



BeWell

FEBRUARY 2026
NEWSLETTER

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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 RUTH MOORE, DIRECTOR OF COMMUNITY RELATIONS, PENN STATE HEALTH PSYCHIATRY AND BEHAVIORAL HEALTH



Can you describe your background and your current role at Penn State Health?

I currently serve as the Director of Community Relations at the Penn State Health Psychiatry and Behavioral Health (formerly known as PPI) and have been affiliated with the organization for 17 years. My involvement began

during my tenure with Pinnacle Health, when I supported the development of the newly established PPI, which at that time was jointly owned by Penn State Hershey and Pinnacle Health. As a member of the original development team, I helped build and organize the foundation of the institute. After two years, I transitioned into a full-time position at PPI, where I have remained since.

Throughout my time here, my core responsibility has been ensuring community access to care. That involves educating the community about our programs and services, helping individuals and organizations understand how to access those services, and removing barriers whenever possible. In addition, due to the nature and needs of the organization both then and now, I have overseen a wide range of communication and outreach responsibilities. I continue to manage our website, media relations, marketing efforts,

sponsorships, donations, and other initiatives that support visibility and engagement. Each day, my work focuses on making sure our services are understood, accessible, and well represented within the community.

What is the most rewarding aspect of your role?

One of the most rewarding aspects of my role is seeing individuals gain the support and skills they need, whether that means securing an appointment or learning how to care for their mental health independently. Sometimes people do not need immediate services, but they benefit from having the knowledge and tools to recognize the early signs of anxiety or emotional distress before a situation becomes a crisis. Watching individuals build confidence and self-awareness is incredibly meaningful to me.

This is where my training work plays a vital role. For the past 12 years I have trained community members on how to recognize the signs and symptoms of mental illness. I also serve as the only mental health state trainer for the Pennsylvania Police Academy, educating cadets on mental health awareness. In addition, I am part of the Dauphin County Crisis Intervention Team, where I provide the first four hours of mental health identification training to law enforcement and justice system professionals, including police officers and probation officers, so they can recognize and respond to mental health needs, even without being clinicians.

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.

What was your biggest motivator to enter this career path?

My motivation comes from a deep belief in equitable and compassionate care for individuals living with mental illness. I am passionate about helping people receive the services they need and helping them to understand that mental illness is a medical condition, just like any other physical illness. There should be no shame in seeking help, and no one should face discrimination because of a mental health diagnosis.

What drives me is seeing the moment when individuals recognize that they deserve respect, treatment, and understanding, and that they are no different from someone managing a physical illness. Witnessing that shift, when someone realizes they are not alone or "less than," brings me tremendous joy. Knowing that I can play a role in reducing stigma and promoting dignity is what keeps me committed to this work.

What do you like to do to maintain your own well-being and stay healthy?

For me, maintaining well-being begins with knowing when to pause. If I'm feeling overwhelmed, I make it a priority to rest and give myself space to reset. Relaxation is important, and sometimes that simply means unwinding with a lighthearted show and a glass of wine.

One of my most meaningful self-care practices is cooking. It's therapeutic for me. Whether it's late at night or early in the morning, I'll go into the kitchen and cook as a way to clear my mind and refocus. I find creativity in preparing meals, and it brings me a sense of calm and joy. I also try to eat well and avoid stressing over things that are out of my control. For me, the key is returning to the activities that truly restore me.

How do you encourage your employees or hospital staff to take care of their own mental well-being?

We work in a demanding environment, so supporting our staff's well-being is essential. One of the biggest changes since COVID is how easy it is to move from virtual meeting to virtual meeting without ever



getting up. To help break the cycle, I encourage everyone to end meetings ten minutes early or start ten minutes late to make time for movement, stretching, or simply stepping away from the screen.

