



BeWell

JUNE NEWSLETTER
2024

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8 DIMENSIONS OF WELL-BEING



INTELLECTUAL



EMOTIONAL



PHYSICAL



SOCIAL



OCCUPATIONAL



FINANCIAL



ENVIRONMENTAL



SPIRITUAL

Well-Being Tips from the Top

CONVERSATION WITH KEITH MCMINN, DIRECTOR OF LIFELION AT PENN STATE HEALTH MILTON S. HERSHEY MEDICAL CENTER



I've been at Penn State Health for three years as the director of LifeLion. I grew up in Lancaster County but moved to Maryland for a career in law enforcement and aviation in 1996. I retired as a Captain for the Maryland State Police in September 2020. My final three years in Maryland I was the Commander of the State Police and led the medevac helicopter system. My wife and

I always had a goal of moving back to Central Pennsylvania and we now both work for Penn State Health. We have two wonderful adult children.

Can you give a broad overview of LifeLion?

LifeLion is broken down into several different divisions. Our critical care transport team operates from three bases; Hershey, Carlisle and Lancaster responding to both, scene calls and interfacility transfers of critically ill patients. Our team is able to provide the same level of care in the field as a patient would receive in the hospital. The helicopter program is 37 years old, and we have some employees who have been here the entire 37 years. LifeLion EMS provides 911 ambulance service across 8 counties and to over 38 municipalities. The EMS team also provides non-emergency transport between PSH system hospitals, rehabilitation centers, and primary care sites.

What was your biggest motivator to enter this career path?

Public service really has been very rewarding for me. As I grew into becoming a manager, leading, developing, and growing people is probably the biggest reward that I see. As a director, I'm always looking for those that I can mentor and want to take the next steps in their career development; who will replace me some day in the future. LifeLion has excellent operational managers to run the day-to-day operations. This allows me to focus on our financial performance and set course on a strategic plan.

Employee's personal lives can overlap with professional lives, how does Penn State Health ensure the staff are safe to drive the ambulances, go out on calls, or fly a helicopter?

There are requirements we have, like risk assessments that act in the best interest of patient and employee safety. Safety is non-negotiable, but part of our core values and system goals.

Striking the proper work-life balance can be really challenging. We want our employees to have time away from work to decompress so they have variety in their lives, and to get enough rest too. All those things contribute to their mental health. Leader rounding and daily interaction with staff is one of the biggest ways we assess this.

(CONTINUED ON PAGE 2)

BeWell Commitment Statement:

Penn State Health's mission is to continually improve the health and well-being of the people of Pennsylvania, and beyond. To achieve this mission, we must support and empower our employees to be well by offering inclusive and engaging benefits. The Penn State Health BeWell program aims to foster a culture of well-being across the health system that supports and empowers employees, in all dimensions, to improve their quality of life.

(CONTINUED FROM PAGE 1)

LifeLion is vital for Penn State Health and our community. We understand that LifeLion responds to horrific events. What tactics do you incorporate into your daily life to help emotionally recover after a tough day at work?

If there is an individual call that's very difficult, there's usually a debriefing after that call. Everybody's different in how they cope, but I find that most individuals choose to participate in those debriefings. Beyond that, we follow up with those individuals and check on their well-being and make sure that they have the time off to decompress. We also provide some continuing education on first responder mental health and burn-out on a regular basis to make sure that they know they have access to resources through Penn State Health to help them.

What advice do you give to the LifeLion staff after they return from a really tough call or flight?

The advice that I give them is take the time they need to decompress. Talk through what they experienced. We oftentimes give them advice not to normalize it. What they've just experienced is not normal. But, again, we refer them to resources. You don't want to be overbearing and require them to get help; everybody copes at different levels. We ask them to take a pause, take some time for themselves. Do something other than EMS, something they enjoy. We have used the therapy dogs here at Penn State Health which have been a tremendous help to staff.

What do you see for the future of well-being at Penn State Health?

Recognizing employees for what they do is part of well-being. We have hospital and nurse's week, and we have EMS week, and I think expanding on those opportunities or more frequent recognition through the course of the year will be really important. I would also say we're going to have to do more programs like the facility dog program. I think finding the ability for staff to have more contact with programs like that is important to maintain a healthy workforce.



I believe Penn State Health does very well promoting exercise and other be-well initiatives, which have proven to be helpful. Leadership is also very committed to addressing staff shortages, which causes additional stress for our employees.

Is there anything else that you want to add?

It's really a privilege for me to lead the LifeLion team. Penn State Health has an incredible critical care and EMS team that are often the entry point into our health system. We're able to move really sick patients, some of them children, under really challenging circumstances, better than any other health system. We are the problem solvers of transport for our health system, and we do it better than anyone else can because of the dedication of our employees to our patients in Central Pennsylvania.

