



The Torch

The official newsletter for Indiana state employees

Familiarize yourself with HumanaVitality before the next qualification period begins

HumanaVitality is the state’s incentive-based wellness portal that empowers you to invest in your health. HumanaVitality is available to employees, and their covered dependents, enrolled in a medical plan offered through the State Personnel Department (SPD). SPD launched this program this year and will continue to encourage engagement within the program for 2016.

Are you able to navigate and understand HumanaVitality? Now, is a good time to get familiar with the program before next year’s qualification period begins. Set aside some time to familiarize yourself with the program. As you engage with HumanaVitality, you can keep increasing your Vitality Status by earning more points and bucks throughout the remainder of the year!

Earning Vitality Points and Vitality Bucks

Members earn Vitality Points by reaching various goals and doing certain activities like completing the Health Assessment, reaching a healthy weight and exercising regularly. Each Vitality Point earns you one Vitality Buck. You accumulate Vitality Bucks to spend in the Vitality Mall. For every Vitality Point you earn, you earn one

Vitality Buck. You must use Vitality Bucks to purchase items in the Vitality Mall. Once you spend Vitality Bucks, your total bucks change, but your point total does not.

You can redeem your Vitality Bucks through the mall for cool prizes such as fitness devices, bicycles, gift cards and much more! This could be a great way to shop for Christmas gifts this holiday season.

Update your Account & Settings for an easy 50 points

You can update your e-mail by scrolling over “My Profile” at the top right of your HumanaVitality account. Next, click on “Account & Settings.” Your preferences are displayed on the next screen where you must click “Edit”, next to the e-mail address section. The e-mail address you input is the primary means for HumanaVitality to contact you.

Health recommendations or personalized communications may be sent from HumanaVitality, so you are strongly encouraged to use a personal e-mail address instead of your state-issued employee e-mail address. Also, as the end of the year approaches, your e-mail address is

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The Torch is published monthly by the State Personnel Department and is available online at www.in.gov/spd

Got a story?

Submit your story ideas to: spdcommunications@spd.in.gov

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Governor’s Residence adds tour dates to showcase holiday decorations

The Indiana Governor’s Residence has added tour dates during the month of December to showcase the home’s holiday decorations.

“The Governor and I are thrilled to offer additional tour dates for the Governor’s Residence during the month of December,” said First Lady Karen Pence. “We are excited to announce we have chosen to help kickoff our Indiana Bicentennial Celebration by incorporating our state colors, blue and gold, into the festive decorations. This season, we encourage all Hoosiers to consider visiting the Residence and hope they will leave inspired to spread holiday spirit to others around our state.”

Tours of the Governor’s Residence, available by advance reservation only. Hoosiers interested in touring the Residence now may choose from the

following dates during December and should complete a [tour reservation form available here](#).

23 Holiday Tours Offered

All times are Eastern Standard Time (EST):

- Wednesday, Dec. 2 at 10 a.m. or 11 a.m.
- Thursday, Dec. 3 at 10 a.m. 11 a.m. or 2 p.m.
- Friday, Dec. 4 at 10 a.m., 11 a.m. or 2 p.m.
- Tuesday, Dec. 8 at 10 a.m. or 11 a.m.
- Thursday, Dec. 10 at 11 a.m. or 2 p.m.
- Friday, Dec. 11 at 10 a.m., 11 a.m. or 2 p.m.
- Wednesday, Dec. 16 at 11 a.m. or 2 p.m.
- Thursday, Dec. 17 at 10 a.m. 11 a.m. or 2 p.m.
- Friday, Dec. 18 at 10 a.m., 11 a.m. or 2 p.m.



Indiana State Parks kicks off Centennial Celebration Dec. 16

As Indiana celebrates its bicentennial next year, Indiana’s 32 state parks have a birthday too – the 100th! A year-long centennial countdown and celebration begins on December 16, 2015. On this day in 1916, McCormick’s Creek and Turkey Run were presented to Indiana’s citizens as a lasting gift for Indiana’s centennial.

State employees are invited to join First Lady Karen Pence and Indiana Department of Natural Resources staff to help kick off the celebration in the South Atrium of the Statehouse. The event begins at noon EST with opening comments from the First Lady, followed by hands-on activities provided by Indiana State Parks staff from 12:30 p.m. to 1:30 p.m.

