

## available first day of employment

### Part-Time Benefits Program

Michaels offers a choice of a wide variety of voluntary plans, including healthcare coverage, supplemental health plans, life insurance, auto insurance and home insurance. Healthcare coverage is available for Team Member, spouse/domestic partner and eligible dependent children. Voluntary plans are paid for entirely by Team Members, and Team Members make payments directly to insurers.

### Corporate America Family Credit Union (CAFCU) & Advancial

Direct deposit, loans, online account access, free financial counseling, checking, ATM usage and more.

### Employee Assistance Program (EAP) — Aetna Resources for Living

At no cost and available 24/7, the EAP can help manage stress, money problems, family worries and more.

### Michaels PerkSpot

Thousands of discounts in over 25 different categories — everything from groceries, movie tickets, and clothes to electronics and more.

### Fitness Discounts

You can receive discounts at local 24 Hour Fitness, Active & Fit, Global Fit and Camp Gladiator upon hire.

### Michaels CARES

A self-funded peer-to-peer charity serving Team Members in their times of greatest need.

### Child Care Discounts

Team Members can receive a 10% discount at KinderCare and Champions.

### Tuition Discounts

Team Members are eligible for a 15% tuition discount at Colorado Technical University and the University of Phoenix, or a 5% discount for up to four terms at WGU. Team Members may also receive a special tuition rate of \$1,000 per credit hour (about 20% off) at The University of Dallas.

### Pet Insurance Discount

Team Members can receive a 10% discount on pet insurance.

### Team Member Discount

30% discount on regular and sale-priced merchandise and 65% off custom framing for Team Member and immediate household.

### Skechers Discount

Team Members are eligible for a 30% on slip resistant work shoes and corporate casuals. You can use the discount online or in Skechers retail stores.

### Hotel Discounts

Team Members are eligible for Michaels negotiated rate at Hilton Family Hotels, La Quinta, Best Western and Red Roof Inns.

### Transportation Discounts

Team Members are eligible for Michaels negotiated rates at 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.

## available after completing 500 hours and beyond

### 401(k) - Vanguard

Team Members are eligible to participate if they are at least 21 years of age or older and have completed 500 hours. 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. Individual Team Members can contribute up to the 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.

## have questions about your benefits?

Call **Team Member Services** at 1-855-432-MIKE (6453), option 2, or email [hrteam@michaels.com](mailto:hrteam@michaels.com).

For more information about your benefits, visit **MIKBenefits.com**.

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 control.