

LET'S FEEL BETTER

NTIC Newsletter



Diabetes

November is American Diabetes Month

Diabetes is a chronic condition that affects how the body uses glucose (sugar) for energy. Diabetes mainly comes in two forms - Type 1 and Type 2. Type 1 Diabetes is an autoimmune condition where your body does not produce insulin. It's usually diagnosed in children or young adults and requires daily insulin to manage. Whereas Type 2 Diabetes means that your body doesn't produce enough and or the insulin is not used effectively.

To understand diabetes, it helps to understand insulin. Insulin is a natural hormone that is released after we eat. It then acts like a key to open your cells, allowing glucose (sugar) from the bloodstream to enter those cells, where it is converted into energy.

BRUSSELS SPROUT AND SQUASH

This simple sheet pan gives you an easy way to add veggies to your dinner!

18 MIN FULL YOGA FLOW

Yoga improves flexibility and balance, strengthens your core, enhances focus and relaxation. Take 18 minutes to complete this full body flow. Your body and mind will thank you!

5 MIN MINDFULNESS

Take 5 minutes and reconnect with yourself during this mindfulness session.

When this process doesn't work properly, too much sugar stays in the bloodstream, which can lead to serious health problems over time, such as heart disease, kidney damage, and nerve issues.

Fasting Glucose vs A1C

Both are ways of reading your blood sugar levels. Fasting glucose is a 10-12 hour reading of your blood sugar levels. A normal fasting glucose level is below 100 mg/dL, but it could be affected by medications, hormone changes, stress, sleep deprivation, and more. Fasting glucose is used because of its quick results, but they are not definitive.

To be certain of your blood sugar levels, an A1C is required. This measures your average blood sugar level over the past two to three months and gives a bigger picture of your overall blood sugar control. A result below 5.7% is considered normal, while 5.7–6.4% indicates prediabetes and 6.5% or higher signals diabetes.

Symptoms and Prevention

Symptoms may be sudden or take years to notice. If you find yourself feeling very thirsty, needing to urinate more often than usual, having blurred vision, constantly feeling tired, and or unintentional weight loss, contact your physician.

The good news is that Type 2 diabetes and prediabetes can often be prevented or delayed through healthy lifestyle habits. (Type 1 diabetics can also do this to help manage their levels.) Eating a balanced diet rich in whole grains, lean proteins, fruits, and vegetables, staying active with regular exercise/movement, maintaining a healthy weight, proper sleep, and managing stress can all make a big difference. Regular checkups and screenings are also important—catching high blood sugar early gives you more control over your health.

Resources: [ADA](#), [Mayo Clinic](#), [WHO](#)

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Calling All Men

Want to improve your health?



**Join Dr. Jonathan Seiferth
MD for a conversation on
Men's Health**

**Monday, November 3rd
5:30-6:30**

This class will be virtual for NTIC employees

This course is only for men.

**Click to register: [Men's Health](#)
or scan the QR code**



**Free
for all
Employees**

COOKING WITH CARNIE

*Breakfast Burritos and
Chia Pudding*

Wednesday, November 12
6 pm - 7 pm
Live on Zoom

Join us from your kitchen
for a live cooking
demonstration!

The ingredient list will be sent out
on the Friday before the class.

*Scan to Sign Up
Last day to sign up: 11/07*



Free Virtual Financial Series



September 17
4:45-6 PM

**Money and
Relationships**



Scan or click [here](#)

October 15
4:45-6 PM

**Financial
Clutter**



Scan or click [here](#)

November 19
4:45-6 PM

Identify Theft



Scan or click [here](#)

Sign up for one or all



Sugar Swap

WELL-BEING CHALLENGE

While sweets and treats may taste delicious, eating them in moderation is key for **good health!** The goal of this challenge is to swap your sweet foods and beverages for healthier options. For example, swap your daily dessert for a bowl of fresh fruit, a soda for a glass of water, or a chocolate bar for a banana—there are many options!

Each week of the challenge, track:



Reduce Sugar

Start Date: November 10, 2025

End Date: December 7, 2025

Length of challenge: 4 weeks

Registration: November 3- November 21

Earn 40 points by logging at least 20 times during the challenge!

Join today!

HealthAdvocate.com/ntic

NTIC Program

Be Well | Be Balanced | Be Connected | Be Successful

Silver: Earn 550 points, receive \$175

Gold: Earn 750 points, receive \$275

Platinum: Earn 900 points, receive \$375



Discover all the benefits of your well-being program!

Explore Health Advocate's member website and mobile app where you can review the full program and reward details, complete activities, track your points and progress, access curated health information, and more.

It's your personal hub for achieving your well-being goals!

