

2025 Health Savings Account Employer Match FAQ



How much will NSM contribute to my Health Savings Account?

NSM will continue to match up to **\$550** annually in employer contributions to your Health Savings Account (HSA) for the 2025 benefits plan year. Due to system limitations, we can no longer manage the dollar-for-dollar matching contributions per paycheck. However, there will be employer contributions every payroll, and there will be a quarterly catch up for those participants who have contributed at least \$550 by the end of that quarter. Below are several examples of how the new match would pay out based on your contribution level.

Example One – Annual Election \$3,750

- Annual contribution goal: $\$3,750 \div 26 \text{ checks} = \144.23 per check employee contribution
- Employer annual match = $\$550 \div 26 = \21.15 NSM match per check
- Six pay periods in Q1: $\$144.23 \times 6 = \865.38 in employee contributions and $\$21.15 \times 6 = \126.90 in employer match. Because the employee contributions already exceed \$550, there will be a Q1 employer contribution catch up. An additional **\$423.10 in employer match** will be deposited.

Example Two – Annual Election \$390

- Annual contribution goal: $\$390 \div 26 \text{ checks} = \15 per check employee contribution
- Employer annual match: $\$390 \div 26 = \15 NSM match per check
- Six pay periods in Q1: $\$15 \times 6 = \90 in employee contributions and $\$15 \times 6 = \90 in employer match. No catch up required.

Example Three – Annual Election \$550

- Annual contribution goal: $\$550 \div 26 \text{ checks} = \21.15 per check employee contribution
- Employer annual match: $\$550 \div 26 = \21.15 NSM match per check
- Six pay periods in Q1: $\$21.15 \times 6 = \126.90 in employee contributions and $\$21.15 \times 6 = \126.90 in employer match. No catch up required.



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Example Four – Annual Election \$1,500

Annual Goals

- Annual contribution goal: $\$1,500 \div 26 \text{ checks} = \57.69 per check employee contribution
- Employer annual match: $\$550 \div 26 = \21.15 NSM match per check

Quarter 1 Calculations

Six pay periods in Q1: $\$57.69 \times 6 = \346.14 in employee contributions and $\$21.15 \times 6 = \126.90 in employer match. The employee has not yet reached \$550 in contributions, so no additional match this quarter.

Quarter 2 Calculations

Seven pay periods in Q2: $\$57.69 \times 7 = \403.83 in employee contributions and $\$21.15 \times 7 = \148.05 in employer match.

Year to Date Calculations

- YTD as of end of Q2 employee contributions: $\$346.14 \text{ (Q1)} + \$403.83 \text{ (Q2)} = \$749.97$
- YTD NSM match as of end of Q2: $\$126.90 \text{ (Q1)} + \$148.05 \text{ (Q2)} = \$274.95$

Because the employee contributions exceeded the \$550 mark by end of Q2, there will be a Q2 employer contribution catch up. An additional **\$275.05 in employer match** will be deposited.

Questions?

Questions on NSM Employer Match:

Email benefits@nsm-seating.com

Questions on your HSABank Account:

HSABank Website: <https://bcbst.hsabank.com>

HSABank Phone: 844-650-8940

HSABank Email: askus@hsabank.com

