

July	Apply sunscreen daily. Even when you think you won't be outdoors for long or during cloudy days, the sun's harmful rays can damage your skin.
August	Eat your veggies. Choose dark, leafy greens for good sources of vitamins and minerals.
September	Get more sleep. Decreasing your caffeine intake can help. Avoid drinking coffee after noon.
October	Cut back on sweets. Swap sugary candy for whole grains, which will keep you feeling full and energized longer.
November	Stretch. Perform an easy stretch routine each night before bed. Go slowly and take deep breaths.
December	Lighten a recipe. See the cover for easy-to-use tips!



About ComPsych

ComPsych Corporation is the world's largest provider of employee assistance programs and is the leading provider of fully integrated EAP, behavioral health, wellness, work-life, crisis intervention services and outsourced HR solutions. Covering more than 29 million individuals and 11,000 organizations in 97 countries, ComPsych creates "Build-to-Suit" programs which help employers improve productivity.

HEALTH SPOTLIGHT



Take A Snapshot of Your Health

Taking the HealthyGuidance® Health Risk Assessment will give you the chance to capture your current health status.

This user-friendly process provides an instant, personalized health report that highlights your current health status, potential health risks and action steps to take toward a healthier lifestyle.

Take 15 minutes to complete your Health Risk Assessment and receive a personal health report. Picture a healthy future!

To complete the HRA online:

1. Online: www.guidanceresources.com
2. Your company Web ID: MWRD522
3. Click on HealthyGuidance in the site highlights.
4. Click on Health Risk Assessment and get started!

Contact us to learn more!

Call:

Online: www.guidanceresources.com

Your company Web ID:

Fourth Quarter 2009



Calorie Count—Dunkin' Donuts

Popular

Muffins, Pumpkin	630 cals	28 g fat
Biscuit Sandwiches, Sausage, Egg and Cheese	600 cals	40 g fat
Croissant Sandwiches, Supreme Omelet, Sausage and Cheese	680 cals	44 g fat
Dunkin' Deli Sandwiches, Cravings, Pressed Cuban	680 cals	33 g fat
Mocha Raspberry Latte, Small	450 cals	12 g fat
Vanilla Bean Coolata, Small	430 cals	6 g fat

Healthier Options

Flatbread Sandwiches	290 cals	9 g fat
Egg White Veggie	170 cals	10 g fat
Wake-Up Wrap	130 cals	3 g fat
Dunkin' Deli, Chicken Noodle Soup	15 cals	0 g fat
Coffee, with Skim Milk, Small	5 cals	0 g fat
Iced Tea, Unsweetened	90 cals	0 g fat
Vanilla Latte Light, Small		

Twelve Ways to Lighten Holiday Eating

The average American gains between one and five pounds during the holiday season. Celebratory meals, parties, sweets, cocktails and reduced exercise are often to blame for these expanding waistlines. To avoid weight gain and still enjoy the festivities this year, try to lighten your plate with the following strategies:

1. **Don't go to a party hungry.** Eat a healthy snack before leaving home. You will be less likely to overindulge when you arrive.
2. **Watch your portion.** Treat yourself to a drink, chocolate or sweets on occasion, but always keep portion size in mind. With most holiday treats, less is better.
3. **Drink plenty of water.** Alcohol and coffee can dehydrate your body, so keep hydrated by sipping water.
4. **Don't drink all of your calories.** Drink water between alcoholic drinks to reduce calorie intake. Stick to lower-calorie drinks, such as diet soda, seltzer, light beer and wine spritzers, instead of punch, eggnog and mixed drinks that can have up to 500 calories per glass.
5. **Limit high-fat items.** Survey the entire table before you take any food. Decide which foods are worth eating and which ones can be ignored. Eat slowly and savor small portions of your favorite holiday treats.
6. **Don't hang around the food table.** Find a spot away from the food table and focus on family and friends instead of eating.
7. **Drop out of the "clean plate club."** Leaving a few bites of food on your plate can significantly decrease your caloric intake.
8. **Bring a healthy side dish.** Bring some healthy vegetable-based side dishes or hors d'oeuvres, such as crudites with low-fat hummus.
9. **Make sleep a priority.** Everything is more manageable when you are well rested. Relaxing for about 30 minutes before bed will help you fall asleep more quickly.
10. **Follow the 80/20 rule.** Eat until you feel about 80% full, then wait 20 minutes for your body to register that you are full. Continuing to eat after this point can lead to unnecessary overeating.
11. **Be realistic about your health goals during the holidays.** Think weight maintenance instead of weight loss. Set small, realistic goals based on your holiday plans.
12. **Keep moving!** Although you might have less time to exercise, do not abandon it altogether. Take nice, brisk walks with friends and family to enjoy their company and burn holiday calories.

