



Make work-life balance more than just buzz words with Flores **life.balanced**. lifestyle reimbursement accounts.

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 our low-cost **life.balanced**. lifestyle reimbursement 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
Gym Memberships

Mindfulness
Counseling

Massages
Holistic Health



Convenience

Pet Care
Tax Preparation

Hair Care
House Cleaning

Grocery Delivery
Dry Cleaning



Job Tools & Training

Tools
Clothing

Tuition Reimbursement
Professional Development

Personal Development

Counseling
Donation Matching

Financial Fitness
Music and Art

Vacation Stipends
Hobbies

And More!

FAQs



How does a life.balanced. reimbursement 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. reimbursement account?

Anything you can imagine can be covered by the life.balanced. reimbursement account, which allows your culture-driven organization a chance to design a benefit that reflects your unique needs. Since the benefits are post-tax, there are no Section 213(d) restrictions on expenses or other limitations or testing requirements.

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). Your account manager will provide reports of pending payments on an agreed upon frequency.

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

You will work with your dedicated account manager to define when 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 and your staff will work with the same dedicated 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.