



Message from Kal Mistry



The year 2013 is just around the corner, and with it will come a new VITAS Employee Medical Insurance Plan.

We understand that, because the new health plan comes

with deductible and co-insurance payments, many of you are concerned about your out-of-pocket expenses. We hope this issue of *Wellness* helps to allay some of your concerns, for it is packed with tips, tools and information on how to manage your healthcare costs as well as find less-expensive—yet effective—options for meeting you and your family's healthcare needs.

I also have some great news to share with you: The company has decided to front-load 50 percent of its contribution to each employee's Health Savings Account (HSA), which accompanies the new VITAS health plan, at the beginning of 2013.

This means that, by mid-January of 2013, those of you who have an HSA will have half of VITAS' contribution to use toward your healthcare deductible and out-of-pocket expenses. Individuals will have \$200 and families will have \$400. (VITAS' full contribution each year will be \$400 for individuals and \$800 for families.) This is in addition to the money that you will deposit through your payroll deductions. The rest of VITAS' contribution will be provided on a per-pay-period basis, with the balance paid in 12 months.

I know you have many more questions about the HSA. On page 2 of this newsletter is an article that will address many of those questions, such as: "How do I pay my physician using the HSA?" "Are payroll deductions the only way to deposit money into my HSA?" and

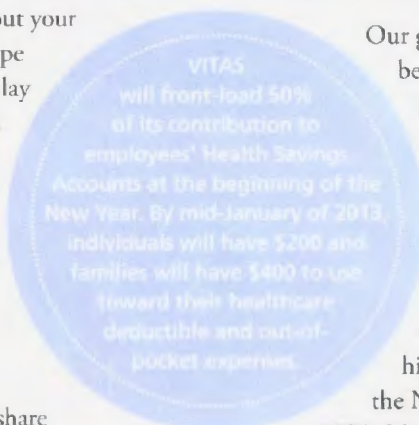
"Can I put my year-end Paid Time Off buy-out money into my HSA?"

Also in this issue of *Wellness* are articles about how to research and compare prices on the many care options available to you for a particular medical need. You will also find information on how to save on your prescription medications.

Our goal at VITAS has always been to offer our employees a high-quality health plan in which we pay a large portion of the cost. This continues to be our goal in 2013.

Following are a few more employee benefits worth highlighting as we usher in the New Year and our new VITAS health plan:

- Under the new health plan, VITAS will cover 100 percent of the cost of nationally recommended preventive care services, such as annual routine physicals and annual cancer screenings, as long as the service provider is in the plan's network.
- VITAS and UnitedHealthcare have worked hard to negotiate contracted rates for an ever-growing network of physicians, specialists and facilities. These rates are generally much lower than those of "out-of-network" physicians, specialist and facilities.
- The new VITAS health plan covers the cost of a catastrophic event, such as major surgery, within a calendar year, once the employee meets his/her deductible and co-insurance payments. For example, in the event of a major surgery, an individual would pay a total of \$4,400 out-of-pocket (including his/her deductible of \$1,250 and co-insurance payments of 10 percent to meet his/her out-of-pocket maximum). —Continued On Page 8



In This Issue

- Message from Kal Mistry
- Your Health Savings Account
- Your 2013 Prescriptions
- New Healthcare Cost Estimator
- Prevention is Key to Good Health
- A Slow, Silent Killer
- Don't be Blinded by Diabetes
- KIM Challenge Update
- Foods that Fight Cholesterol
- Take a Walk!
- Drop the Fat
- One, Two, Tea
- In the Kitchen
- Cranberry Power
- Health Observances



Making the Most of Your Health Savings Account

Q: When can I start using my Health Savings Account (HSA)?

A: Once you have signed up for the VITAS health plan and you've opened your HSA (see the 2013 Benefits Choices booklet for complete instructions on opening an HSA), you can start using the account.

