HealthEquity® LSA

Harvard Pilgrim Health Care

a Point32Health company

Lifestyle Spending Accounts, personalized by design.

Not every employee needs the same thing. Through a single, flexible, employer-funded account, an LSA lets you fund what matters most to your people—from fitness and childcare to financial planning and mental health.

- ✓ Deliver benefits that flex to real life
- ✓ Strengthen your benefits lineup
- ✓ Maximize employee satisfaction
- ✓ Attract and retain top talent

Configure to fit your workforce

We work alongside you to design and implement an LSA that fits your people and your culture. Choose from common categories or create your own.

Fitness

- Gym and health club memberships
- Virtual fitness subscriptions
- Classes with certified personal trainers

Finances

- Student loan assistance
- Financial planning/ advisory services
- Utility and grocery assistance

Wellness

- Nutrition counseling
- Meditation apps
- Massage

Family support

- Childcare assistance
- Adoption assistance
- Surrogacy and infertility
- Doula care services

Simple setup. Seamless experience.

- You decide your LSA eligible expenses and the annual or monthly reimbursement cap (e.g. $500/yr. for FTE and $250/yr. for PTE).
- Choose whether to require receipts.
- Eligible team members will be automatically enrolled — no election required.
- Participants can easily upload receipts through their HealthEquity online account.
- Reimbursements fall within 1-3 pay periods after approvals for the payroll reimbursement option.
- Members can also be reimbursed directly through ACH/direct deposit in 3 business days, or they can receive a paper check.
- Get regular reports to see the most common expenses, so you can adjust eligibility to best reflect the needs of your organization.

A note on taxes:

Taxes are withheld based on payroll exemptions. The net income appears as a "Wellness" line item on the employee's paystub, clean and straightforward.

Get started on your smarter benefits strategy.

866.855.8908
HealthEquity.com

One trusted partner. Total benefits expertise.

HSA | FSA | HRA | Commuter | COBRA | LSA

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