There will be live birds of prey from Hardy Lake’s raptor rehabilitation center, live native snakes from O’ Bannon Woods, fossils from Falls of the Ohio, military re-enactors from Fort Harrison and much more. You can snap a selfie with the likeness of Col. Richard Lieber, who was the founder of our state parks system, enjoy light refreshments and enter drawings for 2016 annual passes, camping gift cards and state park inn gift cards. We’re looking forward to seeing you at the Statehouse!



The Governor’s Residence, located on North Meridian St., is the sixth official governor’s residence. The Governor’s Residence Commission acquired the six and one half acre estate in 1973 to serve as the official Governor’s Residence. Approximately 10,000 people visit the Governor’s Residence each year.

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how HumanaVitality will inform you of what happens with your account as we enter into a new year.

A few things to keep in mind as you continue to earn Vitality Points and Bucks through the end of year:

- Input your e-mail address into your account if you have not already done so
- Ten percent of your total points at the end of the year rollover with you to 2016. This means that the more you do this year, the easier qualifying will be next year!
- Any unused Vitality Bucks stay in your account into 2016. Vitality Bucks expire three years from the end of the program year in which they were earned (e.g. any unused Vitality Bucks earned in 2015 will stay with you until year's end in 2018, assuming you are still enrolled in HumanaVitality)
- Do you enjoy receiving a 10 percent, 20 percent or 40 percent discount in the HumanaVitality Mall with your Vitality Bucks?

This depends on your reward status, which will rollover with you in 2016, once you have completed the Health Assessment in the New Year! You may check your reward status by scrolling over "Get Healthy" and clicking on "Achievement Dashboard."

Please note: if you purchase anything from the Vitality Mall, it will be taxed. In accordance with IRS Publication 15-B, Vitality Bucks purchases in the Vitality Mall are considered taxable fringe benefits that are included on the employee's W-2 and subject to Federal tax withholdings, as well as Social Security and Medicare taxes. After you redeem your reward from the HumanaVitality Mall, the retail/taxable value of that reward is added to a subsequent paycheck as additional gross income. **Payroll will withhold the appropriate amount of tax for that reward corresponding with your personal tax elections, which will result in a net reduction in your pay.**

Use the HumanaVitality FAQ website for help

HumanaVitality is available to employees, and their covered dependents, enrolled in a medical plan offered through the State Personnel Department.

HumanaVitality provides the tools necessary to reach your optimal health. But, how do you navigate the website and get answers to your questions quickly?



HumanaVitality has a website specifically dedicated to frequently asked questions about the program, including how to submit information, syncing devices and much more! Check it out at community.humanavitality.com

Here is what members can do on the HumanaVitality Community:

- Get the latest news and updates about HumanaVitality
- Ask questions and quickly get answers from dedicated Customer Care specialists and fellow community members without making a phone call
- Share feedback on how we can make HumanaVitality better
- Find interest groups customized to your wellness interests
- Get inspired with healthy recipes, articles, videos and more

If you have any additional questions, please contact the Humana Customer Care team at **1-800-708-1105**

How to register with HumanaVitality

Visit our.humana.com/investinyourhealth and follow these steps:

1. Click the green "sign in or register" button and then "register now as a new user" link.
2. Click "Get Started" button.
3. Under the green Registration heading, there are three tabs. Choose the far right tab titled "All other members". If you do not have your Humana ID card yet, you will need to enter your birth date and social security number to finish the registration.
4. You can also set up your account by downloading the HumanaVitality mobile app from your mobile device app store.

Contact the Humana Customer Care at 1-800-708-1105 if you encounter issues.

Holiday food can be enjoyed, but is best in moderation

It happens every year. Right around mid-November, the bakers start baking and the stores start displaying a vast array of holiday goodies. Office break rooms start filling up with peppermint cookies, sweet breads, candy canes and truffles. In fact, one of the biggest complaints from co-workers are that there are so many well-meaning folks bringing all types of treats into offices, meetings and as gifts. And it's extremely difficult to resist. Knowing the impact this has on our weight and health, why do we keep partaking?

Food is tradition, comfort and fun. You may feel that it just wouldn't be the holidays without certain treats. The holidays are filled with delicious (and often not nutritious) food eaten while spending time with family and friends. Parties or family gatherings are often centered on an abundance of food and drink; and it can be very hard to eat healthy and not feel like you are missing out on your favorite foods. Although you may think you need to stay far away from the sweet potato casserole or your favorite apple pie, you actually do not have to.

