

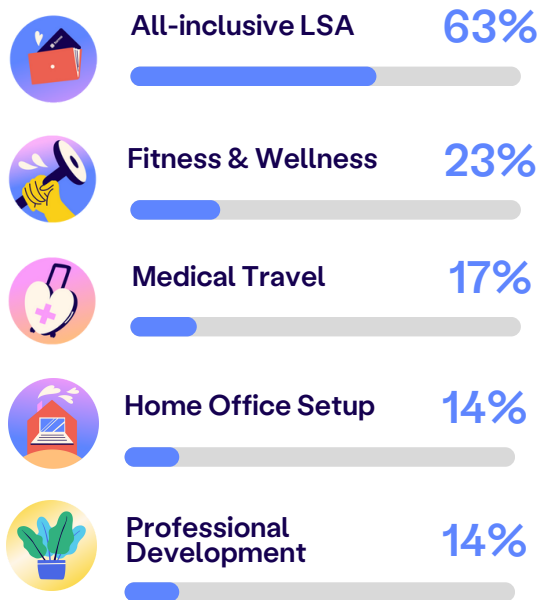
Actionable insights to build an industry-leading LSA program



Lifestyle Spending Accounts, or LSAs, have emerged as a solution that caters to individual needs and optimizes employer spending. Forma Research's benchmarking insights, derived from 200+ companies and 450k global employees using LSAs, can help benefits leaders design best-in-class and competitive programs backed by data.

5 most popular types of spending accounts

Percent of companies that offer the account type:



What is a Lifestyle Spending Account?

An LSA is a customizable, employer-sponsored spending account that employees use to pay for various expenses.

- + Employers define eligibility rules, create program parameters, and set the budget.
- + Employees choose how to use their funds based on their preferences.

Annual funding trends

Armed with knowledge of how much companies typically fund each account, companies can determine how much of an allowance to give their own workers.

Median annual funding per employee

Ordered by popularity:



Scan to access the full LSA benchmark report

The most comprehensive set of infographics, benchmark data, and emerging trends available.

Customizable spending accounts. Better benefits.

Equitable benefits worldwide

Variables such as workforce construct, business objectives, employee feedback, and company values influence benefits strategy. To achieve global parity, employers can utilize spending accounts for employee support, no matter where individuals work and live.



46%

of companies offer LSAs
in more than one country.

3 common types of spending accounts for global employees:

Insurance Assistance



Gives access to health insurance in locales where company-sponsored plans aren't yet established

Commuter Assistance



Provides support when costs of going into the office are high

Supplemental Health



Covers preventative healthcare (e.g., annual check-ups) when medical insurance has gaps

Making every dollar count

LSAs can more efficiently allocate capital. Since LSAs are notional, companies only pay when employees use funds.

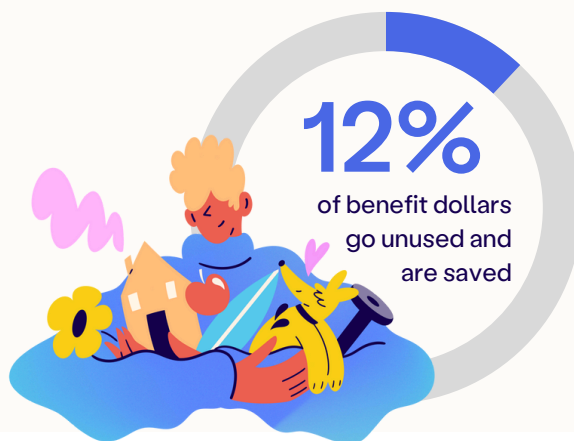
Budget utilization

Savings are built into the Lifestyle Spending Account model. While employees are given a set allowance, they don't spend every dollar provided. To build a strong business case, benefits professionals can use budget utilization rates to forecast budget.

Putting it all together with the All-inclusive LSA

The All-inclusive LSA delivers ultimate flexibility. This account type covers a range of categories, from fitness equipment to skills development. Its broad nature appeals to companies and employees alike:

- + It boasts an average 88% budget utilization
- + For every \$1 offered, only \$0.88 is used
- + The remaining \$0.12 is saved



12%

of benefit dollars
go unused and
are saved

About the benchmarking report:

The Forma platform has data-gathering capabilities that provide insights into customizable spending accounts from more than 200 companies with active accounts and 450K users of the Forma platform. This data is a snapshot of observations from December 2023. Results are subject to change.