Remember: VITAS will annually contribute \$400 to each individual's HSA and \$800 for a family's HSA. In fact, VITAS will front-load 50 percent of its contribution to your HSA at the beginning of the New Year. By mid-January of 2013, individuals will have \$200 and families will have \$400 to use toward their healthcare deductible and out-of-pocket expenses. The balance of VITAS' contribution will then be paid during the year on a per-pay-period basis.

Your HSA needs some time to grow, but once you and/or VITAS start to deposit money into your HSA, it is your money to spend as you see fit on you and/or your family's qualified medical, dental or vision care needs.

An added benefit of an HSA is that any funds left over at the end of a calendar year roll over into the next year and continue to grow. An HSA is not a "use-it-or-lose-it" kind of fund. And once you open an HSA, it is yours to keep. It travels with you even if you retire from or leave VITAS.

Q: Are payroll deductions the only way I can deposit money into my HSA?

A: No, payroll deductions are not your only means of building your HSA, but they are the only means of depositing money into your account on a pre-tax basis through VITAS (in addition to the money VITAS will contribute each year).

You can electronically transfer funds into your HSA from other bank accounts that you keep, or you can deposit a personal check into your HSA. You can deposit as much money into your HSA as you want, at any time, as long as you don't exceed the IRS limit on HSA deposits for the calendar year. *(In 2013, the IRS limit for individuals is \$3,250; for families, it's \$6,450. The IRS limits include the VITAS contributions of \$400 for individuals and \$800 for families.)*

Q: Can I deposit my Paid Time-Off (PTO) buy-out money into my HSA?

A: Yes, in fact, that's a smart way to supplement your HSA each year. However, please note: At present, it is not possible to automatically roll your buy-out payment into your HSA. You will have to wait until you receive your buy-out payment from VITAS then deposit it into your HSA yourself either by depositing a personal check or transferring the funds online from another bank account.

Q: What expenses qualify for HSA reimbursement?

A: Qualified medical expenses (IRS guidelines list qualified

expenses) that you, your spouse and/or your dependents incur are eligible for reimbursement through your HSA, even if your spouse and/or dependents are not covered under your VITAS health plan. These include qualified dental and vision care expenses, prescriptions and doctor office visits.

Q: What expenses do NOT qualify for HSA reimbursement?

A: You cannot use your HSA funds to reimburse: premiums for Medicare supplemental policies; expenses covered by another insurance plan; expenses incurred prior to the date the HSA was established; over-the-counter drugs purchased without a prescription (except insulin).

Q: How do I access and manage my HSA?

A: An HSA works just like a bank account. The only difference is you can only use the funds to pay for qualified medical expenses.

VITAS' HSA is administered by OptumHealth Bank, an FDIC member dedicated to healthcare banking. As with most other bank accounts, you can access your HSA by:

- Using your HSA debit card, which OptumHealth Bank will provide
- Writing an OptumHealth Bank check: OptumHealth Bank will send you these checks
- Signing up for online banking and automatic bill-pay with OptumHealth Bank
- Paying for a medical expense with your personal funds and reimbursing yourself through your HSA. OptumHealth Bank will provide information on self-reimbursements

You can manage your HSA online through OptumHealth Bank. The bank will provide you with the information for doing this after you open your HSA.

Q: How do I pay my physician using my HSA?

A: First, give your physician your most up-to-date insurance information. As in previous years, UnitedHealthcare (UHC) will send you a health insurance card. This card will provide your physician with the information he/she needs to bill you for his/her services, including whether you should receive an "in-network" discount that UHC has negotiated with that physician.

You can use your HSA debit card or write an HSA check to pay your out-of-pocket expenses. Or you might choose to pay with your own money and later receive a reimbursement through your HSA. Be sure to ask your physician to submit your claim to your health plan, so you, UHC and the physician each have a record of your visit as well as the service or treatment you received. And remember to request and keep all medical receipts and Explanations of Benefits (EOBs) for your own records.

Save Money on Your Prescriptions

Many VITAS employees have asked if, under the new VITAS Employee Medical Insurance Plan, they will have to pay for their prescriptions as part of meeting their deductible and co-insurance payments. The answer is yes, **but there are many ways to save money on your medical prescriptions.**

Many national retail pharmacies sell prescription medications at discount rates. Although some retailers, such as K-Mart, CVS and Walgreens, require customers to pay an annual savings “club” fee to obtain their discounts, the fees are reasonable (\$10 to \$15), and the out-of-pocket cost for their prescriptions range from about \$5 to about \$30.

The chart below shows how much consumers currently pay at Wal-Mart for some of the most common prescription medications for some of the most common health symptoms. But you are not limited to Wal-Mart. Most national retail pharmacies provide in their websites a price list for hundreds of prescription medications, making it easy to “shop around” and find the best out-of-pocket value for you and your family.



For more information on your out-of-pocket costs for your prescription medications, go to the UnitedHealthcare (UHC) website at www.myuhc.com and click on “Manage My Prescriptions,” or call UHC at (877) 462-5078.

No More Mail-Order Mandate for Prescriptions

For 2013, VITAS will lift its mandate that all maintenance medications—medications that are taken monthly—be purchased by mail-order. If buying your prescriptions by mail-order is more cost-effective for you, VITAS will continue to offer the service.

UHC provides an online tool for comparing the costs of prescription medications. To use the tool, log in to www.myuhc.com and click on “Manage My Prescriptions,” then click on “Price a Medication” on the upper left side of the page. Enter the information the system requires, and it will calculate your out-of-pocket cost for a mail-order or retail purchase of your medication.

Remember: If you choose to use mail-order, you will have to buy 90-days’ worth of medication at a time.

| Prescription Drug Discounts | | Price | |
|--|--|-----------------|-----------|
| Category | Medication | Quantity (Days) | Wal-Mart* |
| High Blood Pressure | Lisinopril (2.5, 5, 10, 20 mg tablet) | 30 | \$4.00 |
| | | 90 | \$10.00 |
| | Hydrochlorothiazide (12.5 mg capsule; 25 or 50 mg tablet) | 30 | \$4.00 |
| | | 90 | \$10.00 |
| | Lisinopril-Hydrochlorothiazide (10-12.5, 20-12.5, 20-25 mg tablet) | 30 | \$4.00 |
| | | 90 | \$10.00 |
| Atenolol (25, 50, 100 mg tablet) | 30 | \$4.00 | |
| | 90 | \$10.00 | |
| Metoprolol Tartrate (25, 50, 100 mg tablet) | 60 | \$4.00 | |
| | 180 | \$10.00 | |
| High Cholesterol | Pravastatin (10, 20, 40 mg tablet) | 30 | \$4.00 |
| | | 90 | \$10.00 |
| | Lovastatin (10, 20 mg tablet) | 30 | \$4.00 |
| Diabetes | Metformin (500, 850, 1000 mg tablet) | 60 | \$4.00 |
| | | 180 | \$10.00 |
| | Metformin ER (500 mg tablet) | 60 | \$4.00 |
| | | 180 | \$10.00 |
| | | 30 | \$4.00 |
| Mental Health | Glimepiride (1, 2, 4 mg tablet) | 90 | \$10.00 |
| | | 30 | \$4.00 |
| | Citalopram (20, 40 mg tablet) | 90 | \$10.00 |
| | | 30 | \$4.00 |
| | | 90 | \$10.00 |
| Fluoxetine (10 mg tablet; 10, 20, 40 mg capsule) | 30 | \$4.00 | |
| | 90 | \$10.00 | |
| | Trazodone (50, 100, 150 mg tablet) | 90 | \$10.00 |

* Although this chart shows only the discount prices for many common prescription medications at Wal-Mart, you will find that the prices at Target and other retail pharmacies are comparable. To view price lists of medications available at other retail pharmacies, visit their respective websites.

Research Your Medical Costs with myHealthcare Cost Estimator

Maybe you need an MRI (Magnetic Resonance Imaging) done on your knee, which you badly twisted while playing soccer with your kids. Or maybe a CT (Computed Tomography) scan would be better. What's the difference between the two procedures, anyway, and how much would you pay out-of-pocket if you got one of them?

These are just some of the questions that might arise when we need a healthcare treatment or service. We can ask our doctors these questions, but sometimes it's more convenient to research them on our own time at our own pace.

Enter United HealthCare's new myHealthcare Cost Estimator, an online tool that you can use to research and compare providers, prices and facilities for more than 100 different healthcare procedures, treatments and services. The information that the system generates is personalized, calculating estimated out-of-pocket expenses based on your UHC healthcare plan and your current benefit status.

"The myHealthcare Cost Estimator helps healthcare consumers make informed decisions about their health and medical care, so they can better manage their healthcare dollars," says VITAS Senior Director of Compensation and Benefits Mary Cuervo. "This tool will be especially helpful for our employees who sign up for the new VITAS health plan with a Health Savings Account, since they can use it to control their healthcare expenses.

"It can be confusing to 'shop around' for the best 'deal' in terms of quality and value in medical care," continues Mary. "UHC's online tool puts everything in one place, so people don't have to search all over the internet for reliable data and they don't have to guesstimate their potential costs."

To access myHealthcare Cost Estimator, go to www.myuhc.com and click on "Estimate Health Care Costs." Enter the zip code where you are seeking treatment, then enter the treatment or the condition that you need to address.

Preventive Care is Key to Good Health

The new VITAS Employee Medical Insurance Plan covers most preventive care services 100 percent, but many of you might be wondering: What is classified as "preventive care?"

"First, leading a healthy lifestyle is the best prevention against some of the healthcare problems that afflict so many people today, such as heart disease, high blood pressure, high cholesterol and Type 2 diabetes," says VITAS Senior Vice President/Chief Administrative Officer Kal Mistry.

"Many people already lead healthy lifestyles by eating right, exercising and getting enough rest," notes Kal. "But some people might want to stop their less-healthy habits, such as smoking, or adopting more-healthy habits, such as exercising more often, to achieve better health."

Through UnitedHealthcare (UHC) and Kaiser Permanente (KP), VITAS offers a number of free programs that provide employees with resources and assistance in such endeavors as ceasing to smoke or eating more nutritiously. For more information on these and many other programs, visit the UHC or KP websites at www.myuhc.com or www.kaiserpermanente.org, or call UHC at 877.462.5078 or KP at 800.464.4000.

Preventive care also encompasses a number of healthcare services provided by a physician or specialist, such as annual physical exams, annual vaccines and certain cancer screenings (as deemed appropriate for one's age and gender). Following is a list of some preventive care services that might be covered 100 percent under VITAS' new health plan, as long as they are provided by an "in-network" physician, specialist or facility, and as long as they are indeed "preventive."*

* All claims are subject to review by the insurance provider to ensure the service rendered is processed and paid for according to the guidelines of the VITAS health plan. In some cases, the service rendered might not be classified as "preventive." If you have questions about a claim, call your insurance provider (877.462.5078 for UnitedHealthcare; 800.464.4000 for Kaiser Permanente).

For Children:

- Annual physical exams
- Screening blood tests
- Immunizations and vaccines (newborn to age 18)
- Vision screening
- Hearing screening

For Adults:

- Annual physical exams
- Immunizations and vaccines
- Obesity screening
- Blood pressure screening
- Diabetes screening
- Cholesterol screening
- Colorectal cancer screening
- Cardiovascular disease aspirin use counseling

For Women:

- Annual mammography
- Cervical cancer screening (Pap smear)
- HIV screening
- Sexually transmitted infections screening
- HPV DNA testing
- Osteoporosis screening
- Gestational diabetes screening
- Anemia screenings
- Folic acid screening
- FDA-approved contraception methods and counseling
- Breast-feeding and post-partum counseling, equipment and supplies

Diabetes: A Slow and Silent—but Preventable—Killer

Diabetes affects nearly 26 million people in the United States, making it one of the nation's leading causes of death and disability. Many people who have diabetes don't even know it, either because they have no symptoms or because their symptoms have developed slowly over time. If caught early enough, diabetes can be managed successfully—sometimes even stopped, reduced or delayed—through diet, exercise and medical therapy.

What is diabetes?

Most of what we eat is converted into sugar, or glucose, the main source of fuel for our bodies. After digestion, glucose passes into the bloodstream, where it is used by our cells for growth and energy. But for glucose to get into our cells, a hormone called insulin, which is produced by the pancreas, must be present.

A healthy body makes all the insulin it needs. When a person has diabetes, either the body makes little to no insulin or his/her cells do not properly respond to insulin. Glucose then builds up in the bloodstream, overflows into the urine and passes out of the body. The body thus loses its main source of fuel, even though the blood contains large amounts of sugar.

When our bodies don't get the fuel they need, our systems break down. Plus, high blood sugar levels can harm our nerves. Over the years, diabetes can lead to such problems as glaucoma, cataracts and/or blindness, heart and blood vessel disease, stroke, kidney failure, nerve damage and amputations.

Epidemic proportions

Type 2 diabetes is the most common and most preventable form of diabetes, and it is growing at an alarming rate in the United States. It is estimated that by 2050 roughly 30 percent of U.S. adults will have developed Type 2 diabetes if its current growth trend continues. Moreover, an increasing

number of children and adolescents are being diagnosed with the disease.

While age, genetics and ethnicity have been found to influence a person's risk of developing Type 2 diabetes, a prevailing factor among 80 percent of those diagnosed is excessive weight. Making a few lifestyle changes such as eating right and exercising can therefore help control, prevent or delay the onset of diabetes as well as its many related health complications.

Help is available

Through its Disease Management program, UnitedHealthcare (UHC) provides guidance in treatment and self-care for people with diabetes, as well as educational materials, health logs, tracking tools and online behavior-modification programs.

Kaiser Permanente's "Complete Care for Diabetes" program offers members: access to classes, newsletters and brochures about living healthily and coping with diabetes; online tools for managing diabetes; information on tests and screenings for diabetes; and Weight Watchers' discounts.

UHC and KP will contact VITAS employees who are identified as being at risk of developing diabetes or who have been diagnosed with the disease and might therefore be eligible for their plans. You can also find more information at www.myuhc.com, or www.kp.org.

This is just a brief overview of diabetes. For more information on diabetes, consult your physician or contact your healthcare insurance provider.



Don't Turn a Blind Eye to Diabetes



Diabetic retinopathy is the most common eye complication that can accompany diabetes, and it is the leading cause of blindness in American adults. There is good news, though.

A simple dilated eye exam, performed by an eye care professional using a special magnifying lens to examine the retina and optic nerve, can detect early signs of retinopathy and other eye problems—before they become serious health concerns.

If you've been told you're at risk for Type 2 diabetes, a yearly eye exam can

be an important tool for monitoring the status of your condition. And early detection is the best way to keep diabetes from affecting the quality of your life.

Members of EyeMed Vision Care have access to comprehensive eye exams and eyewear at thousands of private practitioners and at some of the nation's top optical retailers.

To find an eye care professional near you, or if you have any questions about your eye care coverage, visit www.eyemedvisioncare.com/variable.



VITAS Employees 'Hop to It!' in KIM Challenge

There was no question whether Business Manager Karen Bennett of VITAS' Inland Empire program in California would sign up for the "Keep It Moving" (KIM) Challenge.

"I've participated in all of VITAS' weight-loss challenges and have done well. I figured I would keep it up," says Karen, who lost 15 pounds in the first six weeks of the KIM challenge. She is one of 498 participants in the challenge.

