

LIFESTYLE SPENDING ACCOUNTS (LSA)

What is an LSA?

Lifestyle Spending Accounts are an employer-provided, customizable benefit account to support diverse workforce needs. Funds can be used to cover any expenses related to employee lifestyle choices, as long as they fall within the defined parameters of the employer

**As a post-tax benefit, LSA's are simple to set up and do not fall under the same regulation constraints that other tax advantaged accounts like an HSA or FSA does.*



Boost Your Wellness Program

LSA's give the employer the ability to steer the focus of employee well-being. This also gives employees freedom to make their own choices about how to improve their lives.

- Autonomy & ownership
- Enhance comprehensive benefit solutions
- Improves talent attraction & retention

Consider sending out a survey from to LSA implementation. Ask employees what health and wellness expenses they have!

Potential Lifestyle Spending Use

The list of employer selected items is almost limitless. But some examples include...*think lifestyle!*

- Gym membership
- Movie tickets
- Pet care expenses
- Childcare services
- Professional development course or workshop
- Mental health services
- Nutrition counseling/health coach
- Household services (cleaning/gardening)
- Travel expenses
- Home office equipment
- Ergonomic furniture
- Student Loans
- Food delivery



How To Get Started!

Check out some recommendations on how to smoothly implement a Lifestyle Savings Account!

- Review employee survey & assess budget
- Select appropriate timeframe
- Decide on spending categories
- Choose an LSA vendor (tax compliance, funding model, personalization capabilities)
- Establish clear communication channels



Questions? Reach out to your Oswald service team member!