I also model that behavior myself by walking the building, checking in with staff, and taking time to connect. Small conversations and moments of interaction are powerful for mental health. We prioritize employee engagement by creating opportunities for staff to take a quick break and recharge with events such as "Teamsgiving", game days, or short activities where employees can step away for 15 minutes to laugh, participate in a quiz, and grab a snack. When teams can't leave their units, our leadership brings appreciation directly to them.

Whether we're celebrating Mental Health Month, Mental Illness Awareness Week, or holidays throughout the year, we aim to foster a supportive and connected workplace. When staff feel valued and cared for, they're better equipped to care for others.

What do you hope for the future of well-being at Penn State Health as a whole?

Looking ahead, my hope is that all employees at Penn State Health feel genuinely engaged in their work and know that we truly care about them, not just as employees but as people. Initiatives like employee engagement surveys and unit rounds are designed to listen to staff directly, not just to celebrate achievements but to identify opportunities for improvement in both employee experience and patient care.

I want every staff member to know that their opinions matter and that their feedback helps shape a safer, more supportive, and more effective workplace. Moving forward, I hope this culture of care and respect extends across all of Penn State Health, so that current employees feel valued and new employees quickly recognize that they are joining an organization that prioritizes well-being and engagement.

Is there anything additional you want to share or add?

One best practice I'd like to highlight is our "Fill Your Cup" initiative, which we implemented to remind staff that you can't pour from an empty cup. Once a month, we host a free coffee and tea event, rotating days and times so we can reach employees across all shifts, including overnight staff. We set up in the main corridor with hot beverages and light snacks, and it has become something our staff truly look forward to.

The BeWell committee also organizes additional wellness activities throughout the year, such as outdoor game days in the summer and indoor resource fairs with departments like Dietetics and Benefits, and these events consistently draw strong participation. Our goal is simple: support employee well-being in meaningful, accessible ways and create moments of connection and care throughout the workplace. I'd like to acknowledge Melissa Halvin and Audrey Breger, and the entire committee for their creativity and dedication to supporting employee well-being.

What tips do you have for maintaining mental health during the winter months?

Getting outside for some fresh air can do wonders for your mood. Treat yourself to something simple that brings you joy, curl up with your favorite show and binge a few episodes if that's your thing, or, if you're like me, try cooking something you love. If you make more than you need, share it! There's always someone who will appreciate it. Above all, be gentle with yourself and prioritize your well-being.



By Allison Haczewski, 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.

BenefitHub

Penn State Health provides members with exclusive perks through BenefitHub, including many health & wellness perks. Stack savings in four easy steps:

- Check the portal first to compare deals across retailers and more
- Purchase a gift card for a discounted rate where available
- Complete purchase through the merchant link in the BenefitHub portal using the gift card
- Get retailer discount and cash back

[Log In Today](#)

Lunch & Learns



Healthy Families

February 17, 2026
Noon - 1 p.m

[REGISTER HERE](#)

Presented by: Tami West, PhD, Stress and Mental Health Expert
 Author, Speaker, Writer

Just as every individual is unique, so is every family. There are, however, some things that all healthy families have in common. This presentation will address these basic concepts of how to create and maintain healthy family dynamics. Attendees will be given some resources to help identify their existing strengths, both as individuals and as part of their family system, and ideas of how to continue to learn and grow.

Share Your Well-Being Ideas

Have an idea for a well-being challenge, Lunch & Learn topic, program, activity, or resource you'd like to see offered? Let us know! Your feedback helps us plan meaningful BeWell programs for employees across the system.

[Submit your ideas →](#)



Upcoming:

Save the dates for these upcoming Lunch & Learns!

Preventive Care = Peace of Mind

March 10, 2026, Noon - 1 p.m

Sustainability

April 8, 2026, Noon - 1 p.m

Social Well-being Practicing Kindness



Did you know that practicing kindness can alleviate stress and other mental health concerns, including depression and anxiety? When you are kind to others, you increase feelings of connectivity with those around you, improve your relationships and boost your overall mental health.

