

Specialty Reimbursement Account (SRA)



Specialty Reimbursement Accounts, also known as Lifestyle Spending Accounts, represent a new category of benefits designed to address the unique needs of your employees. Benefit Resource: an Inspira Financial Solution (BRI) can administer your SRA, ensuring funds are used based on the specifications of your plan.

Why Choose BRI for your Specialty Reimbursement Account (SRA)?

Get creative with your benefits

Employees today are looking for more than just a paycheck. They want to work for a company that understands and addresses their needs.

Specialty Accounts are an easy way for you to support your people and their priorities, no matter where they are in life. These accounts help to address the physical, mental, social, and even career well-being that make up the total well-being of an employee. They are typically set up as a taxable benefit to allow for greater customization.

A healthier, more balanced workforce

Benefits that promote physical, mental, and financial health allow employees to worry a little less about life's burdens — providing companies with the following advantages:

- Reduced workplace stress
- Higher productivity rates
- Lower healthcare costs
- Easier talent acquisition
- Increased employee retention rates
- Improved company image and employee workplace experience

Plan design options

The following categories are available:

- **Wellness and Fitness** (equipment, gym memberships, fitness app subscriptions, mental health support, etc.)
- **Education** (college tuition, student loans, learning subscriptions, certifications, K-12 private school tuition, Pre-K, etc.)
- **Special Transportation** (not covered under a Commuter Benefit Plan like bicycle commute, taxis, tolls, gas, ridesharing apps, etc.)
- **Pet Benefits and Supplies** (pet supply stores, veterinary services, etc.)
- **Utilities** (phone, internet, electric, etc.)
- **Home Office Supplies** (desks, chairs, computers/equipment, etc.)
- **Personal Services** (cleaning services, salons & barber shops, home repairs, etc.)
- **Entertainment** (event tickets, amusement parks, aquariums, digital goods, etc.)

Stand out by creating a comprehensive Wellness Account that covers multiple types of wellness: physical, emotional, financial, intellectual, and family (including pets!).

Easy customizable plan design

Step 1. Select the expense categories.

Employers can select from a variety of predefined expense categories or work with their assigned representative to design a program that best meets company needs.

Step 2. Determine the rules.

- **Will funds roll over?** Opt to allow employees to keep (roll over) unused funds at the end of the year, or not, depending on company budget.
- **How much (and how frequently) will funds be provided?** Control how much and how frequently funds are distributed.
- **Who can enroll?** Set parameters that must be met in order to participate in the benefit.

Step 3. Decide how funds can be used.

- **Option 1: Carded program:** The Beniversal® Prepaid Mastercard® is used to pay for eligible plan expenses. Sophisticated auto-approval logic minimizes the need for paperwork and receipts. Participants can connect their cards to digital wallets such as Apple Pay®, Google Pay®, and Samsung Pay® to enable contactless payments. Claims for reimbursement can be submitted if a different payment source is used.
- **Option 2: Reimbursement only:** Participants pay for expenses using their preferred payment method. Then, they reimburse themselves through BRIWEB, BRIMOBILE, or by mailing in a claim form with required documentation.

Quick, knowledgeable support

Every employer is assigned a dedicated specialist who can provide direct answers and expertise. This specialist is supported by other BRI team members so you always receive quality, hands-on support.

Participant Services is available to answer questions via phone, email, and live chat. Both English and Spanish-speaking representatives are available.

Convenient tools for managing accounts

- **BRIWEB:** Our secure online portal provides employer and participant logins for managing accounts, viewing balances and reports, and accessing valuable resources. Contact us to schedule a personalized demo of BRIWEB.
- **BRIMOBILE:** On-the-go account access makes it easy for employees to view balances, review transactions, and submit claims. BRIMOBILE is available from the Apple App Store or Google Play.
- **BRIALERTS:** Participants can opt-in to receive real-time alerts via email or text for balance and transaction activity.

Note: Standard text messaging rates from the wireless service provider may apply.

⇒ Get started

BRI is an Inspira Financial Solution, a trusted provider of health, wealth, retirement, and benefits solutions that strengthen and simplify the health and wealth journey. For more information, contact your local Sales Executive or visit benefitresource.com