By Caitlin Byerly, a Project Coordinator with Penn State PRO Wellness. She facilitates components of the BeWell employee well-being initiative for Penn State Health employees in partnership with Penn State Health Human Resources.

Upcoming Events



BeWell Challenges:

BeActive! (July 1 – 31)

The BeActive Challenge is a free system-wide, month-long, virtual activity program running July 1-31. Participating individuals are encouraged to get at least 10,000 steps a day for each of the 31 days in July. Throughout the challenge, weekly emails are sent to registrants and will include motivators to stay active and strategies to keep moving throughout the day. Registrants will receive an email each week with a link to enter their total step count.



TO JOIN THE BEACTIVE CHALLENGE, REGISTER HERE.

Lunch & Learns:

Our Sacred Vocation: Finding Meaning in our Work

David Simmons

June 11, 2024 | Noon-1 p.m

[REGISTER HERE](#)



Coming this summer:

Preventing Burnout

Michelle Zellner

July 16, 2024 | Noon-1 p.m

Introduction to Home Food Preservation

PSU Extension

Aug. 29, 2024 | Noon-1 p.m

Financial Well-being

Any time's the right time to focus on your future retirement



Saving for retirement. You set aside money from each paycheck to build up the nest egg you'll need for the life you want. Sounds simple enough. But the fact is that your approach to saving for retirement will evolve as your career evolves. After all, you don't have the same concerns on Day 1 of your career as you do on the eve of retirement. Priorities and circumstances change. So, to help you get a feel for how your retirement plans may evolve, check out the following:

- **Early career** – Planning for a retirement that's decades away might seem like a low priority, but the fact is that by saving now you can make a big impact on your future retirement income. Why? You have more time to take advantage of the power of compound growth. [This calculator](#) can show you how.³ Get into the habit of saving, and start building your personal finance IQ, because the time will definitely come when your retirement readiness is a top-of-mind concern.



- **Mid-career** – You're entering your prime earning years, so it's a good idea to review your contribution amount to see whether you're setting aside enough from each paycheck to meet your future retirement income goals. And speaking of goals, you'll want to review your plans

to determine whether your retirement income goals — and investment strategy — are still in line with your changing family and financial situation.

- **Nearing retirement** – The finish line is in sight, but you still want to make the most of your remaining working years. To supercharge your savings in the run-up to retirement, you'll want to look into catch-up contributions, which allow you to contribute more than the standard IRS annual limit for contributions. Also, this is a great time to schedule a Retirement Readiness Review with your plan representative to make sure you're on course for your goals.

Remember, wherever you are in your retirement planning journey, your local plan representative is there to help. Don't hesitate to contact them with any questions.

[Contact Empower Representatives here.](#)



³ Empower Wellness and Financial Center, "Growing your investment," 2023, empower.com/me_and_my_money/calculators/growing-your-investment.shtml

⁶ IRS, "Retirement Plan and IRA Required Minimum Distributions FAQ," March 14, 2023, irs.gov/retirement-plans/retirement-plan-and-ira-required-minimum-distributions-faqs

Environmental Well-being

Planet over Plastic



Did you know that the U.S. contributes the highest amount plastic pollution in the world?

MINDFULNESS, WELL-BEING, SUSTAINABILITY

Did you know that the U.S. contributes the highest amount plastic pollution in the world?

HERE ARE SOME STATS:

- Roughly 40% of the ocean's surface is estimated to be covered in plastic debris
- 100,000 animals die from plastic each year
- Humans ingest 5 grams of plastic every week
- Plastic emissions will out waste coal by the year 2030

BUT! There's good news! It is possible to cut up to 80% of plastic pollution by reducing the growth of its production and investing in recyclable plastics. Here are a few simple techniques that can make an impact on our planet and our wallets:

- Utilize reusable grocery and mesh produce bags while running errands
- Purchase a reusable water bottle over single use plastics
- Switch to bar soaps, shampoos, and conditioners
- Plastic laundry tubs are unable to be recycled due to the chemicals in the detergents so opt for laundry detergent sheets or a refillable dispenser option instead
- Decline plastic silverware and straws when ordering out
- Choose to support businesses that offer more sustainable packaging options

- Switch to reusable silicone or recycled plastic bags to store foods/ snacks or opt for glass Tupperware
- Ditch single use plastic house cleaning spray bottles for refillable glass bottles and cleaning tablets or concentrated solutions



No amount of effort is too small, it all adds up. Together we can work to make improvements on the health of our planet and our bodies!