Here are a few ideas for practicing kindness you can start today:

- Hold the door open for someone, whether it's a loved one or stranger.
- Pay for the person behind you in line at the coffee shop.

- Give someone a compliment or celebrate an accomplishment.
- Donate money, clothes, food or any other item that others could put to good use.
- Write a letter and send it through the mail to a loved one or through a penpal service.
- Text a friend or co-worker a message of encouragement.
- Send a care package to a soldier.
- Share your favorite book with someone at your local senior center.
- Return out-of-place items while you shop.
- Cook a meal for your neighbor.
- Donate blood or plasma.
- Take snacks to your local police or fire station.
- Call a friend "just because."

These ideas can help you make someone else's day brighter while easing your stress and connecting with those around you.

Source: National Institute of Health and American Psychiatric Association, wellbeingplace.com



Strengthening System-wide Well-being BeWell Governance Structure



Penn State Health has established a comprehensive **BeWell Governance Structure** to ensure a coordinated and consistent approach to employee well-being across all entities.

At the highest level, BeWell Executive Sponsors Jennifer Sarff and Abigail Rudy guide systemwide well-being strategy. Along with Megan Erway and Samantha Houtz, they set annual goals, facilitate planning, and monitor program outcomes to ensure BeWell initiatives remain aligned with organizational needs.

The BeWell Advisory Committee, comprised of Operational Leaders from each entity, serves as a crucial link between overall strategy and local implementation. This group shares best practices, identifies opportunities, supports well-being initiatives within their locations, and oversees each entity's BeWell Ambassador Committee.

Leaders Across the Organization

- *Shared Services:* Jennifer Sarff
- *Hershey Medical Center / College of Medicine:* Abigail Rudy, April Adley
- *St. Joseph Medical Center:* Wendy Clayton
- *West Shore:* Tara Gardner, Tina Martin
- *Lancaster Medical Center:* Megan Fisher
- *Medical Group:* Heather Leininger, Leah Holmberg
- *LifeLion & LifeLion LLC:* Amanda Rosito, Kim Keane
- *PSH Psychiatry and Behavioral Health:* Ruth Moore

At the local level, BeWell Entity Committees—volunteer well-being advocates—bring programs to life. These employees promote initiatives, gather feedback, and help tailor well-being efforts to meet the unique culture and needs of each entity.

One example of a systemwide initiative supported through the BeWell Governance Structure is Stress First Aid, a framework designed to support individuals and teams through stress and adversity.

To learn more, visit: <https://bewell.pennstatehealth.org/stress-first-aid/>

Employees are encouraged to watch for opportunities to engage in BeWell initiatives within their local entities.

STRESS FIRST AID

READY: Thriving <i>"I've got this"</i>	REACTING: Surviving <i>"Something isn't right"</i>	INJURED: Struggling <i>"I can't keep up"</i>	CRITICAL: In Crisis <i>"I can't survive this"</i>
Calm and steady Sense of mission Spiritually, physically and emotionally healthy Emotionally available Able to focus Able to communicate effectively Normal appetite Healthy sleep Sense of joy/vitality Room for complexity	Nervousness, sadness, increased mood fluctuations More easily overwhelmed and irritated Work avoidance Loss of interest or motivation Distance from others Short fuse Loss of creativity Fatigue/Weariness Trouble sleeping & eating Distress feels short-term	Persistent fear, anxiety, anger or pervasive sadness Isolation/avoiding interaction Sleep disturbances/ bad dreams Feeling trapped Distant from life Exhausted Physical symptoms Persistent shame, guilt or blame Disengaged Distress is cumulative, ongoing	Hopelessness, anxiety, panic or depression Intrusive thoughts Feeling lost or out of control Insomnia, nightmares Thoughts of suicide or self-harm Hiding out Easily enraged or aggressive Broken relationships Dependence on substances, food or other numbing
INDIVIDUAL RESPONSIBILITY	COMMUNITY, FAMILY, COLLEAGUE RESPONSIBILITY		CARE OR MEDICAL PROVIDER RESPONSIBILITY
WHAT TO DO			
Exercise, nourish, relax, embrace family & social connections 	Talk to trusted individuals: friend, family, leader, or peer supporter 		Talk to counselor, therapist, or medical provider; Supportline EAP
Text "PSH Staff Support Hotline" OR CALL 717-531-3600		Seek immediate mental health treatment National Mental Health Crisis Line: 988 <small>AVAILABLE 24/7/365</small>	

