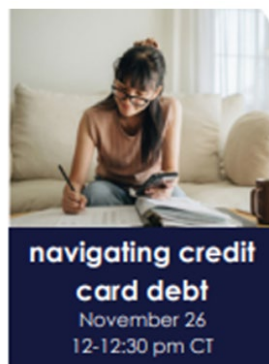
- Medical + Flex: Peaceful Coexistence

[Click Here](#) for the Presentation Recording - No password required

- Partner Perks: An in-depth look at SpouseSaver HRA

[Click Here](#) for the Presentation Recording - No password required

Upcoming Financial Webinars from Intellicents



You can register for these intellicasts, and others, by going to www.intellicents.com/webinars and selecting the webinars you are interested in attending.



Level Up Your Status Challenge

Challenge ENDS November 30, 2024

- Now is the time to push to the next status: by leveling up in the challenge period, you will be entered into a drawing for one of two gift card prizes in each category:
 - Bronze to Silver - \$100 gift card
 - Silver to Gold - \$200 gift card
 - Gold to Platinum* - \$300 gift card

*If you have already reached Platinum Prior to the challenge period, you will be entered into the prize drawing for one of the two \$300 gift cards.



As an extra surprise! We are adding a year-end bonus. We will be awarding the person with the highest total Vitality Points earned beginning January 1, 2024, through November 30, 2024, a Vitality Gift Card Voucher in the amount of \$500. This individual will be known as the **2024 NueHealth WELLNESS WARRIOR.**



Diabetes Awareness: What You Need To Know

[This contains Live Links](#)

What Is Diabetes?

Diabetes is a medical condition that affects the body's ability to process sugar. People may have prediabetes and diabetes for several years before the onset of symptoms. There are a few classifications of diabetes based on certain conditions:

- Prediabetes
- Type 1 Diabetes
- Type 2 Diabetes
- Gestational Diabetes

Type 2 diabetes (the most common type) develops when the body is resistant to insulin, which is produced by cells in the body. This causes an increase in insulin levels and eventually an increase in blood sugar. Type 1 diabetes differs in that the body's immune system causes cells that produce insulin to die, resulting in a lack of insulin in the body. Regardless of the type of diabetes an individual has, diabetics are defined as having far too much glucose in their bloodstream. Diabetes is a problem because it can cause more significant threats to an individual's health in the future.

Don't Wait for Symptoms!

If you have risk factors for diabetes, such as a family history of diabetes, being overweight, low exercise levels, unhealthy eating habits, hypertension, or a history of gestational diabetes, make an appointment to have a diabetes screening test. Don't wait for symptoms to present themselves!

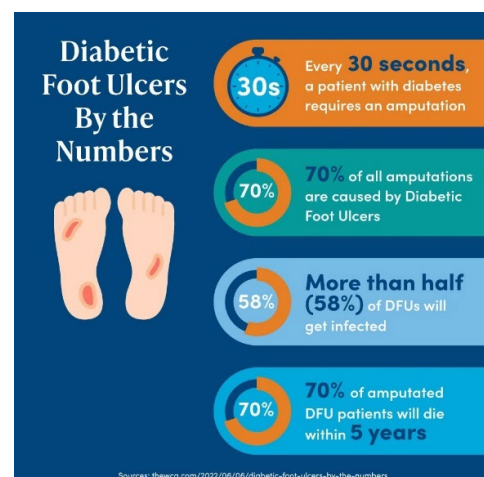
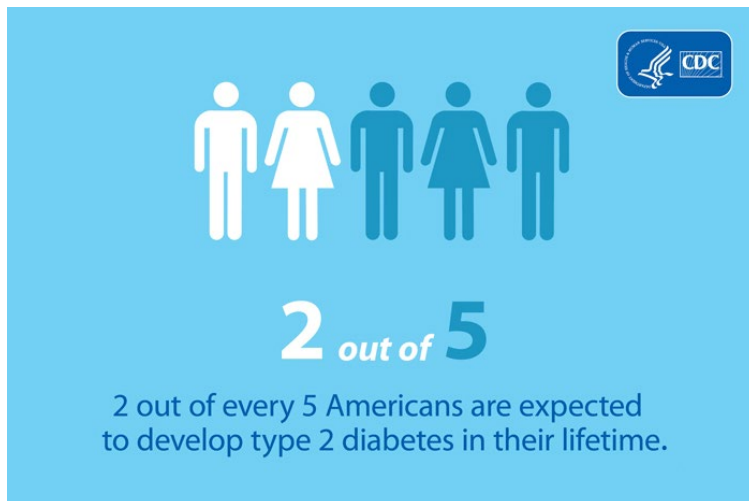
If you have ANY risk factors for diabetes, get a diabetes screening test. Contact your health care provider.