Wellbeing Place provides you with a wide array of tips, resources, recipes, tools and ideas that will help you improve your overall health and wellbeing.

WellBeing Place is powered by [Marquee Health](#) and [CuraLinc Healthcare](#)
For more information, visit: [Wellbeing Place](#)

Physical well-being

Healthy Summer Activities



By: Susan Brennan, clinical dietitian, Penn State Health

Soaking up the sun, traveling, beach days, concerts and other fun activities are all reasons to love the summer. Your summer hobbies can also be a form of self-care, and the vitamin D from the sun's rays can help boost your mood and lower your risk for depression. Check out the activities below for some summer-themed self-care ideas.

- **Take a walk.** Walk around your neighborhood or along a local trail to enjoy good weather and elevate your heart rate. Try exploring your local state parks or hiking in a national park. The fresh air, nature and exercise will boost your mood and can help distract you from everyday worries and concerns.
- **Have a picnic.** Pack your favorite lunch and have a picnic. You can do this in the woods or in your backyard to enjoy some time in the sun and a yummy lunch.
- **Pick strawberries (or any kind of berry in your area).** Berries are a summer fruit full of flavor and great for your health! Picking berries is a great way to get outside, enjoy nature and relax. Some berries grow in direct sunlight, so remember your sunscreen and wear a hat.
- **Go fishing.** Whether you eat your catch or toss it back, fishing can help you relax while spending time in nature. Plus, when you practice a hobby you enjoy, this can help you feel fulfilled and productive. Just be sure to check your local fishing laws before heading out.
- **Go for a swim.** Summer is for swimming! Take a swim in a lake, ocean or pool. Swimming is excellent exercise, and enjoying the cool water during a hot day can feel refreshing to both mind and body.

- **Visit your local farmer's market.** Farmer's markets are a wonderful chance to explore new foods from different cultures. This can also be an opportunity to meet others and connect with your community. Try buying some fresh fruit and vegetables to inspire you to cook a healthy meal.
- **Meditate.** Meditating is an excellent way to calm your mind and recenter yourself. Enhance its effect by practicing it at the park, in your backyard or anywhere else you can enjoy the sun's rays.



All these ideas can help you enjoy the benefits of summer. Just be mindful of summertime health concerns like sunburn and heatstroke. For in-the-moment support 24/7/365 with your wellbeing, contact SupportLinc EAP at [888-881-5462](tel:888-881-5462).



Fun in The Sun

SPF: which stands for Sun Protection Factor has a number listed by it which indicates the level of protection for your skin. For example, it is recommended that you use SPF 30 (or higher) as it blocks approximately 97% of UVB rays. Increasing your SPF only increases the percentage of protection marginally.

Frequency: Sunscreen is something you should wear on daily basis-rain or shine! Apply sunscreen 15 minutes prior to going outdoors and reapply every two hours (obviously more while swimming/sweating even if you have a water resistance type). Make sure the sunscreen is not expired!

Type: Chemical sunscreens absorb the sun more like a sponge and tend to not leave a white residue. They are also better for water resistant situations. Physical sunscreens are more like a shield and deflect the sun. Unfortunately, this does leave a white residue, but it is best for those who have sensitive skin. You will also want to make sure that it is listed as broad spectrum (protection from Ultraviolet A & B).

Don't forget: Make sure to cover all skin that clothing isn't covering such as: lips, neck, ears, feet, head & even sunglasses to protect your eyes!

The American Cancer Society recommends age appropriate skin examinations every three years. In the meantime, perform regular self-exams and keep an eye on the **A-B-C-D-E's of Melanoma**.

A = Asymmetrical - keep an eye on an unequal shape

B = Border - take note of any irregular shapes

C = Color - uneven color throughout mole or spot

D = Diameter - anything larger than a pea size

E = Evolving - if the spot has recently changed appearance

Wellbeing Place provides you with a wide array of tips, resources, recipes, tools and ideas that will help you improve your overall health and wellbeing.

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Recipes



Strawberry Agua Fresca

Here's a refreshing fruit drink that's great for the whole family. Serve this Strawberry Punch mocktail when you want a nonalcoholic drink that's festive and fun.

- Serves:** 8
Time: 30 minutes
- Diabetic
 - Gluten Free
 - Heart Health

INGREDIENTS:

- 4 cups water
- 1/2 cup sugar
- 8 mint sprigs
- 1 piece (1-inch long) fresh ginger, peeled and thinly sliced
- 1/8 tsp salt
- 6 cups hulled strawberries
- 1/4 cup fresh lime juice (about 2 limes)

PREPARATION:

1. Combine water and sugar, stirring until sugar dissolves. Add 2 mint sprigs, ginger and salt and let stand for 10 minutes.
2. In a colander, strain syrup and transfer to a blender. Add strawberries and process until smooth. Transfer to a pitcher. Stir in lime juice. Serve over ice, garnished with remaining mint sprigs.

