

Benefits Open Enrollment is May 12–23, 2025

U.S.
Benefits-Eligible
Team Members

Visit **MIKBenefits.com**

You'll find all the details about the benefits available to Team Members and how to enroll – in both English and Spanish.



Michael's Everything
to create
anything™

Choose Your 2025–2026 Benefits

Open Enrollment is May 12–23, 2025

The right benefits for you and your family can look different from year to year. Open Enrollment for eligible Team Members is your once-a-year opportunity (unless you experience a qualifying life event) to select or update benefit coverages for you and your eligible family members that will start July 1, 2025.

Medical, Dental, Vision, and More

As a Michaels Team Member, you have access to a range of benefits to meet your needs. There's a lot to understand, so to help you make the best decisions for you and your family, detailed benefits information is available on **MIKBenefits.com** (or scan this QR code).



Annual Wellness Exam

If you, or you and your spouse/domestic partner are enrolled in a Michaels medical plan on or before March 1, 2025, you each need to complete an annual physical between July 1, 2024, and June 30, 2025, to avoid paying \$30 surcharge per paycheck, per person, on your medical premiums beginning in August 2025.

Tobacco Cessation Program

If you and/or your spouse/domestic partner are a tobacco user (including e-cigarettes/non-nicotine vaporizers) while enrolled in a Michaels BCBSTX or Kaiser medical plan, you pay a \$30 fee per person, per paycheck, added to your medical premiums. You can qualify to have the fee removed by completing a tobacco cessation program available to you free of charge.

Visit [MIKBenefits.com](https://mikbenefits.com) to learn how you can remove the surcharges!

Get Help Choosing a Medical Plan

The **eEvaluate** tool available on **MIKBenefits.com** helps you choose the medical plan that makes the most sense for you and your family.

The more you know about your plan choices and features, the easier it is to select and use your benefits wisely.



Vea esta información en español.



What You Need to Do

Enroll by 11:59 p.m. CT on Friday, May 23, 2025

You don't have to do anything to keep your current coverage. However, you **must** complete enrollment to:

- * Change your current benefit elections
- * Add or remove covered dependents

If you take no action, your current benefit elections will continue automatically at the new 2025–2026 rates.

Adding a New Dependent? Eligibility Verification Will Be Required

If you add an eligible dependent(s) to your benefit coverage(s), you'll receive instructions from Consova, Michaels third-party partner, on how to verify your dependents' eligibility. Additional information is available on **MIKBenefits.com**.

Benefits for Peace of Mind

Michaels offers additional benefit options to help protect your income if you or your spouse/domestic partner are injured, disabled, or pass away. During Open Enrollment, you'll have the option to enroll or update your coverage. Evidence of Insurability or proof of good health may be required for some benefits based on the amount of any coverage changes. Enrollment in a medical plan is not required.

Your FSA and HSA Elections

Michaels offers several types of pretax Flexible Spending Accounts (FSA) and a Health Savings Account (HSA) as a convenient way to help you lower out-of-pocket costs on eligible expenses. You'll make your 2026 calendar year elections for these accounts in October 2025.

Enroll Through Workday

Enrolling is easy.

1. Log in to Workday.
2. Choose **View all Apps** and click on the Benefits app.
3. Make your elections for each plan.
4. Click **Save** to make sure your choices are recorded.

When you are done, click Review and Sign or Save for Later. **You MUST submit any changes to finalize your choices.**

Know Where to Go for Answers



Visit **MIKBenefits.com**.

Call **Team Member Services** at 855-432-MIKE (6453), Option 2, or open a request through **Knowledge Zone**.



Choose Your Benefits May 12–23, 2025!



The Michaels Companies
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