Risk Factors of Developing Diabetes

Knowing the risk factors associated with diabetes is important for awareness and identification of symptoms of the disease. Some risk factors simply cannot be avoided or controlled, like having family members with diabetes or getting older. However, several risk factors can be avoided if you take steps to manage it properly. Controllable risk factors for diabetes include the following:

- Being overweight
- A lack of physical activity
- High blood pressure
- Unhealthy eating habits

You can lower your risk of getting diabetes (even if you're [prediabetic](#)) by taking control of your health and lifestyle and eliminating these risk factors from your life. Talk to your doctor about managing your weight, beginning an exercise program, maintaining a safe and healthy blood pressure, and changing your diet.



Diabetes Awareness and Prevention

Maintaining your health and being aware of the risks and early signs of prediabetes is the key to staying healthy. It's far better to be ahead of a sickness or disease rather than dealing with the treatment of it, so aim to get your health, eating habits, weight, and more in top-notch shape as soon as possible. **Knowing how to reduce risk factors and make wise lifestyle choices is a key part of preventing diabetes in the first place.** As we learn more about this disease, it's clear that awareness and prevention are an integral part of reducing the impact it has on our world. Studies have found that 2 out of 5 Americans will develop Type 2 diabetes during their lifetime. This is due, in large part, to the lifestyle many of us live, with low activity levels, unhealthy diets, and obesity. The more we learn about diabetes and the impacts it has on our bodies, the more we can motivate ourselves and those around us to make better choices and live healthier lives to minimize our likelihood of developing diabetes.

Symptoms of Diabetes

If you're not sure whether you or someone you know has diabetes, look for these symptoms. Remember, this is not a comprehensive list of all symptoms, nor should it be used to self-diagnose. If you experience any of these symptoms and think you may be at risk of having or developing diabetes, schedule a visit with your doctor to get screened for diabetes:

- Being hungry and tired regularly, even when you've had enough to eat and enough sleep
- Urinating more often and being thirstier than normal
- Having a dry mouth and/or itchy skin
- Blurred vision
- Being easily irritated
- Frequent yeast or other infections
- Slow-healing cuts or sores
- Numbness and/or pain in legs and feet
- Unintentional and unexplained weight loss



Why Hyperglycemia is a Problem

Hyperglycemia means that there is a high level of glucose in the blood, which causes the other symptoms of Type 2 diabetes such as thirst, weight loss and hunger, outlined below. If hyperglycemia remains untreated, it can cause damage to nerves, blood vessels, and organs.

Hyperglycemia puts you at high risk for heart attack and stroke if uncontrolled for a long time. Read [8 Tips for Better Heart Health here](#).

