



# Lifestyle Spending Accounts

Boost your employee attraction and retention efforts with a MetLife Lifestyle Spending Account

Our LSA is designed to be simple, seamless, and flexible so that you can provide a unique benefit for your employees



## Designed to support employees' wellness

- Provide a personalized benefit option that can help you meet the needs of a diverse workforce and support your DEI initiatives
- Quick online claim submission and reimbursement processing – 99% of claims currently processed within 2 business days
- Covers physical, emotional, or financial wellness expenses such as gym memberships, therapy, pet care and more<sup>1</sup>



## Large portfolio of core and voluntary benefits

- Ability to bundle product offerings and simplify vendor management with an existing vendor partner
- Consultative approach to plan designs to help meet employees' diverse needs
- One website for employees to access all their MetLife benefits seamlessly



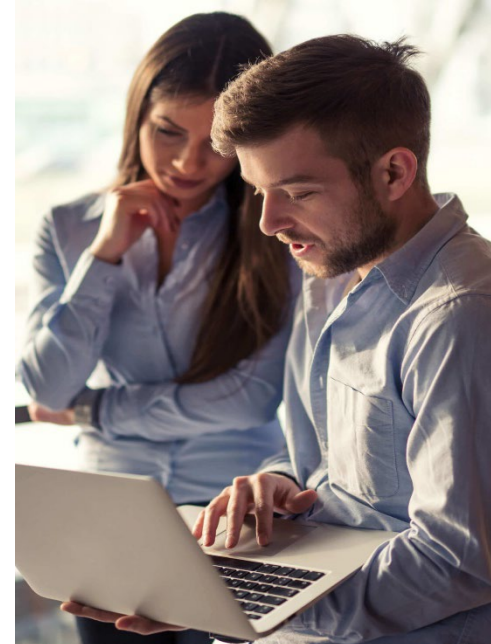
## Integrated service experience

- Integration between LSA and other HSA, FSA, and spending account programs
- Single point of contact for proactive account management across all MetLife benefits
- Powerful analytics for employers to measure program effectiveness and engagement
- Integration with virtually all Benefits Administration systems for ease of data connectivity



## Seamless onboarding and educational resources

- Customizable plan names and expense lists, with the flexibility to add and remove eligible expenses quickly
- Dynamic reporting to support payroll taxation requirements
- Customized communications and education campaigns drive awareness and engagement



Experience you  
can count on<sup>2</sup>

70

employer rNPS<sup>4</sup>

99%

employee satisfaction with  
Client Service Consultants<sup>4</sup>

99%

Health savings and spending  
account claims processed  
within two business days

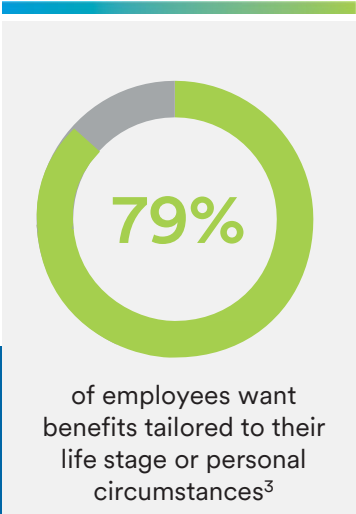
13,000

MetLife group benefits  
customers

To learn more about the  
advantages of MetLife  
Lifestyle Spending  
Accounts, contact your  
MetLife representative.

An LSA is one way to round out your benefits package by delivering flexible spending options and additional benefits dollars to cover the things that matter most to your employees. With an LSA, you can provide your employees with money to use for lifestyle-related expenses, allowing them to save money and improve their well-being.

The process of using an LSA is designed to be simple and seamless. Employees submit receipts for their purchases to be reimbursed for their approved expenses using the same portal or mobile app they use for their other MetLife health savings & spending accounts.



**MetLife Lifestyle Spending Accounts (LSA) Standard Plan Design Options**

MetLife Lifestyle Spending Accounts are designed to be flexible so that you can provide a unique benefit for your employees. Our wide range of options allows you to provide employees with money to use on wellness-related purchases that can help improve their overall physical, emotional and financial well-being.

**Expense Categories:**



**Physical Wellness**

- Athletic equipment and accessories
- Exercise equipment
- Gym, health club, spa, fitness studio memberships
- Fitness/exercise classes (yoga, pilates, spin/cycle, dance, etc.)
- Lessons (golf, swimming, tennis, dance, etc.)
- Personal trainer or fitness trackers
- Entry fees (marathons, leagues, etc.)
- Passes (ski, snowboard, golf, swimming, etc.)
- Nutritional/dietary supplements



**Emotional Wellness**

- Meditation classes
- Non-medical counseling services (career, marital, parental, family, cancer support groups, etc.)
- Retreats (leadership, spiritual, religious, etc.)
- Pet care (pet day care & walking, pet grooming, pet food, pet toys, etc.)
- Camping (equipment, fees, etc.)
- Personal development classes (art, cooking, sewing, knitting, stained glass, ceramics/pottery, etc.)
- Park passes (US national parks, state parks & beaches, etc.)
- Hunting and fishing licenses



**Financial Wellness**

- Home purchase expense reimbursement (Down payment, closing costs, appraisal fees, inspection fees, etc.)
- Financial advisor and planning services
- Financial seminars and classes
- Identity theft services

If you would like to include an expense that is not listed above, please contact your MetLife representative to discuss additional options.

**Contact your MetLife Representative with questions.**

1. All LSA expenses need to be verified and only the eligible expenses will be reimbursed.  
2. MetLife Internal data, 2024  
3. MetLife Employee Benefit Trends Study 2024