KIM kicked off on June 30, 2012. The first weigh-in will be on December 31, 2012, after which the winners—those who lose the highest percentages of weight—will receive half of their cash prize. If those individuals maintain their weight loss or lose even more weight by June 30, 2013, they will receive the other half of their prize.

Also participating in the challenge are employees with a Body Mass Index (BMI) of 24.9 or less. The employees who maintain or reduce their BMI by December 31, 2012, will be entered in a drawing for a cash prize, and 13 employees will be selected to win. Any of those 13 individuals who then maintain or reduce their BMI through June 30, 2013, will receive the other half of their prize.

498
VITAS employees
are participating in
the year-long KIM—for
"Keep It Moving!"—
Challenge!

Lower Your Cholesterol with Food

In honor of the 498 VITAS employees competing in the "Keep It Moving" (KIM) challenge, following is a list of foods that have shown to help reduce cholesterol:



Almonds—A 2005 Tufts University study found that substances in almond skins help to prevent low-density lipoproteins (LDLs, or "bad" cholesterol) from oxidizing, a process that can damage the lining of blood vessels and increase cardiovascular risk.



Avocados—The mono-unsaturated fats in avocados have been found to lower "bad" cholesterol as well as raise high-density lipoproteins (HDLs, or "good" cholesterol).



Blueberries—In 2004, scientists at the Agricultural Research Service found that blueberries contain an antioxidant called pterostilbene, which might help to lower "bad" cholesterol.



Foods High in Soluble Fiber (fiber the body can digest)—Good sources of these foods, which might help to reduce the amount of cholesterol in the blood, are: oats, beans, lentils, fruits and vegetables.

Sources: *Eating Well*, Centers for Disease Control and Prevention



Karen Bennett

Don't 'diet,' 'live it!'

Karen started on her weight-loss journey in 2009, when VITAS launched its first "Lose-to-Win" Challenge. At the time, she "dieted"—diligently counting her calories and keeping a food diary. She lost weight but when she stopped "dieting," a few pounds crept back.

"This time around, the light bulb went on and I decided to make a lifestyle change," she says. "Now, I'm not on a 'diet'—I'm on a 'live it.' To really lose weight and keep it off, you have to make health and fitness a part of your life. You have to live it."

Karen eats lean meats such as chicken or turkey, whole grains such as brown rice, and lots of fresh fruits and vegetables. She also controls her portion sizes and she never eats fast food or chips.

The biggest change Karen made for the KIM challenge was to eliminate all sodas—even diet sodas. "I used to stop off at Carl's Jr. every morning on my way to work and get a large Diet Coke to drink all day," she says. "Now I drink water that I flavor with lemon or lime ice cubes."

Karen has also incorporated regular exercise into her life. She walks, takes a Zumba class and loves country-western dancing. "I really want to be healthy and I want to help others be healthy," she concludes. "I want to set an example for others."



Athena Spyrtatos-Rowe

Dessert just once a week

Athena Spyrtatos-Rowe, RN, of the Volusia/Flagler program in Florida, started on her own weight-loss quest in October of 2011. She signed up for the KIM challenge to motivate herself to "keep it moving." Having already lost 50 pounds, she wants to lose an additional 60.

Athena's "recipe" for success mixes portion control and exercise. "I've always eaten healthy, but my portions were way out of control," she says. "Now, I believe in 'a little bit of everything,' but in small portions. And I drink a lot of water.

"I let myself have dessert once a week," she continues. "My husband, two kids and I like to go out to dinner once a week, and when we do, we order dessert. But we only order one serving and we share it."

To burn off calories—about 600 per hour, to be exact—Athena "spins" several days a week. "At first it was hard," she admits, "but now, I feel like I have to spin."

For Athena, losing weight and keeping it off was a matter of life and a "slow and painful death." "I had reached a point where I was at risk of developing heart disease or diabetes, which run in my family," she says. "I had to lose weight."

Let's Take a Walk!

