

Lifestyle Reimbursement Account

**A new benefit option you
can seamlessly integrate
into your benefits strategy.**

P&A Group's Lifestyle Accounts provide significant benefits to your organization and will positively impact different areas of your business, from HR to Operations.



1 INCREASE THE VALUE OF YOUR BENEFITS

Including a Lifestyle Account makes your benefits portfolio more enticing and directly helps with your retention and acquisition efforts in a competitive market.



2 SHOW EMPLOYEES YOUR APPRECIATION

Making a Lifestyle Account available to your employees is a positive and cost-effective way to show your organization their employer truly cares about their overall wellbeing.



3 ENCOURAGE WORK- PLACE WELLNESS

Providing employees with a dedicated account to use on lifestyle and wellness products/ programs is a great incentive to encourage employees to maintain a healthier lifestyle.

Studies show Lifestyle Accounts positively impact an organization.



Curate the Perfect Plan.



WITH P&A'S LIFESTYLE ACCOUNTS, YOU CAN BUILD A PLAN THAT BEST MEETS YOUR ORGANIZATION'S GOALS.

Lifestyle plans are flexible, creative and fun! In addition to easy integration, Lifestyle Accounts can be designed to reimburse expenses you choose. Because they are not governed by ERISA, Lifestyle Accounts are less restrictive compared to benefit plans that are bound by IRS rules.

Your Lifestyle plan can be as restrictive or as broad as you want. For example, you can create a plan that only reimburses health-focused initiatives, like gym memberships and exercise equipment. Or, you can create a broad plan that reimburses many different areas of wellness, including physical, financial and emotional wellness. Another option is to tie the Lifestyle account with certain health-related activities, such as completing a biometric or heart screening.



3 Steps to Setting Up Your Lifestyle Plan

1. With the support and guidance of P&A's Benefits Consultants, you can create a plan design that complements your existing benefits and makes the most sense for your employees. Determine what items you want to be eligible for reimbursement, along with any special eligibility contingencies.
2. Complete the new plan paperwork and submit the requested plan setup documents to P&A. Your plan will go through the implementation process and will be setup in our system. Upon completion, your employees will be able to easily access their account.
3. Communicate the new plan and important details to your employees with the help of P&A's marketing team! We provide customized communication pieces to help increase your employees' engagement and awareness about the Lifestyle Account.

70% of employees

Say that benefits are a crucial part of their consideration when evaluating a new job opportunity according to a survey conducted by HRDive.

Interested in learning more? Contact P&A's Sales Team today at padmin.com/contact-sales or at (716) 852-2611.