Thirst

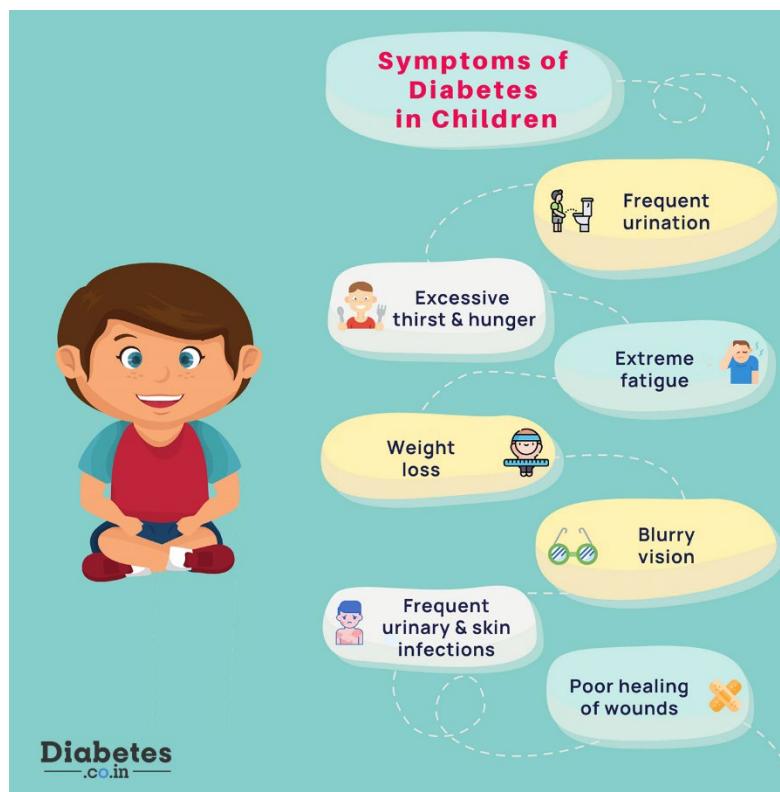
Your body is always trying to achieve homeostasis, or “balance.” High levels of sugar in your blood actually attracts water to balance it out. The water can be pulled from all over your body, including your eyes, causing thirst and frequent urination.

Weight Loss

Insulin is the hormone that tells your body when to absorb sugar and if your cells do not receive that signal, they will not know how to use the energy in your food. Without energy, your body gets weak and tired. At first, it will try to burn fat and muscle instead, but these sources will be used up quickly without replenishment from incoming glucose.

Hunger

Since you are not breaking down and using the glucose that you’re consuming, your body will continue to think you are hungry even when you’re providing it with nutrients. The sooner you are diagnosed with diabetes, the sooner you can start treatment and get your diabetes under control. Most often, diabetes is not “cured,” but it can be managed well. **In some cases, catching diabetes early enough and making widespread and effective lifestyle changes can actually reverse the effects of diabetes!** Knowing the risk factors of developing diabetes and the symptoms associated with the disease can help you get ahead of it and give yourself a better chance of preventing it or managing it well.



FAQs About Diabetes

What is diabetes?

Type 2 diabetes is a type of diabetes that results from the body's cells being resistant to insulin. Typically, patients can have insulin resistance and high blood sugars for several years before the onset of symptoms. Type 1 diabetes is a type of disease within the body where it prevents proper production of insulin (a hormone). Both types of diabetes can result in unsafe levels of glucose in the blood and abnormal metabolism of carbohydrates. Diabetes, if left untreated, can be life-threatening depending on the type and severity of the specific case.

What is considered a normal level for blood sugar before meals (or waking up) and after meals?

We recommend consulting with your doctor about specific blood sugar levels for you, but as a rule of thumb, an average "before-meal" blood glucose (blood sugar) level for people with diabetes is 70-110 mg/dl, while after eating (1-2 hours later), the blood sugar goal would be under 140 mg/dl.

Will I have to take insulin if I have Type 2 diabetes?

Not always. If the condition is detected early enough, your body may still be able to produce adequate amounts of insulin if you carefully regulate blood sugar levels over the years.

Is diabetes Type 2 reversible?

You can moderate your Type 2 diabetes, but it can't be reversed after you've been diagnosed. If, however, you have "prediabetes," or were just diagnosed with Type 2, and then lose a considerable amount of weight, it can put the disease into remission.

How do I learn to accept that I have diabetes?

This can be a challenge for some people at first, but it's important to work on realigning what you view as "real." Wishing that you don't have diabetes won't make it go away and not getting treatment can have very adverse effects on your body.