Emotional, Social & Physical Well-being

BeWell Champion Feature



The BeWell Committee at Penn State Health St. Joseph meets monthly to plan meaningful, engaging events that support the well-being of our staff together with my co-chair, Erin McCaw, I'm fortunate to work alongside more than 20 committed committee members. Each year begins with the BeWell survey, which helps us identify priorities and shape our calendar of activities. Physical activity consistently ranks high among employee requests, so this year we brainstormed creative ways to meet that need—and landed on a line dancing event. This



idea not only promotes physical movement but also fosters social and emotional connection among staff.

Planning required careful consideration of logistics such as location, timing, weather and risk. With staff working 24/7 across multiple sites, there's never a perfect time, but survey feedback indicated a preference for after-work events. To maximize participation, we scheduled the event for 5 p.m. We reached out via email for instructor recommendations and, thanks to staff input, partnered with Dance with Heidi.

While planning, we learned the health system was collaborating with the American Heart Association (AHA) for its annual



Heart Walk. Instead of forming a walking team, we decided to use our line dancing event to support AHA's mission and raise awareness about the benefits of physical activity. Sadly, during planning, one of our directors passed away unexpectedly. This gave us an opportunity to honor that individual and recognize all employees impacted by heart disease.

To raise funds for AHA, we organized a food truck event the week before the dance. Vendors generously donated 5% of their sales, and we sold PSH t-shirts and had the AHA set up a table. Together, we raised over \$600 for the cause.

Promotion included our monthly well-being newsletter, management council meetings, and flyers posted throughout the organization. To encourage attendance, we offered PSH swag—a white baseball cap—for participants.

The event, held on Tuesday, September 16, 2025, was a success! Attendance was strong, feedback was overwhelmingly positive, and staff are already asking when the next one will be.

-By Monica Rush, BeWell Champion, St. Joseph

Emotional Well-being

Beat the Winter Blues and Welcome Spring with SupportLinc Employee Assistance Program (EAP)



Shorter days and colder weather can take a toll on your mood and energy. Seasonal Affective Disorder (SAD) can make winter feel long and heavy- but you're not alone. Shorter days and colder weather often impact mood, energy, and motivation. If you've noticed changes in sleep, concentration, or overall outlook, now is the perfect time to take action and prepare for a brighter season ahead.

Your EAP Can Help

Through your SupportLinc Employee Assistance Program (EAP), you and your household members have access to confidential resources designed to support emotional well-being and help you thrive. Here's what's available:

In-the-Moment Support: Speak with a licensed clinician anytime for immediate guidance.

Virtual/ In-Person Counseling & Text Therapy: Flexible options to fit your schedule and comfort level.

Self-Guided Tools: Explore articles, videos, and interactive programs focused on stress relief, sleep improvement, and healthy habits.

Group Sessions: Join virtual workshops on resilience, mindfulness, and coping strategies.

Start Fresh Today

Visit supportlinc.com or download the eConnect mobile app to access these resources. Use group code: psh.

Questions? Call 888-881-5462 for 24/7 assistance.

Your mental health matters—let's make this winter the start of something brighter.

Financial Well-being

How to Save Money on Healthy Food



Buy in-season produce. It's generally cheaper and tastes better! It's also a good idea to shop for store-brand items rather than a pricier alternative.

Buy in bulk. If you're feeding a family or are doing some meal prep for the week, buying certain items, like protein and frozen veggies, is a great way to save money!