Moderation is key to surviving the holidays and still being able to enjoy your favorite foods. Often times, overeating is caused by the pressure to eat from family, friends or coworkers. It may also be caused by the increased emotional eating from stress, boredom or joy. Whatever the reasons, consider the following tips to help you enjoy a holiday season while also remaining healthy:

- Pick a few of your favorite high-calories items or desserts and have a little bit of each one. Focus more on the items you don't usually have around. For instance, your Grandma makes your favorite Apple Pie for Christmas; so go for a little slice of that instead

of a handful of M&Ms.

- Don't go to the party hungry. This causes you to overeat. Before leaving home, eat a light snack that contains a small amount of protein. For instance, try eating a thin layer of peanut butter with apple slices, a container of yogurt or a piece of string cheese.
- Choose beverages wisely. Try "light" versions of eggnog. Alcohol is high in calories. Enjoy one alcoholic beverage then switch to soda water with lime.
- Don't park yourself near the buffet table. If you place yourself close to the food, you are more likely to eat "mindlessly".
- Substitute healthier ingredients when baking. For instance, use applesauce in place of oil when baking holiday breads or use nonfat yogurt in place of sour cream.
- Be physically active every day. This will help relieve stress, regulate appetite and burn the extra calories from holiday eating.
- Focus on the true reason for the holidays. Spend time with family and friends. Enjoy this time with your loved ones. Overeating and inactivity go hand in hand with weight gain and sluggishness. So, while it is time to celebrate and enjoy one another, just remember that you don't need an abundance of food. You'll be happy to give thanks for your health, instead of those extra pounds!
- Fill half of your plate with fruits



and vegetables and correctly portion out your other items.

- Consider making substitutions in some of your favorite recipes: For examples, mashed potatoes typically include lots of butter and whole milk. All of that extra fat can make it more difficult to maintain your weight. Consider using mascarpone cheese instead of butter and low-fat milk instead of whole milk. You won't even notice the difference!

A great way to keep on track around the holidays is to write down your daily physical activity, how many fruits and vegetables you eat each day, and how much water you drink. It can really help!

Happy Holidays!



**Indiana State
Department of Health**

Thanks to the Indiana State Department of Health for this submission.

Why and how you eat can help you through this holiday season

The holiday season is here, ready or not! There is nothing quite like this time of year. Time away from work. Less structured days and sleep patterns. More time with family and friends. And let's not forget the abundance of food and drink. Some of us find only joy during the holidays, but many experience stress and other unsettling feelings. All of these can result in throwing self-care habits out the window.

Sure, it is important to think about what you eat over the holidays. Meals planned around turkey, roasted vegetables, fruit chutneys and whole grains anchor a balance to any holiday meal. Pies, gravy and many other extras pull the meal up to a higher fat, calorie and sodium level. For many of us, these richer meals include recipes that are family traditions and taste wonderful. Enjoy! But let's also serve up that enjoyment with a dab of awareness.

This holiday season become more aware of how and why you are eating. To tune into why and how you eat, it is essential to slow down and get out of auto-pilot eating patterns that are part of hectic holiday schedules and an overabundance of food. Instead of feeling stuffed, stressed and guilty about holiday eating, consider taking these steps to make conscious, purposeful choices about eating behaviors and what you choose to eat.

How you eat:

- Sit down when eating and eat with few distractions. Turn the TV and cell phones off and connect

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- with the people at your table.
- Slow down. Pause before you begin to eat. Take a deep breath. Take time to notice the color, shape, aroma and texture of the food before you. Notice the food items that will satisfy you. Continue this slow approach as you eat your meal.
- Remind yourself how you want to feel when you are finished eating. If your goal is to avoid feeling 'stuffed', identify your fullness level as you continue with the meal. Remember, you don't have to eat everything at this one meal! If Aunt Ruth's pecan pie is only available over the holidays but you realize you are reaching fullness, ask to take a slice home or put aside a slice to eat later in the day.

Why you eat:

- Megrette Fletcher wrote in Discover Mindful Eating, "Eating fixes only those problems caused by hunger." Yet, how often do you eat when you have no signs of physical hunger? How does your body tell you it is hungry, or that it physically needs food? Holidays can be times of joy and sadness. Consider how your emotions

influence your decision to eat, or not eat. Be gently aware. Observe if food is sometimes used to manage how you feel.