How does diabetes affect my body?

Generally, diabetes affects blood vessels and nerves in the body, which means that it can have a direct or indirect impact on virtually every part of the body. Diabetes impacts blood pressure levels and is commonly linked with high cholesterol and can increase the risk of heart attacks and cardiovascular disease. High blood pressure and cholesterol also raise the risk of having a stroke. Individuals who have diabetes are also prone to other complications in the eyes, such as diabetic retinopathy, which can result in severe eye disease and blindness. It can also bring about kidney

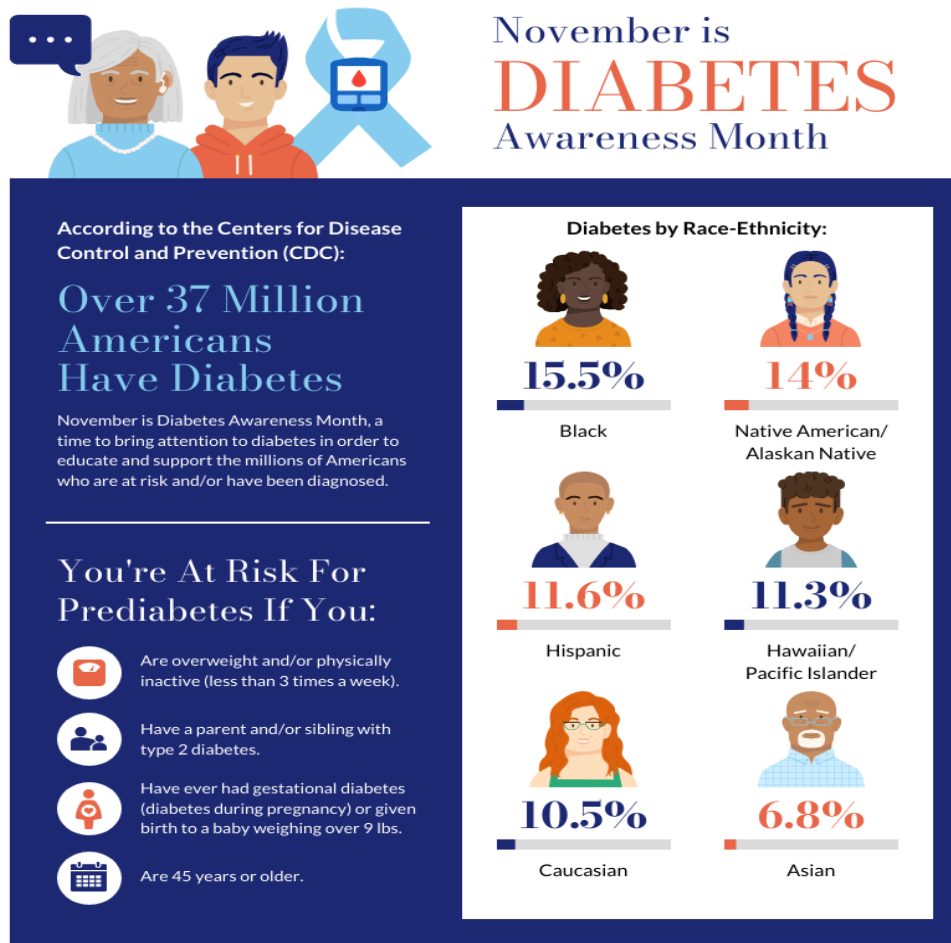
issues, such as diabetic nephropathy or chronic kidney failure. Nerve problems, digestive issues, anxiety, erectile dysfunction, lower limb amputation, and more can also come about due to diabetes.

What are some simple ways to prevent and manage diabetes?