HealthAdvocate.com/ntic

Registration Code: GV9A85V

Access Well-Being

Activity

Points/Max.

Personal Health Profile (PHP)	100/100
Personal Pathfinder	10/40
Access Health Advocate website or app	10/40
Link your Fitness Device	5/5
Learning Center	1/20
Personal Pathways	50/100
Preventive Care Exams	25/25
Vaccinations	20/60

Shingles, COVID, Flu, RSV, Pneumonia, HPV

Tobacco-Free or Quit Tobacco Pathway	50/50
Well-Being Workshops	20/140

NTIC Challenges	40/200
Personal Challenges	5/20

Other Activities

*Annual Physical	100/100
*Annual Health Screening	100/100
Met Healthy Outcomes	75/75
Dental Visit	30/60
Vision Exam	30/30
5K Walk/ Run/Bike	40/80
Proof of Primary Care Provider	30/30
Telemedicine Visit	25/25
Telemedicine Registration	40/40
Express Scripts	50/50
Plasma/ Blood Donation	15/60
No Texting/ Driving Pledge	15/15
Home Safety	10/20

Wellness Referral Program	25/50
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**Required Activity to reach Platinum Level*

What is drowsy driving?

When a person operates excessively tired.



Drowsy driving **impairs** your **reaction time, attention** and **decision-making abilities**, which can cause accidents.

Drowsy driving is more likely when:

- Driving late at night
- Driving for long periods of time
- You're already sleepy

Don't ignore the signs of drowsy driving. Speak up if you are too tired to drive and encourage others to do the same.

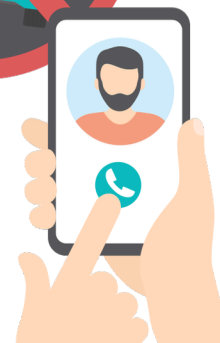
Common myths:

- **Drinking caffeine will keep me awake.** While it may provide a short boost of alertness, it doesn't get rid of your sleepiness. You may also experience microsleeps, where you nod off for a few seconds and don't even realize it.
- **Rolling down the windows or turning up the music will keep me awake.** Similar to caffeine, you may feel more alert briefly, but it doesn't last long. In fact, you may feel a false sense of security, causing you to think you can drive longer than you should.
- **I'll just drive slowly and be fine.** No matter how slowly you drive, your reflexes and decision-making are impaired when you are drowsy.
- **I'll just pull over before I fall asleep.** You can't predict when you will fall asleep.



TIPS to PREVENT drowsy driving:

- 3 Get enough sleep
- 3 Avoid late-night driving
- 3 Take notice of yawning, heavy eyelids, drifting out of the lane and difficulty focusing
- 3 Secure a ride with a safe driver if you are tired
- 3 Take breaks every 2 hours during long trips



Find more drowsy driving information:

[National Highway Traffic Safety Administration \(NHTSA\)](#)
[National Sleep Foundation \(NSF\)](#)
[Sleep Foundation](#)



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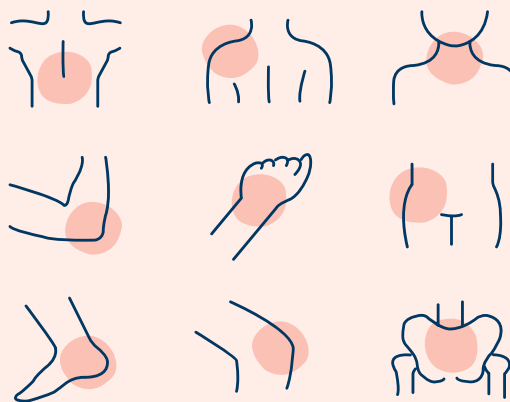
Virtual Physical Care

Get relief from joint, muscle, and pelvic health on your schedule at no cost to you.



If you're experiencing joint or muscle pain, or have issues related to pelvic health, **Virtual Physical Care, powered by Sword**, can help. This program is included in your health plan at no additional cost. Sessions can be completed when and where it's convenient for you. Now that's an easy way to get the care you need.

You'll get a customized program designed to treat one of the following areas:



Because Life.™

Virtual Joint Health

Thrive — by Sword

This program may be right for you if you're experiencing discomfort, even if you're not recovering from an injury and your pain is manageable. It's for ages 13 and up.*

- Get started with the program by answering a few questions about your individual needs, and create personalized goals for your program.
- You'll receive a tablet with motion-tracking technology that guides you through exercises and gives you real-time feedback.

Get 24/7 support: Access the app anytime, day or night, with on-demand support and videos that provide reliable education and resources to help prevent pain and build **healthier habits**.

