



Benefits news

Made by You! Designed by You! Fall 2022

Enjoy a Safe and Healthy Fall Season

As we move into autumn, it's a good time to get the preventive care you need.

Both COVID and the flu will likely be spreading this fall. Because symptoms are similar, it may be hard to know if you have COVID, the flu or a cold.

Unfortunately, you can get both the flu and COVID more than once. The good news: It's safe to get both vaccines at the same time.

Annual Flu Shot. Most people need only one flu shot for the season, and October is generally a good time to get it. Even when the vaccine doesn't completely prevent the flu, it may lessen the severity and reduce the risk of serious illness.

COVID-19 Vaccines. Maybe you thought COVID was like chickenpox — if you've had it once, you're immune forever, but that's not the case. Keep up to date on your COVID vaccines and boosters. They have proven to be effective at protecting people from getting seriously ill and being hospitalized.

It takes up to two weeks for each vaccine to build immunity, so getting both the flu and COVID shots gives you the best protection.

Ask your doctor if you have questions about how vaccines can help protect you.

Preventive Mammograms. October is Breast Cancer Awareness Month, and Michaels strongly encourages Team Members and covered spouses/domestic partners to learn more about breast cancer screening and mammograms. Visit the Susan G. Komen website for [information](#).

Other Checkups and Screenings. Being well today can help prevent future health problems and save you money. Regular checkups and recommended screenings — physicals, dental cleanings and vision exams — are the easiest way to be and stay well.

Remember, all Michaels plans cover 100% of the cost for in-network preventive care, so it costs you nothing and offers a lot.

Aetna Health Concierge

If you are a full-time Team Member enrolled in an Aetna health plan, you have your own personal health care assistant. The Aetna Health Concierge is a completely free service. *(Alight will no longer be offered as the Aetna Health Concierge provides all the same services and more.)*

If you have questions or need help, review this [information sheet](#) or call the number on your Aetna ID card Monday through Friday, 8 a.m. to 6 p.m. ET, or log in to our member website at aetna.com.

More benefits new on next page

VISIT US ONLINE AT MIKBenefits.com



Trick-or-Treat: Halloween Safety Tips

If your kids are trick-or-treating, these tips can help make it a happy holiday for everyone.

- * **Help your child choose or make a costume that is comfortable and doesn't restrict movements or vision.** