



During the fourth quarter of 2013, Benefit Options Wellness is focused on diabetes. Wellness offers mini health screenings to help monitor your blood pressure, cholesterol, and blood glucose levels to assess your risk for diseases such as diabetes. Also available periodically are cholesterol, hypertension, weight, and stress management classes, in addition to flu shots to keep you healthy during flu season. To find classes, flu clinics, and screenings near you, visit Wellness at www.benefitoptions.az.gov/wellness.

Diabetic's Health Behavior Advice Should Not Differ from General Public Guidelines

A prediabetes or diabetes diagnosis can be a scary, life changing event. Often, this type of condition comes with certain misconceptions regarding requirements of diet and nutrition to manage the disease properly. One common concern for many is the idea that upon diagnosis, they must now only eat a "special diabetic diet", and can no longer enjoy any of the foods they love.

Diabetes and Nutrition

The truth is, diabetic foods generally offer no special benefit. Most still raise blood glucose levels, are usually more costly and limited than the original versions, and can also create gastrointestinal distress if they contain artificial sweeteners such as sugar alcohols. The good news is recent research confirms that a healthy, well balanced meal plan for people with diabetes is generally the same as dietary recommendations for the general public. In a study through the Department of Epidemiology at the German Institute of Human Nutrition, researchers found that lifestyle factors and mortality risk were associated in the same way between people with or without diabetes. Intake of fruits, vegetables, nuts, seeds, whole grains, and low fat poultry were tied to lower mortality in both groups, whereas intake of high levels of saturated fat, excess sodium, and sugar all contributed to higher mortality in each of the studied groups.

Diabetes and Physical Activity

When considering physical activity, diabetics and non-diabetics again share similar recommendations. When it comes to managing diabetes, activity is a critical piece of the management puzzle.

Diabetes, Pg. 2

Take the Health Assessment: There is Still Time

The Mayo Clinic Health Assessment is still open to State of Arizona employees and their families. From now until December 13, 2013, take advantage of this program to improve your personal health knowledge, make healthy lifestyle changes, and receive professional guidance and coaching if you qualify.

The Mayo Clinic Health Assessment and EmbodyHealth Portal include information and assistance to help participants better manage several conditions, including asthma, headaches, hypertension, and diabetes. Also included in the web portal are self care tips and online self-guided programs for exercise, stress reduction, healthy eating, and so much more. Get involved in the online community and learn from others going through similar circumstances, or simply review current research and literature covering a variety of health topics.

Finally, utilize the Mayo Clinic EmbodyHealth Coaching in a way that is convenient for you.

Mayo Clinic Health Assessment, Pg. 4

Nov-Dec 2013 Topics in this Issue:

- Diabetes and Lifestyle Guidelines
- Mayo Clinic Health Assessment
- Mobile On-Site Mammography (MOM)
- Health Screenings and Flu Shots
- Prostate On Site Projects (POP) Screenings
- Gestational Diabetes
- Healthy Recipe
- Diabetes and Oral Health

Diabetes, Continued

Regular physical activity can help improve blood sugar levels, reduce chronic fatigue, and also reduce the risk of heart disease and nerve damage. The recommendation for general health by the Surgeon General is 150 minutes of moderate aerobic exercise spread throughout the duration of the week, and this is true whether an individual has diabetes or does not. Good options when beginning a physical activity program include walking, swimming, biking, and low impact aerobic exercises.

Remember to track your blood sugar before, during and after exercise. Your records will reveal how your body responds to exercise — and help you prevent potentially dangerous blood sugar fluctuations. Equally important, consult with your doctor before beginning any formal exercise regimen, especially if you've been previously inactive. Discuss the activities you intend to begin, as well as the impact of medications on your blood sugar as you become more active.

Recommendations for All

While those living with diabetes must monitor their blood glucose levels in a way that is different and more purposeful than those who do not have the condition, The American Diabetes Association recommends that all people limit their intake of added sugars, such as those found in:

- Regular Soda
- Fruit Punch and Fruit Drinks
- Energy Drinks
- Sports Drinks
- Sweetened Teas
- Fruit Juices

Additionally, dietary recommendations for all adults include the following:

- Consume a diet high in leafy greens and fresh produce
- Make sure 50% or more of grain consumption is made of 100% whole grain sources
- Consume no more than 10% of total fat from saturated (i.e., animal based) sources
- Limit added salt, sugar, preservatives, and artificial ingredients when possible

For specific dietary and disease management information based on your personal needs, please consult with your doctor. For more information regarding diabetes education, care, and general information, please visit the American Diabetes Association website at diabetes.org, and view the diabetes information on the Benefit Options Wellness website by clicking on Quarterly Health Targets and then Diabetes Focus.

Mini Health Screenings and Flu Shots

All State employees and Benefit Options members are eligible to participate in mini health screenings. Additionally, flu shot clinics will continue through December 31, 2013.

The basic screenings are **FREE** and optional screenings are priced as listed:

- Height & weight; BMI; blood pressure; and percent of body fat (body composition)
- Cholesterol and blood sugar (fasting and non-fasting available)
- Facial skin analysis, free osteoporosis screen for women 40 and older

You will need your Employee Identification Number (EIN) and/or Insurance card for these events. No appointment necessary.

Schedule of Worksite Screenings:

**Nov 12 -- PSPRS
3300 N. Central Ave., Phoenix
11:30a-1:30p**

Schedule of Worksite Flu Clinics:

**Nov 05 -- All Agencies
400 W. Congress, Tucson
12:30p-4:00p**

**Nov 13 -- Wesley Bolin Plaza
1534 W. Washington, Phoenix
12:00p-4:00p**

**Nov 14 -- Wesley Bolin Plaza
1534 W. Washington, Phoenix
8:00a-12:00p**

Dates and schedule subject to change.

For questions about these or other events, or to schedule, please contact Benefit Options Wellness at wellness@azdoa.gov or 602-771-9355.

For the full listing of worksite flu clinics and public flu clinics statewide, please the Wellness website at benefitoptions.az.gov/wellness, and click on Flu Shots on the left hand side.

Mobile On-Site Mammography (MOM)

Mobile On-Site Mammography (MOM) travels to perform mammography screenings at worksites across Arizona. MOM will directly bill insurance. Benefit Options EPO plan members do not have to pay a copay at these events. **PPO members who have not reached their deductible will pay coinsurance.**



Call MOM at 480-967-3767 to schedule your appointment

Scheduled Screenings:

Nov 07 — Department of Economic Security
515 N. 51st Ave., Phoenix
1:00p-5:00p

Dec 05 — Department of Motor Vehicles
1840 S. Mesa Dr., Mesa
1:00p-4:00p

For additional dates and locations near you visit:
www.benefitoptions.az.gov/wellness

Gestational Diabetes— Are You at Risk?

Gestational diabetes is a type of diabetes that develops in a woman when she is pregnant. Most women are screened for gestational diabetes between their 24th and 28th week of pregnancy, however if a woman has certain risk factors, she may be screened sooner, or more than once.

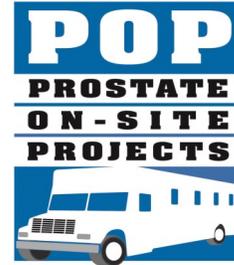
While all of the causes of gestational diabetes are unknown, there are specific risk factors and characteristics that may put some women at higher risk. These factors include:

- A previous pregnancy with gestational diabetes
- A previous baby born weighing over 9 pounds
- A pregnant mother over the age of 25
- Family history of diabetes of any kind
- A woman of African American, Hispanic, American Indian, Alaska Native, or Hawaiian descent
- HIV positive status

Gestational Diabetes, Pg. 4

Prostate On Site Projects (POP) Screenings

Take a Stand Against Cancer...
It could be the most important 15 minutes you spend



The State of Arizona offers FREE Prostate Cancer Screenings for benefit eligible, male employees 40 years and older. The POP mobile medical unit takes convenient, 15 minute appointments at your workplace. Maintain your health, schedule your appointment NOW!