NUTRITION:

Serving size: 1 cup	Saturated Fat: 0g	Carbohydrates: 22g
Calories: 87	Cholesterol: 0mg	Fiber: 2g
Fat: 0g	Sodium: 30mg	Protein: 1g

Recipe Source: [Recipes - Penn State PRO Wellness \(pennstatehealth.org\)](https://pennstatehealth.org)



Chicken Avocado Wrap

Avocado spread is a healthy alternative to high-fat mayonnaise in this healthy chicken avocado wrap. With just a few ingredients, you can make healthy, portable wraps that are great to pack in a picnic cooler or a backpack.

- Serves:** 4
Time: 15 minutes
- Diabetic
 - Heart healthy

INGREDIENTS:

- 1 small ripe avocado, mashed
- 1 Tbsp lime juice
- 1 small red onion, diced
- 2 plum tomatoes, seeded and diced
- 12 oz chicken breast, cooked and diced
- Black pepper to taste
- 1 cup chopped Romaine lettuce
- 4 whole wheat low-carb tortillas (10-inch diameter)

PREPARATION:

1. In a medium bowl, mix avocado, lime juice, onion, tomato, chicken breast and pepper until well combined.
2. Place 1/4 cup chopped lettuce in each tortilla. Top with chicken and avocado mixture. Roll up, slice in half on a bias, and serve.

NUTRITION:

Serving size: 1 wrap	Saturated Fat: 2g	Carbohydrates: 27g
Calories: 339	Cholesterol: 49mg	Fiber: 19g
Fat: 13g	Sodium: 196mg	Protein: 30g

Recipe Source: [Recipes - Penn State PRO Wellness \(pennstatehealth.org\)](https://pennstatehealth.org)



Peloton



Meet your Peloton benefit!

Penn State Health and Peloton have partnered to provide you with preferred pricing on Peloton Memberships and equipment, empowering you to reach all your well-being goals.

With the Peloton App, get access to motivating live and on-demand fitness and mindfulness classes to suit any mood, motivation style, experience level, music taste, and schedule—no equipment required. Ready to take your Peloton journey to the next level? Apply your Peloton benefit and receive preferred pricing on the Peloton Bike, Bike+, Row, Guide, and Tread.

Whether you're interested in sleep meditation, running bootcamp, or adaptive fitness, we've got you covered. And don't forget to check out our newly curated [Workday Reset class collection](#) designed to fit into your workday schedule.

Start the summer season off strong with Peloton!



Click here to [access your Peloton benefit](#) and remember, you can add the #LionStrong tag to connect with other Penn State Health employees throughout your Peloton well-being journey.

WeightWatchers®

Weight health is personal. So are WeightWatchers solutions.



Your weight-health journey isn't one-size-fits-all. That's why WeightWatchers now offers tailored programs that give you the tools and support you need to meet your unique goals. And with the WW app in your pocket, you'll have tools, tips, tracking, and a whole squad of people backing you up.

Find the WeightWatchers® program that fits your life.

- Points® Program: Customized food plan, expert nutrition guidance, 12,000+ recipes, 200+ ZeroPoint® foods, the easy-to-use WW app, and always-on support.
- Diabetes Program: Tailored recipes and support to help you lose weight and lower blood sugar.* And you can sync the WW app with select CGMs.
- NEW! GLP-1 Program: Nutrition and activity targets that help you feel your best if your doctor has prescribed weight-management medications, plus support from expert WW coaches and fellow members.

All Penn State Health benefit-eligible employees (0.5 – 1.0 FTE) and spouses regardless of your enrollment in the medical plan can join WeightWatchers for as low as \$8.48/month (up to six months per year) - that's over 50%** off the retail price!

Ready to find the program that's right for you?
 Learn more and sign up at www.com/PennStateHealth.
 Already a WeightWatchers member?
 Call **866-204-2885** for questions or to sync your current account.

*Based on a 6-month multicenter trial. Apolzan JW et al. A Scalable, Virtual Weight Management Program Tailored for Adults with Type 2 Diabetes: Effects on Glycemic Control. Nutrition & Diabetes. 2023. Funded by WW International, Inc.

WeightWatchers for Business

#1 doctor-recommended weight-loss program*

Weight loss made simple.

*Based on a 2020 IQVIA survey of 14,000 doctors who recommend weight-loss programs to patients. W1004_Template_043024_Final

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