



Make work-life balance more than just buzzwords with a Life Balanced lifestyle spending account administered by Flores.

The most attractive employers have found little perks can make a BIG difference in recruiting and retaining talented employees. Flores can help you become an Employer of Choice with low-cost Life Balanced lifestyle spending accounts that are customized to fit your unique company culture and align with your compensation and benefits strategy. **What can you imagine?**

RECRUIT

the best talent with unique perks.

RETAIN

employees when they feel valued.

ENGAGE

employees with benefits that interest them.

Plan options include:



Fitness

Fitness Equipment	Mindfulness	Massages
Gym Memberships	App Subscriptions	Holistic Health



Convenience

Pet Care	Hair Care	Grocery Delivery
Tax Preparation	House Cleaning	Dry Cleaning



Job Tools & Training

Tools	Tuition Reimbursement
Clothing	Professional Development

Personal Development

Donation Matching	Financial Fitness	Vacation Stipends
Estate Planning	Music and Art	Hobbies

And More!

FAQs



How does a Life Balanced lifestyle spending account work?

As the employer, you identify a reimbursement need in your organization and the reward qualifications. Flores will implement your plan, provide communication materials, and administer all claims and reimbursements on your behalf.

What kinds of expenses can be covered with a Life Balanced account?

Almost anything you can imagine can be covered by a Life Balanced lifestyle spending account, which allows your culture-driven organization a chance to design a benefit that reflects your unique needs. There are some considerations to be aware of, however – medical expenses covered by IRS Code Section 213(d) cannot be included in a Life Balanced account, for example. Your Flores Business Development Director will work with you to explain the nuances of the regulations and help you design a compliant plan that fits your goals.

How does the claim process work?

Flores will provide a simple claim form employees can complete in order to be reimbursed, or they can use our integrated Flores247 Web Portal or Flores Mobile App to file claims electronically. Claims are processed daily. If an employee provides their email address, we will send them e-Status email notifications throughout the claim process to keep them informed. During implementation, you will determine how claims will be reimbursed (direct deposit or by your company through payroll). Flores will provide reports of pending payments.

How will we report reimbursements on employee W-2 forms?

You will receive annual balance reporting so you can include reimbursement amounts when preparing W-2 forms.

Our organization is an existing Flores client. Will we have the same Account Manager?

Yes, you will work with the same professional. Employees will also use the same Flores247 Web Portal to administer their accounts, so they will not have a separate website to access for account information and to file claims.

Sounds great! How do we get started?

If you're ready to design your plan or would like more information, please contact your Flores business development partner at 800.532.3327.