Appointments required
Call Today 480-964-3013

What you Need:

- **United Healthcare** and **BCBSAZ/AmeriBen** members please bring your Benefit Options insurance cards to your appointment
- **Aetna** and **Cigna** members and **non-Benefit Options members** please bring your State ID badge and Employee Identification Number (EIN) to your appointment
- **Retired Benefit Options members** please bring your Benefit Options card and your Employee Identification Number (EIN)

Scheduled Screenings:

Nov 19 — City of Tempe
31 E. 5th St., Tempe
7:30a-1:00p

Dec 04 — Rio Salado Community College
2411 W. 14th St., Tempe
8:00a-12:00p

Dec 17 — City of Maricopa
39700 W. Civic Ctr. Plaza, Maricopa
1:30p-5:30p

For additional dates and locations near you visit:
www.benefitoptions.az.gov/wellness

Mayo Clinic Health Assessment, Continued

Once you have completed the Health Assessment, find out if you are eligible for telephonic one on one health coaching that fits your needs and schedule. Participants will set personal goals, track progress, and receive consistent motivation and strategies to overcome barriers to success. Topic areas include nutrition, fitness, tobacco cessation, and stress management with qualified professional Mayo Clinic staff.

Finally, remember that once you have completed the Health Assessment, you can enter to win one of six iPads, courtesy of the Arizona Credit Union. Congratulations to our September winner, Rufina Piercy with the Department of Corrections! Thank you Rufina, for taking the Health Assessment and enjoy your new iPad!

To take the Health Assessment today, log onto the Embody Health Web Portal at www.bewellstaywell.az.gov. Remember, you will need to know your Employee Identification Number (EIN) in order to register. Spouses and other family members must know and use the same EIN, combined with a unique email address. Sync up for the health of it!

Gestational Diabetes, Continued

Why is gestational diabetes a problem?

For you:

- The risk of type 2 diabetes is increased. About half of all women with gestational diabetes will develop type 2 diabetes later in life.
- The likelihood of delivering a large baby (over 9 pounds) and delivery complications is increased.
- Due to the increased size of the baby, the likelihood of C-section is increased, as well as the length of time to recover from childbirth.

For Baby:

- Large babies are more likely to suffer from birth trauma.
- Soon after delivery, the baby may have low blood sugar. This can be treated with early feedings, but should be monitored closely to prevent long term consequences.

While the condition may go away after pregnancy, sometimes it does not, and type 2 diabetes can develop. It's important to be checked again for diabetes after the baby is born, to ensure that the diabetes has ceased. Some of the best ways to help ensure a healthy pregnancy *before* becoming pregnant are to be physically active, make healthy food choices, and maintain a healthy body weight.

Contact your insurance provider for resources on FREE healthy maternity programs and for information on how to enroll. Take advantage of support, customized maternity education for the entire family, and easy referrals to specialty care if needed. Stay healthy through every stage of life.

The Affordable Care Act and You

Starting January 1, 2014, The Affordable Care Act (ACA) will enact its offer to provide health insurance for every U.S. citizen. For working Americans, it expands coverage opportunities beyond the workplace to include at least the public marketplace, otherwise known as the Exchange.

ACA requires nearly every U.S. citizen to have coverage in 2014, or pay a penalty when they file their 2014 taxes in 2015, a requirement that is termed the "individual mandate". Each state will have a public health insurance marketplace (exchange) where individuals and families can shop online for medical plans. Some of these exchanges will be state run, while others will be run by the federal government.

Finally, low income individuals and families without employer coverage options available may be eligible for subsidies to help them pay for the coverage they will need.

But what does this mean for State of Arizona employees and their families? Benefit Options will continue to offer quality health plans to eligible employees and dependents, and work toward reduced cost and improved health. Below is key information to know about what the Affordable Care Act means for our plans and our employees:

1. Our plans already offer affordable coverage with at least the minimum benefit value that is required by ACA.
2. Our plans offer the level of coverage needed to satisfy the individual mandate.
3. We will continue to offer coverage to employees working 20 hours/week or more.
4. Anyone can shop the public marketplace. While some low income individuals will qualify for subsidies, our employees generally **will not** because of the cost and benefit value of our plans.
5. We will continually provide ACA required notifications and information about the marketplace coverage options on our website.