Whether you are the host or the guest, try making some healthy recipe substitutions when preparing your favorite holiday recipes.

Recipe calls for	Substitution
1 whole egg	2 egg whites
Sour cream	Reduced fat plain yogurt or reduced fat sour cream
Heavy cream	2 tablespoons flour whisked into 2 cups nonfat milk
Cheese	Reduced fat cheese (fat free cheese will not melt well if used in cooking or baking)
All-purpose flour	Whole wheat flour, using half of the suggested amount
Butter, shortening or oil	Applesauce or prune puree

MYTH BUSTER

Myth: “All bacteria are harmful.”

Truth. Probiotics are often referred to as ‘good’ or ‘friendly’ bacteria because of the many health benefits they provide. These microorganisms are similar to those found naturally in the stomach. Their job is to maintain the natural balance of bacteria in the intestines to help keep the digestive system healthy.

Research suggests that certain probiotics alleviate stomach and intestinal problems, as well as optimize absorption of food and nutrients. Probiotics are often used to offset the effects of antibiotics, which kill beneficial bacteria in the stomach. Probiotics can also deter harmful microorganisms that cause health problems including diarrhea, irritable bowel syndrome, Crohn’s disease, chronic stomach inflammation, tooth decay and respiratory infections.

Probiotics are found naturally in some foods, such as milk, cheese, kefir, yogurt (look for the words “live” or “active” on the label) and foods fortified with probiotics, including breakfast cereals, energy bars and some beverages. They are also available as nutritional supplements. Incorporate a few of these choices into your diet to maximize the benefits of probiotics for your body.

Health at Home: Inexpensive at-Home Gym

Exercise doesn’t have to happen at a fitness facility or in a gym. You can get a great workout in the comfort of your home using inexpensive pieces of equipment, creativity and a commitment to make exercise a priority in your schedule. Before you go out and buy every item on the shelf, take a moment to think about what your goals are and what activities you enjoy. Choose pieces that will help you meet your fitness goals and offer enough variety to keep your routine challenging and fresh.

Check out the suggested items below for options that will fit in your budget and provide a well-rounded fitness program that includes both cardiovascular and strength training.

Care for your Heart with Cardio

Jump rope. Pick a rope that fits your size by standing on the center of the rope and pulling the handles up along your sides. For beginners, the handles should barely reach your underarms. A shorter rope will turn faster, forcing you to jump more. Start by jumping on both feet, landing softly with knees slightly bent, turning the rope with your wrists and not your arms. Begin with 30-second intervals, marching or jogging in place between sets.

Home exercise videos/DVDs. Choose a video/DVD that is appropriate for your level of fitness and has the lowest impact on your joints. Experiment with different types, such as kickboxing or dance, for entertaining and interactive workouts.

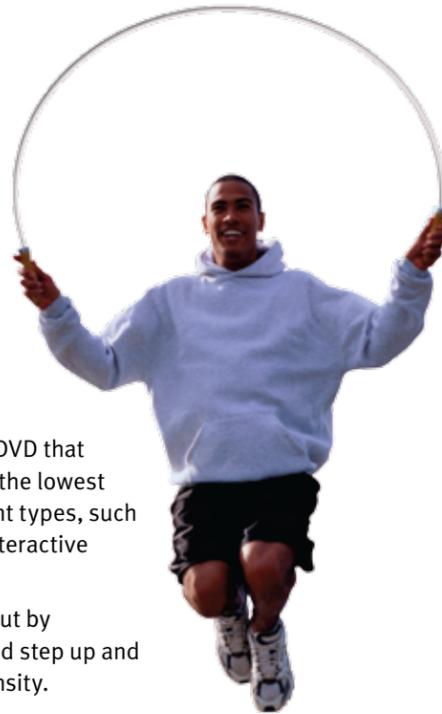
Step. Boost the benefits of your aerobic workout by purchasing a stationary step. Turn on music and step up and down. Add hops and knee raises for more intensity.

