

# LIFESTYLE SPENDING ACCOUNT (LSA)

## EMPLOYEE HEALTH & WELLNESS



### What is a NueSynergy Lifestyle Spending Account?

A NueSynergy Lifestyle Spending Account (LSA) is sponsored and funded by your company to help your employees support the health and wellness activities in their lives. An LSA is similar to account-based benefits you're already familiar with, like health savings accounts (HSAs), flexible spending accounts (FSAs) and health reimbursement arrangements (HRAs), but it's a flexible benefit plan that provides funds specifically for health and wellness products and services.

### How it Works

NueSynergy offers an LSA that includes commonly covered expenses. However, if you would like to customize an LSA for your employees, we can work with you to include acceptable products and services you choose which are then managed through NueSynergy's system. Many of our clients see this ability to limit and direct employee spending of employer-provided money as a compelling reason to offer an LSA.

NueSynergy LSAs are funded by employers with money that is taxable as income to employees when they spend it, unlike the tax advantages of HSAs, FSAs and HRAs, for which withdrawn funds are not taxable.

### Health & Wellness Made Easy

A NueSynergy LSA adds flexibility to benefits plans and is easy for you to implement and control. Your employees and their dependents can use your company's annual employer contribution for anything you deem eligible that promotes their health and wellness. Typical expenses can include:

- Gym, health club, and spa memberships
- Fitness classes, such as yoga, Pilates, spin/cycle
- Athletic apparel and equipment
- Passes for ski, snowboard, golf, swimming
- Student loan reimbursement
- Financial adviser and planning services
- Nutritional counseling and supplements
- Entry fees for marathons, leagues and other activities
- Pet care

### Setting Up an LSA

A NueSynergy LSA is one way to emphasize the impact lifestyles can have on the health and wellness of your employees. Because the funds used by your employees are taxable, it removes many of the regulatory constraints tax-advantaged accounts carry with them.

Setting up an LSA is simple. Once you choose to offer a NueSynergy LSA, all that's left for you to do is decide:

1. How much your annual contribution will be to each employee's account,
2. Which health and wellness products and services will be considered eligible expenses
3. How your company will manage unused LSA contributions at the end of the plan year (retain funds or allow employees to roll over to the next year)

### Employee Reimbursement

Your employees can use the NueSynergy smart debit card we'll provide to pay for eligible LSA expenses. Or they can pay with personal funds and submit their receipt(s) to NueSynergy for reimbursement.



Health & Wellness.  
Healthy and engaged employees.

Customized benefits.  
Choose your contribution.

Have questions or need more  
information? Call 855-890-7239.