Utilize farmers markets. Not only can you find fresh produce, meat and seafood at lower prices, but items are almost always organic.

Follow the 'Clean Fifteen and Dirty Dozen' lists. Check out the Environmental Working Group's Dirty Dozen and Clean Fifteen lists. It will help you save on nonessential organic fruits and veggies. Also, frozen is always cheaper than fresh and lasts longer so

you aren't risking throwing out unused produce.

Utilize frozen food. Frozen veggies, frozen proteins (like veggie burgers), and even frozen grains like quinoa and brown rice, are generally cheaper, easy to make and last longer. It's an easy way to save money while extending the life of your produce.

Cook meals at home. You get more bang for your buck by cooking your own food instead of dining out.

Try to avoid waste. Use leftover vegetable trimmings for soups and stews, add overripe fruit to a healthy muffin recipe, and repurpose leftovers. These are just a few ways you can make the most out of the ingredients you're cooking with.

Source: [Wellbeing Place](#)

Physical Well-being

American Heart Month



Every year, more than 600,000 Americans die from heart disease. Heart disease affects all ages, genders, and ethnicities. Risk factors include high cholesterol, high blood pressure, smoking, diabetes, and excessive alcohol use.

Do you know how to keep your heart healthy? You can take an active role in reducing your risk for heart disease by eating a healthy diet, engaging in physical activity, and managing your cholesterol and blood pressure. This month is your opportunity to start some heart-healthy habits!

How can you observe American Heart Month:

Take up a heart-healthy habit. Staying active, eating healthy, and watching our weight are all important parts of maintaining a healthy cardiovascular system. Pick a new heart-healthy habit

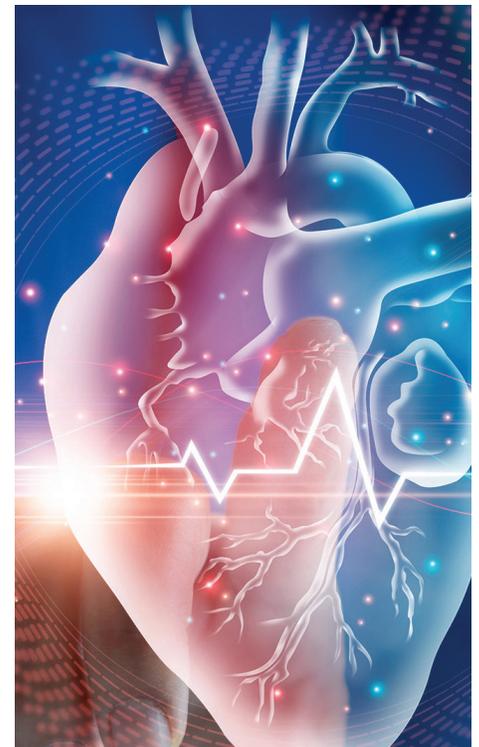
like jogging or substituting sodas with water and try to stick with them for a whole month.

Educate yourself. Learn the risk factors for heart disease, the ways you can prevent them and the lifestyle choices that can help you stay healthy.

Get your cholesterol tested. If you're worried you might be at risk for heart disease, ask your doctor to perform a simple cholesterol test to let you know if you're at risk and should make adjustments to your diet.

If your employer offers a company-sponsored wellness program, get in touch with them! Wellness programs offer a variety of educational materials, company wellness challenges, and health coaching services to help you get healthy and stay healthy!

Source: [Wellbeing Place](#)



Recipes



Chicken Noodle Soup

Homemade chicken noodle soup is the ultimate comfort food. Make it on a lazy day when you can put up a pot and let it simmer for an hour or two.