Stationary bike. Select either an upright or a recumbent (reclined) bike for a low-impact activity that strengthens your muscles and joints. Take a test ride and look for a smooth pedaling feel with consistent resistance. Dual-action bikes are also available to add an upper-body workout while you pedal. Already have an outdoor bicycle? Purchase a bike trainer that converts your outdoor model into a stationary one for use inside during cold winter months.

Improve Strength and Fitness Level

Free weights. Pick from varieties that consist of a barbell, which is a long bar on which weights can be attached to the ends, or dumbbells, which are single, handheld weights. Dumbbells are available in 5 lb increments. Test out weights in the store and ask an exercise professional for help choosing the correct amount of weight.

Resistance bands. Use these alone or in combination with dumbbells for building strength and endurance. Purchase natural rubber latex bands with the appropriate resistance for the exercises you will be performing at your fitness level. Use bands for upper body and lower body exercises such as the bicep curl, squat, shoulder press and more.



Medicine ball. Throw, catch or lift this weighted ball, ranging from 1 to 30 lbs. Exercises can be done with a partner or on your own to improve muscular strength and power.

Balance/stability ball. Use this light-weight ball to improve core strength, balance and flexibility. Purchase a ball that is appropriate for your height, pump it up with a hand air pump and get started. Perform crunches, back extensions, push-ups and squats using the ball and your own body weight. Finish your workout with stretching on the ball.

Exercise or yoga mat. Perform stretching, floor exercises, crunches and lower back exercises on these mats. They provide extra cushion for your back and can be conveniently rolled up and stored.

When setting up your home gym, choose a room that has enough space for the equipment and adequate air circulation. Make your home gym a comfortable and inviting space by adding a miniature refrigerator for drinks, motivational pictures or quotes, a radio or iPod and a small fan for additional cooling.

Remember to consult with your physician before beginning an exercise program.

Smart Start to the New Year: Simple Steps

It is easy to make New Year’s resolutions to improve your health – but keeping them is another story. This year, instead of making intangible goals that can be almost impossible to maintain, try to accomplish one small goal each month. Keeping up each of these new habits will help you to build a healthier lifestyle year-round. Refer to the following chart for positive suggestions:

January	Do a Health Risk Assessment (HRA). Knowing where you stand can help you make realistic goals for the new year.
February	Drink more water. Try to consume at least eight glasses per day.
March	Improve your posture. Sit up straight with your head and neck in line with your hips. Don’t let your shoulders roll forward, especially if you sit at a desk all day.
April	Walk more. Take the stairs instead of an elevator, and park far from a store entrance during daylight. Start a walking group at work for extra support.
May	Strengthen a muscle group. Try a new weight-lifting technique. See the “Fit Bit” for smart ways to strengthen your shoulders.
June	Choose the right fats. Ban vegetable oil and cook with olive oil instead. Incorporate avocados and fish into your diet for additional sources of heart-healthy Omega-3 fatty acids.

(continued on back)

FIT BIT

Muscle Group Focus: Shoulders

The shoulder moves as a “ball and socket” and has the largest range of motion of any joint in the human body. It is made up of three bones – the collar bone (clavicle), the shoulder blade (scapula) and the upper arm bone (humerus). There are at least 18 different muscles that are involved in shoulder movement.

Without strong, healthy shoulders, it would be difficult to do things such as brush your teeth, scratch your back, dance the “robot,” push a stroller, pull the refrigerator door open or lift your carry on bag into the overhead compartment.

To keep your shoulders strong and flexible and prevent common shoulder problems, such as rotator cuff injuries, try the following exercises:

1. Front/Lateral Raise
2. Overhead Press
3. Internal/External Rotation
4. Rear Lateral Raise

