

Lifestyle Spending Account (LSA)



Clients are always looking for a way to provide the next level of benefits to employees. LSAs focus on employee wellness and engagement. Here is a chance to review the LSA, a new Flexible Spending and Reimbursement Account offering.

What is a lifestyle spending account?

Lifestyle Spending Accounts are benefit that allows clients to set money aside for your employees to use on eligible expenses related the following categories of well-being:

Physical | Financial | Emotional

The LSA offering bundles all well-being items in one offering. Designed for employees of any age, the LSA helps builds participant engagement in their well-being.

How does an LSA work?

The LSA takes advantage of the current Flexible spending and reimbursement account functionality that clients are already using.



View account

An employee can access their account 24/7 at [NetBenefits](#) and view their balance.



Submit expenses

The employee can snap a photo of a receipt and submit a claim for reimbursement.



Review eligible expenses

Participant can view the list of standard covered expenses for their LSA reimbursement

Client Considerations:

- Identify who is eligible for the LSA
- Determine start date of the plan
- Set post-tax benefit reimbursement amount for each participant
- Standard materials available to support Annual Enrollment for LSA
- 90-to-120-day implementation



LSA bundles physical, emotional and financial wellness offerings together to build a culture of wellness within an organization. The LSA is a great way to provide a benefit to all employees and does not need to be limited to individuals who do not participate in the employer's medical plan.

What does the LSA cover?

- Athletic equipment and accessories (including sneakers)
- Exercise equipment
- Gym, health club, spa and fitness studio memberships
- Fitness classes (yoga, bicycle fitness, Pilates, spin/cycle, dance, etc.)
- Lessons (golf, swimming, tennis, dance, etc.)
- Personal trainer
- Fitness trackers
- Entry fees (marathons, leagues, etc.)
- Annual Passes (ski, snowboard, golf, swimming, etc.)
- Identity theft programs
- Estate Planning - Will preparation services
- Tax Preparation
- Pet insurance premiums
- Meditation classes
- Retreats (leadership, spiritual, etc.)
- Professional development classes (leadership, change management, etc.)
- Pet care (walkers, daycare, grooming, etc.)
- Camping (equipment fees, etc.)
- Personal development classes (art, cooking, etc.)
- Annual parks pass for Federal, State, County and City parks
- Hunting and fishing licenses
- Home Office improvement (desk, printer, office supplies, monitor, etc.)
- Non-medical counseling (EAP, parental, etc.)
- Daycare (child, elder care or special needs care)
- Nutritional supplements
- Meal delivery programs
- Weight Management Programs (Weight Watchers,, etc.)

Reach out to your Fidelity Managing Director, or your Account Executive.

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