There are many ways to help prevent and manage diabetes. Also, certain lifestyle changes will be more effective than others depending on your unique situation. Generally, people who are looking to minimize their risk of or to manage their diabetes should make healthier choices when it comes to their diets and activity levels. Eating less, drinking plenty of water (especially before your meal), getting more exercise every day (e.g. 30 minutes, 5 days a week), making healthier food choices, snack on veggies (instead of sugary foods), keep track of your food consumption, and more will all help with prevention and management of diabetes. If you have questions about diabetes, such as getting tests, finding treatment, or just having someone to talk to, contact your doctor.

Sources:

- [American Diabetes Association](#)
- [CDC statistics report](#)
- [Web MD](#)



Sources: <https://diabetes.org>
<https://www.americashealthrankings.org/explore/annual/measure/Diabetes>





Reversing type 2 diabetes, prediabetes, and obesity with Virta can taste great!

Virta uses the research-backed combination of nutritional ketosis, medical supervision, and one-on-one health coaching. You also get all the supplies you need for biomarker tracking, access to a private patient community, and curated recipes, food guides, and meal plans!

Virta can help you:

- ⊕ Lower blood sugar
- ⊕ Decrease medications
- ⊕ Reduce A1c
- ⊕ Lose weight
- ⊕ Lower triglycerides

How is Virta different?

- ⊖ No calorie counting
- ⊖ No fasting
- ⊖ No exercise required
- ⊖ No medication
- ⊖ No surgery

Who is Virta for?

Virta is available to employees, spouses and adult dependents between the ages of 18 and 79 who are enrolled in an eligible health plan. This benefit is currently being offered to those with type 2 diabetes, prediabetes, and obesity.

What's the cost?

There is no copay or out of pocket cost for the treatment—Virta is fully covered for those that qualify!

Learn more at www.virtahealth.com/join





Virta is an online specialty medical clinic that reverses type 2 diabetes safely and sustainably, without the risks, costs, or side effects of medications or surgery.

Why does Virta work?

Address underlying causes

Virta uses a highly individualized approach to carbohydrate intake and nutritional ketosis, accounting for each person's unique biochemistry, medications and lifestyle.

Physician-led remote diabetes care

Patients use our continuous, technology-enabled remote care from Virta's physician-led team to safely reduce and eliminate diabetes medications.

Sustainable behavior change

A dedicated health coach provides personalized guidance and accountability to create long-term behavior changes that lead to sustainable results.

Supplements primary care

Virta coordinates with the patient's primary care team to keep them up to date on progress and changes to the treatment plan.

Amazing published outcomes

In as little as 10 weeks, individuals with type 2 diabetes can improve glycemic control, decrease medication use, and achieve clinically relevant weight loss.

56%

DIABETES REVERSAL
HbA1c below 6.5% at follow-up

1.1%

AVERAGE HBA1C REDUCTION
HbA1c below 6.5% at follow-up

20%

**AVERAGE REDUCTION
IN TRIGLYCERIDES**

91%

PATIENT RETENTION

Results published via diabetes.jmir.org. McKenzie AL, et al. JMIR Diabetes. 2017; 2(1):e5.

For more information, visit
www.virtahealth.com/join

The Virta patient experience

- Medical supervision
- Personal health coach
- Personalized treatment plan
- Biomarker tracking tools and supplies
- Private patient community

How can Virta help you?

Clinical success

Help your patients meet clinical goals for diabetes management (A1c, weight, etc.).

Coaching and clinician support

High-frequency interactions for nutrition and behavior counseling as well as diabetes medication management.

Eligibility

The Virta treatment is fully covered for all benefits enrolled members, spouses and dependents with type 2 diabetes and prediabetes that meet the following criteria:

- Covered under the correct health plan
- Age 18-79
- English speaking (Spanish in development)
- Access to smart phone
- Some severe medical conditions may be excluded, but Virta's clinical team will make that determination

YOUR HEALTHIEST SELF

Physical Wellness Checklist

Positive physical health habits can help decrease your stress, lower your risk of disease, and increase your energy. Here are tips for improving your physical health:



FIND A HEALTHY WEIGHT

Keeping your body at a healthy weight may help you lower your risk of heart disease, type 2 diabetes, and certain types of cancer that can result from carrying excess weight or obesity. Take charge of your weight and your health.