One of the best ways to lose weight and/or maintain a healthy weight—and to “Keep It Moving”—is to engage in regular physical activity and exercise. And you already have all the high-tech machinery you need to do this ... your own two legs!

Walking works the major muscle groups of the body, raises your heart rate, burns calories, and lowers your blood pressure with a third of the impact that running has on your joints. Here is a quick, fool-proof plan for making walking a regular part of your exercise regimen!

| Get Started | Ramp It Up | Intensify and Maintain |
|---|---|---|
| <p>Goal: Walk 20 to 30 minutes at least three or more times a week.</p> <p>Duration: About four weeks, or until you can walk 30 minutes at a time.</p> <p>Benefits: Lowered stress levels; better sleep; improved mood</p> <p>Tip: Walk with purpose, as if you're late for an appointment.</p> | <p>Goal: Increase the frequency and length of your walks.</p> <p>Duration: Four to eight weeks</p> <p>Benefits: Noticeable improvement in overall fitness; increased energy</p> <p>Tip: Bend your arms at the elbows and take shorter, quicker steps.</p> | <p>Goal: Stick to a regular practice.</p> <p>Duration: Ongoing</p> <p>Benefits: Weight loss and weight management; improved cardiovascular fitness; reduced risk of life-threatening diseases such as heart disease, diabetes and cancer</p> <p>Tip: Boost the intensity of your workout by walking up hills or on grass, sand or unpaved trails.</p> |
| <p>To get the most out of walking as a form of exercise, walk with purpose, as if you're late for an appointment</p> | | |

Source: Whole Living Magazine



5 Ways to Drop Body Fat

Your health is not measured by pounds alone! Researchers at the Mayo Clinic have found that normal-weight people with high percentages of body fat (more than 20 percent for women and more than 30 percent for men) may be at increased risk for heart disease and diabetes. Here are five simple ways to cut the fat:

- 1 Log less tube time.** Sitting and watching more than five hours of TV per week increases your risk of developing body fat. Set your DVR to record your favorite shows so you can fast-forward through the commercials, thus decreasing your sitting time.
- 2 Eat a salad a day.** Eating a salad a day helps to shave off body fat. Find salad toppers you love to encourage yourself to dig in, such as crumbled goat cheese, walnuts or dried cranberries.
- 3 Cook at home.** Dining out more than six times per week can boost your risk of gaining body fat. This includes lunches! Skip the restaurant and pack a salad to do your body good.
- 4 Chill out.** Stress is a body-fat booster. When tension builds, take a walk around the block or listen to music to decompress. Whatever you do, don't reach for the cookies!
- 5 Go fish.** Eating three servings a day of Omega-3 rich foods, such as salmon, tuna, walnuts or flaxseed may help keep body fat at bay. Sprinkle walnuts or flaxseed on your cereal or salad, and grab a small can of water-packed tuna for a snack.

Source: health.msn.com

Can You Stand It?

Did you know that standing burns 20 percent more calories than sitting? Try standing the next time you are on the phone!

Source: UnitedHealthcare

As Easy as One, Two, Tea

Lowering blood pressure is as easy as one, two, tea. Participants in a Tufts University study who daily sipped three cups of a hibiscus tea lowered their systolic blood pressure by seven points in six weeks on average—results on par with many prescription medications. Those who received a placebo drink improved their reading by only one point.

The phytochemicals in hibiscus are probably responsible for the large reduction, say the study authors. Many herbal teas contain hibiscus. Look for blends that list it near the top of the ingredients, as this often indicates a higher concentration per serving.

