



## In This Issue

[How to Avoid Pre-Diabetes](#)

[GotHealth? Tip of the Day](#)

## Quick Links

[ICMS Website](#)

## About Us

ICMS is a full service employee benefits consulting firm, utilizing creative and innovative solutions to assist clients in achieving greater value by increasing efficiencies, reducing cost, and enhancing employee productivity consistent with each client's unique culture.



## Innovative Cost Management Services, Inc. November 2014

### Friends and Colleagues:

Big things are happening here at ICMS, one of which being the introduction of our new email newsletter series! The newsletter is meant to provide you with all of the latest goings-on in the ever-changing world of employee benefits, as well as what is happening with us and how that applies to you. The email series will cover various topics that impact you and your organization - everything from the most up-to-date information on compliance and Health Care Reform, to current wellness-related news and even quick tips on living a healthy lifestyle!

### The Holidays Are Near...

Can you smell the turkey and pie? Thanksgiving is widely known as the holiday of indulgence - we stuff our turkeys just like we stuff our bellies full of delicious (and not always nutritious) goodies. November also happens to be American Diabetes Awareness Month, so while this food-centric holiday is definitely to be enjoyed, it is also good to remember not to over-do it - this month or any other! Read on to learn more about staying healthy this holiday season.



### What is Pre-Diabetes?

Sometimes people's blood sugar levels run higher than normal, but not high enough to be called "diabetes." This is known as "pre-diabetes."

#### Take it seriously

Over 16 million Americans suffer from the condition. Most "pre-diabetics" develop full-on diabetes within 10 years. They're also at higher risk of heart disease, heart attack and stroke. It seems like a scary diagnosis, but you can beat it. It will take some healthy decisions, though.

#### Find your healthy weight

If you're overweight, you're more likely to get pre-diabetes. By losing 5% to 7% of total body weight, you can lower your risk. That's the same as 10 to 15 pounds if you weigh 200 pounds. A good diet can lower your weight and improve overall health.

#### Choose the right foods

Try eating more:

- Fruits and vegetables
- Legumes (beans, lentils, chickpeas, etc.)
- Whole grains
- Unsalted nuts
- Lean meats

And cut back on:

- Salty foods - like potato chips, corn chips, and lunch meats
- "White" carbs (like white bread, pasta and rice)
- Sugary drinks
- Saturated fats and trans-fatty acids - the term "hydrogenated" on a food label means there is saturated and/or trans-fatty acids

### Start moving around

Even light activities like walking or swimming can make a huge difference. Keeping up the movement is what matters. Try and make it a routine. Talk to your doctor and figure out what works best for you.

### Two ways to measure blood sugar (glucose)

- Fasting Glucose Test: Levels of 100 to 125 mg/dL (milligrams per deciliter of blood) are considered impaired; they are above normal, but not high enough to be called diabetes.
- Glucose Tolerance Test: Levels of 140 to 199 mg/dL are considered impaired; they are above normal, but not high enough to be called diabetes.

### Be creative!

Next time you order a sandwich, ask for it open face on whole grain bread, with extra veggies and hold the mayo!

#### Sources:

National Institutes of Health: <http://health.nih.gov/>

National Institute of Diabetes and Digestive and Kidney Diseases: <http://www.niddk.nih.gov/>

World Health Organization: <http://www.who.int/>

*This information is intended for educational purposes only, and should not be interpreted as medical advice. Please consult your physician for advice about changes that may affect your health.*



**GotHealth?**

*Tip:* Try barley – it is the best source of beta glucan, a soluble fiber known to lower cholesterol. It also contains another soluble fiber called pectin, along with iron, selenium, zinc, and some B vitamins. Look for hulled barley, which retains its nutrient- and fiber-rich bran.