- Do you have food pushers in your family? These are the folks that encourage extra servings and otherwise want to feed you more than what your body is asking. Have a planned response for food-pushers. If Aunt Ruth is pushing a piece of pie you wish to not eat, consider: "Oh, no thank you. I am quite full right now, but do not want to miss out. Can I take a slice home with me?" Be unrelenting.
- Escape the abundant food environment by inviting others to take a walk or play with the children outdoors. Throw comfortable shoes in your trunk if the holiday meal is not at your house!

Self-awareness is a vital element of wellness. Slow down during this season, even if just in brief moments to notice how and why you are eating. Holiday meals allow for foods that offer nutritional balance and enjoyment.

Thank you to Ann Reidenbach, MPH, RD, CD Reidenbach Nutrition, LLC. for this submission.



Deals

Celebrate the holidays with these winter state park deals

Stay at an Indiana State Park Inn

Get two nights at an Indiana State Park Inn but only pay for only one. Stay two consecutive nights between now and Feb. 25 and receive your second night FREE. The special is valid Sunday through Thursday only and is not valid Dec. 22 through Dec. 31. Other restrictions may apply.



For reservations, call 1.877.LODGES1 or [visit us online](#).

Indiana State Park Inns Gift Cards

Gift cards are available in denominations from \$25-\$200. Cards are valid at any of the seven Indiana State Park Inns for lodging, dining, gift shop purchases, and at the Fort Golf Course.

\$99 Holiday Gift Pack!

Give the gift that lasts all year and saves you \$31. This pack includes:

- 2016 Annual Entrance Permit
- \$65 Inn Gift Card
- 1 year subscription to Outdoor Indiana Magazine

Upgraded packs are also available as well as packs for our Golden Hoosier visitors (those 65 years and older). Packs are available for a limited time only.

- [Purchase your gift pack](#)

Discounts

Plan a winter getaway to Great Wolf Lodge

Imagine this: A warm, enchanting place where it snows indoors and happiness reigns. Where you and your family can soak in the holiday spirit, splash in the 84-degree water park – and enjoy the most magical gift of all - uninterrupted time together! It's all right here during Snowland at Great Wolf Lodge. To receive the discount when making your reservation, go to greatwolf.com, and enter the discount code INDI462B into the field just below the calendar on the dates of stay, or call our reservation line at 1.800.905.WOLF.

Snowland festivities include:

- Daily snow shows inside the Grand Lobby.
- Special appearances by Santa Claus.
- Santa's Letter Depot – in Cub Club for most properties; Lobby for Cub Club on Wheels properties.
- North Pole University – Complete fun, holiday assignments to earn your "Snowploma" and a surprise gift!
- Snowland Story Time.
- Life-size gingerbread house where guests can dine-in.

These events run through to Dec. 21.

Volunteer at the state museum this Christmas season

Indiana State Museum volunteers can drive the train, take pictures with Santa, assist with activities and more. Celebration Crossing opens is open through Sunday, Jan. 3, 2016. Volunteers must be 16 years old. Shifts are available seven days a week during the run of the exhibit. Individuals or small groups can volunteer.

Volunteers receive free parking during their shift, a discount in the café and museum store, and if they complete 20 hours a free family membership to the Museum. Contact Karine Huys, Manager of Volunteer Services, at khuys@indianamuseum.org or 317-650-9589.

Artwork by
Jerry Williams





Ready to quit a bad habit?

Your EASY Program can help you make the change.

Letting go of an unhealthy habit isn't easy. Once you start to associate behaviors like smoking with relaxing, or having ice cream while watching TV, they become part of your daily routine. Your first step is to make a decision to change that routine and replace unhealthful habits with healthier ones. Your EASY Program can provide you with information and resources to help you quit that bad habit for good.

Log on to our website this month to read these feature articles. They're under the **Monthly Promotion** tab in the **Centers** section:

- Putting a stop to smoky thinking
- Deciding to quit drinking
- Gambling addiction: It's not whether you win or lose, but how you play the game
- Drug addiction treatment takes time

Visit our website or call for free, confidential help from our team of EASY Program experts.*

800-223-7723
anthemEAP.com



* In accordance with federal and state law, and professional ethical standards, all information you provide is confidential.

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