



Lifestyle Spending Accounts

Offer your employees financial assistance and perks that more closely align with what they want and need.

What is the Lane Health Lifestyle Spending Account?

Not every employee has the same lifestyle needs. The Lane Health Lifestyle Spending Account gives you the flexibility to allow employees to spend benefit dollars on the things that matter most to them. From physical and mental health needs, to professional and educational development, to travel and entertainment, you have complete freedom to determine how your employees are able to spend their lifestyle spending account dollars.

How is a lifestyle spending account different from other health benefit accounts?

Similar to health savings accounts (HSAs) and flexible spending accounts (FSAs), lifestyle spending accounts often have funds that are meant to be used for specific types of purchases. However, there are differences.

No tax benefit. Unlike HSAs and FSAs, lifestyle spending accounts do not offer any tax advantages. You fund the accounts, and the funds are considered taxable income for your employees.

You control how funds are spent. With HSAs and FSAs, there are restrictions on the use of funds, but these are typically set by the IRS. With lifestyle spending accounts, you create the program parameters. You can restrict the use of funds to certain types of purchases or leave it wide open. The choice is yours!

Key benefits of lifestyle spending accounts

- **Funding flexibility.** You can fund participant accounts to predefined amounts per employee, and set limits for specific types of services. Should employees' needs change, you can easily add more dollars to the account.
- **Easy to manage.** Lifestyle spending accounts decrease the administrative burden placed on your HR team to manually administer perk programs and you can rest easy knowing your program will always be IRS compliant.
- **Preservation of unused funds.** Unlike cash or gift cards, you only pay for what employees use. Any account funds not spent will be returned to you at the end of the plan year.

How do I get started?

Simply identify your total budget for the program, determine how much you'd like to spend per employee, select the desired spending categories, and communicate the benefit to your employees. It's that easy! Contact us today to learn how the Lane Health Lifestyle Spending Account can help you provide a more attractive and unique benefits package.