TO REACH YOUR WEIGHT LOSS GOALS:

- Calculate how many calories you need for your weight goals.** Visit NIH's Body Weight Planner (bit.ly/3rQXQGj).
- Record your daily food intake and physical activity** using an app on your phone or a journal.
- Weigh yourself** every day, or at least once a week.
- Set specific goals.** Be realistic about your time and abilities.
- Choose healthy meals and physical activities you enjoy.** You're more likely to stick with ones you like.
- Plan physical activities with friends or family.**
- Identify temptations.** Plan ways to stay on track.
- Learn from your slips.** Find out what triggered the slip and restart your eating and physical activity plan.
- Be patient.** Changing lifestyle habits takes time.

For other wellness topics, please visit www.nih.gov/wellnesstoolkits





Be Well Cooking Corner

2-Bite Mini Pumpkin Cheesecake Tarts

EatingWell.com



These mini pumpkin cheesecakes are a festive dessert for any gathering, especially Thanksgiving. Feel free to sprinkle a little extra cinnamon on top to amp up the warm, cozy flavors. If you don't have pumpkin pie spice, you can make your own with a mix of cinnamon, ginger, cloves and nutmeg. Use leftover pumpkin puree in muffins, soup and more.

Active Time: 30 mins

Total Time: 1 hr

Servings: 24 servings

Nutrition Profile:

[Sesame-Free](#) [Diabetes-Friendly](#) [Nut-Free](#) [Heart-Healthy](#) [Vegetarian](#)

Ingredients

- 4 ounces reduced-fat cream cheese
- 1/3 cup pumpkin puree
- 1/4 cup brown sugar
- 1 large egg
- 3/4 teaspoon pumpkin pie spice
- 1/2 teaspoon vanilla extract
- 1/8 teaspoon salt
- All-purpose flour, for dusting
- 1 sheet frozen puff pastry, thawed according to package instructions

Directions

1. Preheat oven to 400°F. Coat a 24-cup mini muffin tin with cooking spray.
2. Place cream cheese, pumpkin, brown sugar, egg, pumpkin pie spice, vanilla and salt in the bowl of a food processor; process until smooth.
3. Lightly flour the work surface; roll puff pastry dough into a 10-by-15-inch rectangle. Cut the dough into 24 (2½-inch) squares using a knife or pizza wheel (you'll end up with 4 rows of 6 squares each).

4. Press a square of dough into each cup of the prepared muffin tin, making sure the dough goes completely up the sides. Divide the batter evenly among the cups, filling each about 3/4 full (1 scant tablespoon each). Bake until the dough is lightly browned and the filling is set, 15 to 20 minutes.
5. Let cool in the pan on a wire rack until cool enough to handle, then remove the tarts from the pan to the rack. Let cool to room temperature. Serve at room temperature or chilled.

To make ahead

Refrigerate in an airtight container for up to 1 day.

Equipment

24-cup mini muffin tin

Nutrition Information: Serving Size: 1 mini cheesecake

Calories 61, Fat 3g, Saturated Fat 2g, Cholesterol 10mg, Carbohydrates 6g, Total Sugars 3g, Added Sugars 2g, Protein 1g, Fiber 0g, Sodium 69mg, Potassium 16mg

Helpful Information:



4 Mistakes That Ruin Stuffing and How To Fix Them!

What's the best part of Thanksgiving? The turkey? No way. It's the stuffing. And to think there was a time when I thought stuffing could only be made from a box! Don't get me wrong—boxed stuffing is good, but premade packages of stuffing are a real damper in the creativity department. (Not to mention they're loaded with sodium and other not-so-wholesome ingredients in the form of preservatives.)

Homemade stuffing is ridiculously easy to make, but there are a few things you can do that would ruin a perfectly good stuffing. Here are a few mistakes to avoid when you're making stuffing from scratch and tips to fix your stuffing.