Virtual Pelvic Health

Bloom — by Sword

If you have pelvic pain, a bowel or bladder disorder, or issues related to pain during intimacy, pregnancy or postpartum, or menopause, this program can offer relief. This program is for women and individuals with vaginal anatomy ages 18 and older.

- You meet virtually with a Pelvic Health Specialist.
- They'll design a program just for you.
- You'll receive a Bloom kit, which includes a device you insert in your vagina called a Bloom pod. It syncs with a program app that you'll download to your mobile device.

Get started today.

Enroll in Virtual Joint Health or Virtual Pelvic Health in the **My Highmark** app or website where you can easily manage your health — and health coverage. Follow these three steps:



1. Scan the QR code to access the **My Highmark** app or visit **MyHighmark.com**.
2. Select the **Benefits** tab.
3. Find **Virtual Joint Health** or **Virtual Pelvic Health** in the **Health and Wellness** section.



Because Life.™



*Individuals ages 13 - 17 will need to obtain consent from their parent or guardian. Always seek the advice of your physician or other qualified health provider with any questions or concerns regarding a medical condition and before you begin a wellness program. Insertion of the Bloom pod during any stage of pregnancy is discouraged and is not a requirement for participation in the program. The Bloom program is not designed to be used by those in the first trimester of pregnancy or by those with a complicated or high-risk pregnancy. If you wish to use the Bloom program (with or without the pod) during your second or third trimester of pregnancy, you should first consult with your physician or other qualified health provider prior to participation. Bloom and Thrive are Sword Health programs. Sword Health is an independent company that provides wellness services for your health plan. Sword Health Professionals provides its services through a group of independently owned professional practices consisting of Sword Health Care Providers, P.A., Sword Health Care Providers of NJ, P.C., and Sword Health Care Physical Therapy Providers of CA, P.C. Health benefit administration may be provided by the following entities which are independent licensees of the Blue Cross Blue Shield Association: Western and Northeastern PA: Highmark Inc. d/b/a Highmark Blue Cross Blue Shield, Highmark Choice Company, First Priority Life Insurance Company or First Priority Health. Delaware: Highmark BCBS Inc. d/b/a Highmark Blue Cross Blue Shield. West Virginia: Highmark West Virginia Inc. d/b/a Highmark Blue Cross Blue Shield. Western New York: Highmark Western and Northeastern New York Inc. d/b/a Highmark Blue Cross Blue Shield. All references to "Highmark" in this document are references to the Highmark company that is providing the member's health benefit administration and/or to one or more of its affiliated Blue companies.

The Claims Administrator/Insurer complies with applicable Federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex.

ATENCIÓN: Si usted habla español, servicios de asistencia lingüística, de forma gratuita, están disponibles para usted. Llame al número en la parte posterior de su tarjeta de identificación (TTY: 711).

请注意：如果您说中文，可向您提供免费语言协助服务。请拨打您的身份证背面的号码（TTY：711）。

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Your EAP Benefits:

One-on-One Personal & Professional Coaching

Your EAP offers exciting Peak Performance Coaching Benefits to help you grow and succeed both personally and professionally. Connect by phone for one-on-one coaching with ESI Masters and PhD level coaches. Best of all, these benefits are free for you and eligible family members!

Coaching is available in the following areas:

- ✓ **Wellness Coaching** - lose weight, get fit, reduce stress, quit tobacco, and get nutrition help.
- ✓ **Certified Financial Coaching** - get help for budgeting, credit, debt, money management and more.
- ✓ **Balancing Life at Work and Home** - make the most of family life while learning to succeed at work.
- ✓ **Resilience** - recognize your personal strengths and improve resilience to face life challenges.
- ✓ **Effective Communication** - improve your interpersonal communication skills to be more effective.
- ✓ **Home Purchasing** - get help with the home buying process, credit and financing basics.
- ✓ **Student Debt** - learn about Federal Student Loan types, repayment plans, consolidation and more.
- ✓ **Relaxation Coaching for Beginners** - get support and referrals for relaxation, meditation, or yoga training programs.
- ✓ **Workplace Conflict** - improve interpersonal skills and learn methods for resolving conflict.
- ✓ **Retirement Coaching** - get help to address the practical and emotional aspects around retirement.
- ✓ **Succeeding as a Supervisor** - learn key management concepts and ways to develop and empower employees.

Plus, get online tools to support your goals:

- Access thousands of online videos, articles, calculators, self-assessments and other tools.
- Comprehensive personal and professional online trainings available in a variety of easy-to-use formats.
- Wellness tools and tips on diet, nutrition, fitness and smoking available in the Online Wellness Center.



To access a Coach, simply call 800.252.4555 and ask to speak to a Coach.



To access online support resources, simply login at www.theEAP.com.



TotalCare EAP
Public Safety EAP
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Union AP



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