



Function: Frequently Asked Questions

What is Function?

Function empowers people to own their health through affordable access to advanced lab testing. A Function membership evaluates 5x more biomarkers than the average physical, helping you gain a deeper understanding of what's going on in your body, monitor for early indicators of disease, and track your health as it evolves.

Who is eligible for Function?

You are eligible to participate if you are enrolled or will be enrolling in a medical plan with Invited and have a job title of a Regional and General Manager and above or Home Office Director and above. If you are unsure about your eligibility, please contact the HR Benefits Team at Benefits@InvitedClubs.com for assistance.

If I complete my screening with Function, do I also need to complete it through my primary care provider or Quest? Completing your preventive diagnostic screening with Function fulfills the required screening criteria, eliminating the need to complete it separately with your primary care provider or Quest. Function will notify Invited once your screening is complete, but your individual health results will remain confidential and will not be shared.

Which tests are included?

Your Function membership includes access to 100+ lab tests that measure your current health status, organ function, metabolism, and risk factors for various diseases. Advanced add-on tests may be available for an additional cost beyond your membership. [See the full list of tests here.](#)

How do I enroll?

You should have received an email from Function with directions and a link to activate your membership.

What information do I need to complete the enrollment?

To complete the enrollment, you will need your employee ID. If you don't know your employee ID, you can find it on your paystub. If you need assistance locating it, please contact Employee Support at EmployeeSupport@Invitedclubs.com.

Where and how do I get tested?

It's easy. After signing up for Function, you'll receive an email and text message to schedule a convenient time and location for your lab visit. You'll be tested at one of over 2,000 Quest Service Center locations nationwide. An average lab visit takes 15 to 30 minutes to complete.

How often should I be tested?

Your Function membership includes twice-a-year testing, including 100+ lab tests at the start of your membership, and 60+ lab tests approximately six months later. You can retest or add non-routine tests (e.g., multi-cancer early detection, Lyme disease, STDs, allergies) for an additional cost.

How is this different from what I get with my annual physical?

Your Function membership includes access to 5x more lab testing than the average physical, giving you a better sense for the status of major areas like heart, thyroid, hormones, cancer markers, nutrients, immunity, autoimmunity, and more. Your test results will include a detailed summary provided by a licensed clinician and an action plan for bringing your biomarkers into range.

Will I get medical advice?

Function does not diagnose nor treat disease, and we do not offer medical advice. Function isn't meant to replace your doctor—it's meant to make you a more informed patient so that you can walk into your next appointment with a clearer picture of your health and a sense of the right questions to ask.

Is my data private?

Function takes your privacy extremely seriously. We use a range of the latest technical security tools and administrative measures to safeguard your data against unauthorized access or disclosure. Note that Function cannot secure personal data that you release on your own or that you request us to release, so we recommend carefully considering with whom you choose to share this data. [Read our Privacy Statement.](#)

Is Function FSA/HSA eligible?

Funds from your FSA or HSA account may be used to pay for membership fees and add-on tests. Function will send you an itemized receipt via email within one business day of scheduling your lab testing. If you don't receive this receipt, email hello@functionhealth.com. You can log into your account via the TaxSaver Plan website at www.taxesaverplan.com to make a reimbursement claim.

How do I get reimbursed for state regulation fees?

If you live in the state of New York or New Jersey, you will receive an additional fee directly from the lab due to state regulations. To request a reimbursement, send an email with your attached receipt to your HR Benefits Team at Benefits@Invitedclubs.com. You can expect a reimbursement on the next available payroll.

What if I activate a Function benefit and then decide not to enroll in an Invited medical plan for 2026? Do I have to pay back the cost of the membership?

You will not be required to repay the cost of your membership; however, your membership will be deactivated. If you choose to enroll in an Invited medical plan at a later date—either due to a mid-year qualifying life event or during the next open enrollment period—your membership will be reactivated accordingly.

Have more questions?

Reach out to your HR Benefits Team for details about your Function coverage at Benefits@Invitedclubs.com.