

Benefits at a Glance

Check Out
MIKBenefits.com for More Info!

U.S. Part-Time Hourly Team Members

Being a Part-Time Team Member has its Perks!

Available Upon Joining Our Team

- * **24/7 Virtual Access to Health Care – CirrusMD** – Team Members who are at least 18 years of age or older have access to our 100% company-paid virtual care platform, CirrusMD. Through the CirrusMD app, you and your immediate family members can reach out to a licensed provider with medical questions any time with no appointments or wait times. From illnesses, non-emergency injuries, to physical and behavioral health questions, there is no cost to you*! (*Excluding potential out-of-pocket prescriptions costs and some additional services).
- * **Part-Time Benefits Program** – Michaels partners with Mercer Indigo to offer a choice of voluntary insurance plans, including healthcare coverage, supplemental health plans, life insurance, auto insurance and home insurance, etc. all in one convenient spot for Team Members and their eligible family members. Team Members pay for the voluntary plans directly to the insurers.
- * **Employee Assistance Program (EAP)** – Available at no cost and available 24/7, EAP is a free, confidential resource available for you and your family — even if you're not enrolled in any Michaels benefit plans, simply go to www.resourcesforliving.com to get started.
- * **Supportiv** – A Peer-to-peer online chat that lets you talk through any mental health, emotional or social struggles in small, anonymous group chats that are guided and safeguarded in real time by professional facilitators. Visit Supportiv.com/Michaels to get started.
- * **Paid and/or Unpaid Time Off** – Michaels complies with all federal, state, and local paid and unpaid time off laws, as applicable.
- * **Child Care Discounts** – Team Members can receive a 10% discount at KinderCare and Champions.
- * **Michaels Store Team Member Discount** – 30% discount on entire purchase including sales items. Additional framing discounts include receiving your 30% Team Member discount on top of any customer-facing offer available at the time of purchase. Additional framing services discounts also available.
- * **Fitness Discounts** – Discounts at local Active & Fit, Global Fit and Camp Gladiator upon hire.
- * **Skechers Discount** – Eligible for a 30% on slip resistant work shoes and corporate casuals. You can use the discount online or in Skechers retail stores.
- * **Hotel & Transportation Discounts** – Team Members are eligible for Michaels negotiated rates at multiple hotel and transportation discounts such as Hilton, Avis, Budget, Enterprise, Alamo and National car rentals, and a Van Line discount.
- * **Technology and Cell Phone Discounts** – Team Members are eligible for Michaels negotiated rates at Dell, and AT&T.

Additional Benefits Available

- * **Michaels CARES** – Available after 30 days of service, Michaels CARES is a self-funded peer-to-peer charity serving Team Members in their times of greatest need.
 - * **401(k) Retirement Plan** – Team Members are eligible to participate if they are at least 21 years of age or older and have completed 500 hours of service. Michaels contributes \$1 for every \$1 you save in the plan (up to 3% of your pay) and then \$0.50 for every additional \$1 of the next 2% of your pay. Team Members can contribute up to the annual IRS limits.
 - * **Tuition Assistance** – After 500 hours of continuous service, Team Members may be eligible for \$2,000 per year in Tuition Assistance.
 - * **Adoption Assistance** – After 1 year of continuous service, Team Members may be eligible for \$5,000 in Adoption Assistance.
- This document is only a summary. Every effort has been made to ensure accuracy, but The Michaels Companies, Inc. reserves the right to correct any errors. Payment of benefits is subject to the eligibility provisions, individual benefit elections and other terms of the plans as they apply to you. For clarification or details concerning any of the benefits, refer to the appropriate Plan document. In the event of a conflict between this document and the Plan document, the Plan document will govern.

Perks & Discounts

- * **Pet Insurance Discount** – Eligible to receive a discount on pet insurance through [Wishbone Pet Insurance](http://WishbonePetInsurance.com).
- * **Corporate America Family Credit Union (CAFCU) and Advancial** – Direct deposit, loans, online account access, free financial counseling, checking, and ATM usage.
- * **Tuition Discounts** – Available at Colorado Technical University, the University of Phoenix, WGU, and the University of Dallas Satish & Yasmin Gupta College of Business.
- * **Michaels PerkSpot** – Thousands of discounts in over 25 different categories — everything from groceries, movie tickets, and clothes to electronics and more!

Questions about your benefits?

For more information about your benefits, call Team Member Services at 855-432-MIKE (6453) or visit MIKBenefits.com.



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