Serves: 16 | Time: 150 minutes
Diabetic, Heart Healthy



Recipe Source: [Click Here](#)

INGREDIENTS:

- 2 Tbsp olive oil
- 5 lbs chicken pieces, skin removed
- 1 cup chopped celery
- 1 cup chopped onion
- 5 carrots, cut into 1/2-inch slices
- 1/8 tsp salt
- 1 tsp black pepper
- 1 Tbsp minced garlic
- 1 tsp sage
- 1 cup frozen corn
- 1 can (28 oz) peeled whole tomatoes (optional)
- 2 qts water
- 1 cup cooked yolk free whole wheat noodles

1. In a 4-quart Dutch oven or stock pot heat oil over medium high heat until hot.
2. Place chicken pieces in pot and sear each side for 1 minute. Add celery, onions, carrots, salt, pepper, garlic, sage, corn, tomatoes (if using) and water and bring to a boil. Cover; reduce heat and simmer for 1 hour and 45 minutes, or until meat falls off the bone.
3. Remove soup from heat and let it rest for 15 minutes. Skim off and discard fat from soup. Remove chicken from pot. Cut meat from bones. Return meat to soup. Bring to a boil. Reduce heat to low; simmer uncovered, 10 to 15 minutes or until heated through.
4. Add cooked noodles and stir.

NUTRITION:

Serving size: 1 cup	Saturated Fat: 0g	Carbohydrates: 9g
Calories: 156	Cholesterol: 61mg	Fiber: 2g
Fat: 3g	Sodium: 379mg	Protein: 25g

Russian Meatballs with Gravy

Try these tasty turkey meatballs in a delicious brown mushroom gravy for a comforting family dinner.

Serves: 4 | Time: 45 minutes
Gluten Free, Heart Healthy



Recipe Source: [Click Here](#)

INGREDIENTS:

- 1 slice whole wheat bread, mashed
- 2 Tbsp skim milk
- 1 lb white ground turkey breast
- 1 medium onion, minced
- 2 garlic cloves, minced
- 1/2 tsp salt
- 1/2 tsp black pepper
- 1 egg yolk
- 1 Tbsp olive oil
- 8 oz mushrooms, sliced
- 1 1/2 cups reduced-sodium chicken broth
- 1 tsp Worcestershire sauce
- 1 Tbsp cornstarch
- 1/4 cup white wine
- 1/2 cup 2% plain Greek yogurt
- 2 Tbsp finely chopped fresh parsley
- 4 oz no yolk egg noodles, cooked

PREPARATION:

1. In a small bowl, mash the bread with the milk. In another bowl, combine turkey, 1/4 cup of the onion, garlic, salt, pepper, bread mixture and egg yolk and form into 1-inch meatballs.
2. In a skillet, heat oil over medium heat until hot. Add meatballs and cook, turning, until browned. Transfer meatballs to a bowl and set aside.
3. In the same skillet, add remaining onion and cook until onion is softened, about 2 minutes. Add mushrooms and sauté until the liquid the mushrooms give off has evaporated and mixture is dry. Add broth and Worcestershire sauce and bring to a boil. Meanwhile, in a cup, dissolve cornstarch in 1 tablespoon water. Add cornstarch mixture to the mushrooms in the skillet and stir until sauce is thickened.
4. Add white wine and meatballs with any juices, reduce heat and simmer, covered, for 5 minutes.
5. Turn off heat and stir in yogurt and parsley. Serve over cooked noodles.

NUTRITION:

Serving size: 5 meatballs	Saturated Fat: 1g	Carbohydrates: 32g
Calories: 346	Cholesterol: 124mg	Fiber: 3g
Fat: 5g	Sodium: 626mg	Protein: 39g

