

We make it **easy**. We make it **affordable**.

PERSONAL SPENDING ACCOUNT



the **icing** on the
employee benefits cake

provided to you by
AVP Health & Welfare Trust

Questions?

Please contact:

AVP Health & Welfare Trust

Phone: 403-214-3212
Toll Free: 1-888-214-3211

www.bizflex.ca



small to medium sized business?
looking for affordable
health and dental benefits?
tax-deductible for your business?
non-taxable to you and your employees?

want to include a taxable benefit
with that?

good

please contact your broker or call us directly at

403-214-3212

or email us at

info@bizflex.ca

www.bizflex.ca

Personal Spending Account (PSA)

What is it?

It's a spending account where employers can determine the allowable expenses and the dollar limit. All benefits received are taxable to employees, and a perfect complement to a Health and Welfare Trust or a Health Spending Account.

How does it work?

Claims for these benefits use our standard claim form but are accompanied by the employer's list of eligible expenses.

The bizflex™ team creates this list for each employer, once the allowable expenses have been finalized.

PSA claims are segregated and a listing is provided in January of each year to allow employers to prepare the T-4's for any employees who have used the PSA in the previous year.

Eligible Expenses:

Employers can elect to reimburse employees for almost anything that they choose to include in the program. A PSA is quite often aligned with company wellness and professional development, but can also include items unique to their employee's needs or work environment. Some examples are:

Health Related: cosmetic treatments and surgery, weight management programs, maternity services (prenatal classes, services of a doula), alternative health practitioners, stress management programs, hair replacement, teeth whitening, smoking cessation products, cholesterol and hypertension screening, first aid and CPR training

Fitness Related: fitness club memberships and classes, fitness consultants, sports team costs, sports club fees (golf memberships, green fees, ski passes), personal training fees, fitness and sports equipment



Professional Development:

courses and seminars, conferences and classes, professional exam fees and travel costs, professional fees or registration

Technology: computers, other electronic devices (smart phones, tablets), software

When you do business with us, expect exceptional reporting systems and outstanding service. We strive to be the best.

GIVE US A CALL

AVP Financial is a Canadian financial services company specializing in the delivery and administration of alternative health benefit solutions. This includes Health & Welfare Trusts, Private Health Service Plans, Personal Spending Accounts, Administration Services Only and hybrid group benefit solutions. We respond the needs of companies with one to 2500 employees who are looking to manage their healthcare spending combined with flexible benefits.