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Welcome to your Lifestyle Benefits!

Your employer is making your well-being a top priority by providing the opportunity to participate in a Lifestyle Spending Account (LSA), a flexible type of benefit designed to help you get and stay on track with your goals. The LSA allows you access to funds to pay for approved expenses. Review the information below to learn how to take advantage of this benefit.

Fitness & Recreation

Fitness and recreation can look different for everyone. Maybe you're working out in your living room, maybe you're hiking a trail through a national park, or maybe you're about to try soccer for the first time. Whatever gets you moving, this LSA is here to help you keep going.

Eligible Expenses

To help you understand the variety of products and services available through your LSA, here is a list of eligible categories.

Gym Memberships

Get reimbursed for your membership, personal trainer or classes.

Fitness Equipment

Don't let the cost stop you from exploring a new hobby or leveling up your existing game.

Recreation Passes

This LSA covers fees for national parks, recreation leagues, and more — giving you more options to explore.

Athletic Apparel

Making sure you have the best tools includes what you wear. The right gear matters — your LSA can help cover the athletic apparel you need to stay in the game.

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Understanding How Your Lifestyle Spending Account Works

The Lifestyle Spending Account is a flexible benefit your employer has selected to support a more fulfilling, well-rounded work experience. This plan can work in conjunction with your other benefits to provide more holistic support designed to meet your needs. We know you want to understand exactly how your benefits work — and the Lifestyle Spending Account is no exception. That's why we've included several key details below to help you stay informed. Please review the information carefully and let us know if you have any questions.

Lifestyle Spending Account FAQs: **What You Should Know**

What is it?

A Lifestyle Spending Account (LSA) is a post-tax benefit provided by your employer to help meet specific expenses not covered by traditional healthcare offerings.

How does it work?

The LSA plan has specific restrictions determined by your employer. Some plans and expenses will allow you to use a benefit card, while others may require you to pay out of pocket and request reimbursement, similar to a medical claim.

Why won't the card work everywhere?

Mastercard imposes specific limitations on certain types of employer benefit plans, and some merchants also restrict which benefit cards they accept. If your card is declined, don't worry — you can always pay out of pocket and submit the expense for reimbursement quickly and easily.

Will I owe taxes on this benefit?

Because the LSA is a post-tax benefit, any funds you spend will be considered taxable income and included in the tax paperwork you receive each year. Your employer covers the cost of funding the account — the tax treatment is simply part of how this type of benefit works.