

LSA + ICHRA: Modern benefits. Complete coverage.



Provide everything employees need beyond healthcare coverage.

Add a Lifestyle Spending Account (LSA) to your Individual Coverage HRA (ICHRA) to give employees the flexibility to support their holistic well-being.



Lifestyle Spending Accounts (LSAs)

Fund employee wellness initiatives, such as gym memberships, therapy, wearables, and supplements. Expand your program to include caregiving, learning, commuting, groceries, and other priorities that support their lives.

“Of all our partners, **Compt** has been my personal favorite to work with. And let's be honest, it's my favorite to use, too!”

— Andrea Srock, HR Manager, Healthpeak Properties, Inc.

Why pair LSA and ICHRA?

Support total well-being.

ICHRA covers medical needs like doctor visits, prescriptions, and surgeries. LSAs pick up where insurance leaves off and can consolidate multiple perks into one, all while providing greater coverage.

Increase flexibility and personalization.

Together, an ICHRA and an LSA give employees two accounts to use for what matters most: one for health coverage, one for lifestyle needs.

Simplify administration and control costs.

Both use a defined contribution model for predictable budgeting. With the right setup, this combination is often easier to administer than the programs it replaces.

Stay compliant without the hassle.

While ICHRAs can satisfy ACA requirements, LSAs are taxable stipends, so they're not subject to ERISA or COBRA. And with Compt, tax compliance is built right in.

[Book a demo of Compt](#)

94% participation
across all employees

<2 weeks
to launch

30 minutes
of monthly admin

87% employee
satisfaction score on average