Source: Prevention Magazine





*Pork Medallions
with Pomegranate-
Cherry Sauce*

*Yield: 4 servings
Serving Size:
3 medallions,
2 tablespoons of sauce*



In the Kitchen

Ingredients:

- 1 (1-pound) pork tenderloin, trimmed
- 3/8 teaspoon salt
- 1/4 teaspoon freshly ground black pepper
- 1 tablespoon olive oil
- 1/2 cup pomegranate juice
- 1/3 cup dried sweet cherries
- 1/4 cup dry red wine
- 1/4 cup balsamic vinegar
- 1 teaspoon cornstarch
- 1 teaspoon water
- 1 tablespoon butter

Nutrition Information: Per serving: 269 calories; 10.1 g fat (3.6 g sat, 4.9 g mono, 0.9 g poly); 24.3 g protein; 17.9 g carbohydrates; 81 mg cholesterol; 1.4 g fiber; 310 mg sodium; 1.8 mg iron; 27 mg calcium. *Source: Cooking Light*

Directions:

Cut pork crosswise into 12 pieces, each 1-inch thick. Sprinkle both sides of pork with salt and pepper.

Heat oil in a large, non-stick skillet over medium-high heat. Add pork to pan; cook 4 minutes on each side or until done.

Remove pork from pan; keep warm.

Add juice, cherries, wine and vinegar to pan; bring to a boil. Reduce heat to medium; cook 2 minutes.

Combine starch and 1 teaspoon water in a small bowl; add mixture to pan; bring to a boil. Cook 1 minute, stirring constantly.

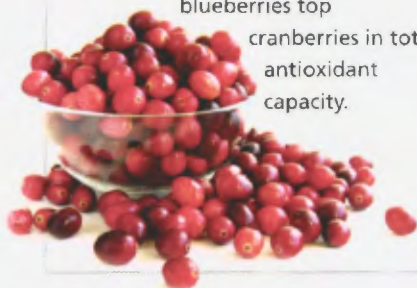
Remove pan from heat. Add butter, stirring until butter melts. Return pork to pan, turning to coat. Serve with rice, potatoes or couscous to soak up the delicious sauce!

Holiday Staple has Many Health Benefits

Cranberries, so common on American tables during the holiday season, would be good to consume year-round, as they have proven health benefits, say researchers at Rutgers University.

Cranberries are packed with Vitamin C and fiber and are only 45 calories per cup. In disease-fighting antioxidants, cranberries outrank nearly every fruit and vegetable, including strawberries, spinach, broccoli, red grapes, apples, raspberries and cherries. Only

blueberries top cranberries in total antioxidant capacity.



Other research has found that:

- Drinking cranberry juice might block urinary infections by binding to bacteria so they can't adhere to cell walls.
- Drinking cranberry juice daily might increase our HDL, or good, cholesterol level and reduce our LDL, or bad, cholesterol level.
- A compound recently discovered in cranberries, proanthocyanidine, prevents plaque formation on teeth. Mouthwashes containing it are being developed to prevent periodontal disease.
- In some people, drinking cranberry juice regularly for several months can kill the H. pylori bacteria, which can cause stomach cancer and ulcers.

Source: The Associated Press

—Continued From Page 1

Message from Kal Mistry

Once the out-of-pocket maximum is met, the plan covers 100 percent of all remaining medical expenses, including prescriptions, for the rest of the calendar year.

VITAS will continue to offer free Wellness programs, such as for smoking cessation, nutrition and weight loss/control, to name a few.

VITAS offers a comprehensive package of fringe benefits including:

- A generous Paid Time-Off program
- 401(k) plan with matching contributions at then rate of 25 percent of the first 5 percent of salary deferrals
- Long-Term Disability at 40 percent of earnings (at no cost)
- Employee Assistance Program and Affinity Program with discounts to many national vendors (both at no cost)

2013 Upcoming Health Observances

- National Glaucoma Awareness Month
- Thyroid Awareness Month
- National Blood Donor Month
- Healthy Weight Week (January 13–19, 2013)

FEBRUARY

- American Heart Month
- National Wear Red Day (1)
- National Donor Day (14)

MARCH

- National Colorectal Cancer Awareness Month
- National Nutrition Month
- Workplace Eye Wellness Month
- American Diabetes Alert Day (March 26)
- National Sleep Awareness Week (March 5–11)

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We're on the VITAS i-Net

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