If you are already enrolled in a Benefit Options Plan, you are *not required* to get health insurance through the Marketplace, as our plan is a grandfathered health plan and is considered qualified coverage that meets the mandate to have health insurance. Remember that Open Enrollment ends November 15th, 2013, at 5pm local time, to enroll in a Benefit Options Plan.

While it is the responsibility of the employee to have coverage and decide what best meets their needs, Benefit Options will highlight the mandate and other critical information in our employee communication.

Please visit benefitoptions.az.gov to learn more about Open Enrollment, eligibility, and general plan information.

Healthy Recipe Polenta with Roasted Vegetables



Ingredients (serves 6):

- 4 small eggplant, peeled, cut into 1/4 inch slices
- 1 small yellow zucchini, cut into 1/4 inch slices
- 1 small green zucchini, cut into 1/4 inch slices
- 6 medium mushrooms, sliced
- 1 sweet red pepper, seeded, cored, cut into chunks
- 2 T. plus 1 tsp. extra-virgin olive oil
- 6 C. water
- 1 1/2 C. coarse polenta
- 1/4 tsp. cracked black pepper
- 10 oz. frozen spinach, thawed
- 2 Roma tomatoes, sliced
- 10 ripe olives, chopped
- 2 tsp. oregano

Directions:

1. Heat a broiler or grill. Position rack 4 inches from heat.
2. Brush the fresh vegetables with 1 tsp. olive oil. Arrange on a baking sheet and broil on low heat, turning as needed until brown. Remove and either use immediately or cover.
3. Preheat oven to 350 degrees and coat a pie pan with cooking spray.
4. Cook polenta according to directions, and Spread polenta into the base of the baking dish. Brush with 1 tsp. olive oil. Place in the oven and bake for 10 minutes. Remove and keep warm.
5. Drain spinach and press between paper towels. Top polenta with spinach. Arrange a layer of sliced tomatoes, chopped sun-dried tomatoes and olives. Top with remaining roasted vegetables. Sprinkle with oregano and the remaining 1/8 teaspoon black pepper. Return to the oven for another 10 minutes. When warmed through, remove from the oven. Cut into 6 wedges and serve.

For more heart healthy recipes visit:
Mayoclinic.com/health/healthy-recipes

Nutrition Information

Servings size: 1/6 of recipe

Calories:	245
Protein:	6 g
Carbohydrates	39 g
Total Fat	7 g
Cholesterol	0 mg
Sodium	90 mg
Fiber	7 g

Diabetes and Oral Health

There are more bacteria in your mouth right now than there are people on Earth. If those germs settle into your gums, you may have gum disease. Unfortunately, if you have diabetes, you are at higher risk for gum problems.

For the nearly 26 million Americans who have diabetes, many may be surprised to learn about an unexpected complication associated with this condition. Evidence shows that there is an increased prevalence of gum disease among those with diabetes, adding gum disease to the list of complications associated with diabetes, such as heart disease, stroke, and kidney disease.

Research also suggests that diabetes and gum disease may be a two way street. Not only are people with diabetes more susceptible, but serious gum disease may have the potential to affect blood glucose control and contribute to the progression of diabetes. People with diabetes are at higher risk for the oral problems, gingivitis and periodontitis.

Diabetics have special needs and your dental professionals are equipped to help. Keep your dentist informed of any changes in your condition and of your medications to best help you stay healthy.

For more information on oral health visit: www.deltadentalaz.com



The Wellness website has the complete list of screenings, classes and other programs available for request and scheduling at State worksites.

Wellness events are requested and coordinated by State employees at worksites. If you are interested in hosting a program at your worksite, visit the Wellness website at: www.benefitoptions.az.gov/wellness to view what is available and learn what Wellness has to offer.

Event request forms must be completed and submitted online to wellness@azdoa.gov.

Complete the brief form, including contact information, location and preferred event and click submit! A Wellness team member will reply to your request and begin scheduling your event.

Log on Today!

Take advantage of the many available programs and services to keep employees healthy.

Persons with a disability may request accommodations by contacting the ADOA Benefits Office. If you need this issue in an alternate format, please call 602-771-9355.