Mistake to Avoid No. 1: Cooking Your Stuffing in the Turkey

OK, so this tip really applies to *any* stuffing, but it's worth mentioning because it could destroy the potential to ever allow stuffing to cross your lips again. Don't cook the stuffing in the turkey! What about those iconic images of a turkey brimming with stuffing, you ask? Forget about them. You are looking at either (a) a turkey that has been cooked to oblivion or (b) stuffing that's basted in raw turkey juices, a real food-safety hazard.

Here's why: In the time it takes a stuffed turkey to get up to 165°F in the center of the cavity (the "safe" temperature for poultry), the breast meat and possibly everything else will be overcooked. Even if the stuffing is fully cooked beforehand, if you take the turkey out of the oven with the stuffing just "warmed," you'll run the risk of eating stuffing contaminated with raw turkey juices. Everything, even the stuffing, has to reach the recommended 165°F if it's in the bird, so cook it in a 9-by-13-inch baking dish instead.

Mistake to Avoid No. 2: Stuffing That Falls Apart

When you're creating your own stuffing, the sky is the limit when it comes to ingredients. You can add dried fruit, fresh fruit, vegetables, sausage, nuts, grains, whatever. But you want to make sure there is an element that keeps it all loosely sticking together. That's called a "binder," and bread is really great at this. To work its magic, the bread needs a little liquid. (How much? See below.) Bread that's slightly dry sucks up moisture like a sponge and once it's tossed with other ingredients it starts to break down slightly and acts like the glue for everything else. Any kind of bread will work—wheat bread, sourdough, rye—even cornbread and gluten-free bread. Experiment with different flavors to find the one you like best.



Mistake to Avoid No. 3: Soggy or Dry Stuffing

How to make dry stuffing moist? Stuffing needs moisture to prevent it from drying out, but knowing how much liquid to add can be tricky. You want your stuffing moist but not soggy and certainly not dry. The bread in the stuffing absorbs moisture, but if it's dry (as it should be, see above), it takes some time for the liquid to settle in. I suggest adding a little at a time, say 1 cup

of broth for every 4 cups of dry mix. Give it a good stir, then let it sit for a minute. The stuffing should be moist but not wet. If there is a puddle of broth at the bottom of the bowl, you've added too much. Add more bread to soak up the excess moisture. If the mix is still dry and crumbly, add more liquid and toss gently until it starts to clump together.

Mistake to Avoid No. 4: Too Much Salt

One of the pitfalls of packaged stuffing is copious amounts of sodium. When you make stuffing from scratch, you can control how much salt you add—to a degree. Unfortunately, common stuffing ingredients like bread, sausage and broth have a good amount of sodium in them. Manage sodium levels by being judicious with "extras" like sausage (just a little goes a long way) and choosing low- or reduced-sodium broth. And you don't necessarily need to add salt to stuffing. Taste it before you bake it (as long as there isn't raw meat involved) to see if you really need to add extra salt.



Diabetes

C	N	B	R	E	A	K	F	A	S	T	F	E	D
R	E	N	V	I	R	O	N	M	E	N	T	A	L
E	D	O	C	T	O	R	U	A	A	A	R	R	T
I	T	G	I	E	A	F	A	T	S	U	V	R	D
E	N	U	E	E	N	D	I	N	N	E	R	S	Y
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I	I	A	C	C	E	S	I	C	R	E	X	E	C
R	K	S	T	S	E	L	B	A	T	E	G	E	V

DOCTOR
FRUIT
ENVIRONMENTAL
DIET
FAT
EXERCISE
DINNER
FIBRE
VEGETABLES
INSULIN
BREAKFAST
EYES
KIDNEY
SALT
PANCREAS
MEDICINE
LUNCH
HEART
GENETIC

Play this puzzle online at : <https://thewordsearch.com/puzzle/1757609/>

KEY ACTIONS TO PREVENT DIABETES

FOR EVERYONE

-  Eat healthily
-  Be physically active
-  Avoid excessive weight gain
-  Check blood glucose if in doubt
-  Follow medical advice

FOR GOVERNMENTS





Thankful



Grateful