



Lifestyle Spending Accounts



As the war for talent rages, many employers are getting creative with their benefits in hopes of helping employees offset expenses, provide financial or physical wellness support, and even pursue hobbies.

Lifestyle Spending Accounts (LSAs) are a way for employers to support employees and their families in a variety of ways. These accounts can make a great accompaniment to tax-advantaged spending accounts and align with the company culture.

LSAs offer an employer unique ways to support employees.

Create a customized reimbursement account type, such as:



Fitness equipment, gym memberships, exercise classes, or nutrition support



Hobby or self-improvement courses, adult learning, or hobby equipment



Financial, estate, or college planning



Personal travel, retreats, or experiences



Non-medical counseling, such as marital, life coaching, or parental skills



Work-from-home office equipment or home improvements





How Lifestyle Spending Accounts Work

Lifestyle Spending Accounts are highly configurable, employer-funded, reimbursement accounts that are provided as a post-tax benefit. Employers can set the plan design to suit their goals and align with their culture.



Easy to access

Employees access their LSA in Benefitsolver®, the same place as all their other benefits. They can easily check their balance, submit a claim, and track their reimbursements either online or on the MyChoice® Mobile App.



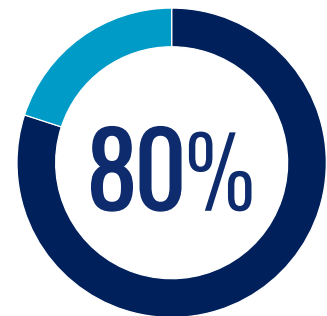
Easy to set up

Our expert onboarding team walks administrators through all the decisions required on set-up, funding, and deployment. Employers can fund per pay period, quarterly, or annually. Funds can carry over or forfeit annually if unused.



Whole-employee support

Employers know best what kinds of support your teams need—from work-life balance to their well-being. LSAs offer employees funding to support their lives.



80% of employers say that meeting the needs of employees across all life stages and the diversity spectrum is an important benefits objective.

~MetLife. *The Rise of the Whole Employee* study. 2022.

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