



# Full-time Benefits



Made by You! Designed by You!



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Michaels Benefits Available	When You Can Participate
<ul style="list-style-type: none"> <li>* Michaels 401(k) Plan</li> <li>* Employee Assistance Program</li> <li>* Benefit Extras &amp; Discounts</li> <li>* Michaels CARES</li> </ul>	<p><b>Day 1 at Michaels</b></p>
<ul style="list-style-type: none"> <li>* Medical with Prescription Drug</li> <li>* Dental</li> <li>* Vision</li> <li>* Flexible Spending Accounts</li> <li>* Basic Life and Accidental Death &amp; Dismemberment (AD&amp;D) Insurance<sup>1</sup></li> <li>* Optional Life and AD&amp;D Insurance<sup>2</sup></li> <li>* Short-Term Disability</li> <li>* Long-Term Disability</li> <li>* Accident Insurance</li> <li>* Critical Illness Insurance</li> <li>* Teledoc<sup>3</sup></li> <li>* 2nd.MD<sup>3</sup></li> <li>* SurgeryPlus<sup>4</sup></li> <li>* Hinge Health<sup>4</sup></li> <li>* Diabetes Management<sup>4</sup></li> <li>* Kidney Support<sup>4</sup></li> <li>* Commuter Benefits</li> <li>* Paid Time Off</li> </ul>	<ul style="list-style-type: none"> <li>* <b>As a new hire:</b> The first of the month after 30 days of employment if you enroll during your first 30 days</li> <li>* <b>Change from part-time to full-time:</b> The first of the following month</li> <li>* <b>Experience a qualifying life event:</b> The date of a qualifying life event if changes requested within 60 days of the event</li> </ul> <div data-bbox="847 1096 1511 1583" style="background-color: #c00000; color: white; padding: 10px; margin-top: 10px;"> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">  <p>To enroll, go to <a href="https://wd5.myworkday.com/michaels" style="color: white;">wd5.myworkday.com/ michaels</a></p> </div> <div style="text-align: center;">  <p>For info on your options, go to <a href="https://MIKBenefits.com" style="color: white;">MIKBenefits.com</a></p> </div> </div> <hr style="border: 0; border-top: 1px dashed white; margin: 10px 0;"/> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Need help deciding which plan to enroll in?</p> <p>Use <b>eValueate</b> on <a href="https://MIKBenefits.com" style="color: white;">MIKBenefits.com</a></p> </div> <div style="text-align: center;"> <p>Need help enrolling?</p> <p>Contact Team Member Services at <b>1-855-432-MIKE (1-855-432-6453), Option 2.</b></p> </div> </div> </div>
<ul style="list-style-type: none"> <li>* Tuition Assistance</li> </ul>	<p>After completing <b>500 hours</b> of service</p>
<ul style="list-style-type: none"> <li>* Adoption Assistance</li> <li>* Leave of Absence</li> </ul>	<p>After <b>1 year</b> of continuous service</p>

<sup>1</sup> Free Basic Dependent Life Insurance if dependents are enrolled in a Michaels medical or dental plan

<sup>2</sup> You must enroll yourself in optional coverage to elect optional dependent coverage

<sup>3</sup> If enrolled in a Michaels medical plan

<sup>4</sup> If enrolled in an Aetna medical plan