WeightWatchers®



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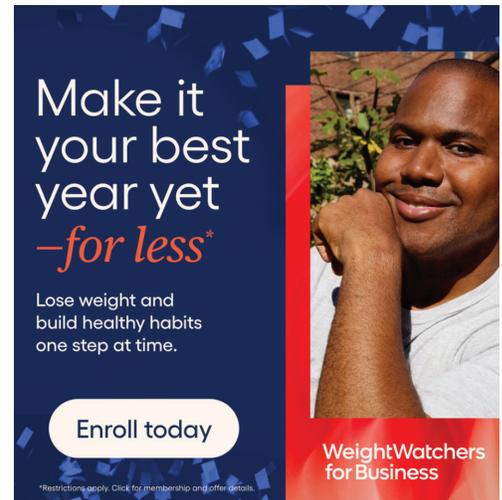
- Effortless tracking tools designed to fit in your daily life
- Understand your food choices with nutritional insights & macro guidance
- 200+ community groups to keep you motivated
- Vast library of recipes, workouts and mindset content to fuel your progress

Get started today for as low as \$9.75/month* (up to six months per year)! Join now at www.com/PennStateHealth.

*Pricing reflects the cost of an eligible WW membership plan through your organization. If your membership includes a monthly payment, it is required in advance. You'll be automatically charged each month, if applicable, in accordance with company pricing until you cancel. Pricing may adjust to the standard monthly rate if your relationship with your organization changes or terminates, or the agreement between your organization and WW terminates.

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Peloton



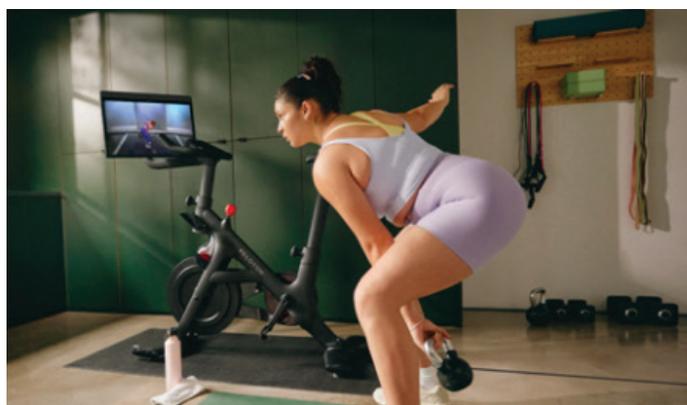
Sign up for your Peloton Benefit today!

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.

You can use the Peloton App to build a personalized wellness practice including movement, meditation, and more, no matter where you are in your fitness journey. You don't need a bike, treadmill or any equipment at all to use your Peloton benefit. Peloton offers engaging classes in yoga, strength training, outdoor running, and so much more.

Some of the things people—including many Penn State Health employees—love about Peloton are:

Class variety. Most people think of Peloton just for cycling, but their library has thousands of classes in other areas. To name a few, you can get access to stretching, meditation, outdoor running and walking,



strength training, Pilates, boxing, and more. The classes last anywhere from 5 to 90 minutes so they can fit your schedule, and there are options for every fitness level. Whether you're just starting your wellness journey or you're an experienced athlete, Peloton has something for you. Additionally, with the new Cross Training Series, you can also explore classes that complement your cardio and strength routines for a more balanced, full-body workout experience.

Motivating instructors. Peloton is known for its incredible instructors that cover a wide range of training styles—from soothing and stress relieving to tough love.

Supportive community. Peloton has an extensive, inclusive community that is motivating and encouraging no matter where you are in your journey. A new Peloton Member once said: "I feel like I've joined a group of kind hearted wellness enthusiasts." Working out is more fun together and Peloton makes it easy for you to move with others—whether it's with your friends, coworkers, family members, or other Peloton Members.

Personalized plans. With new Personalized Plans available in App+ and All Access Membership, you'll get weekly workout schedules tailored to your goals, preferences, and progress, helping you stay consistent and inspired each and every week.

Preferred pricing, just for you: The best part? Through our partnership you can save \$250 off a new Bike, Bike+, Tread, Tread+, and Row+ and save \$5/month on all monthly memberships! Go to onepeloton.com/benefits/corporate to sign up or purchase Peloton Equipment.

Don't forget to add the [#LionStrong](https://twitter.com/LionStrong) tag to connect with other Penn State Health employees throughout your Peloton well-being journey.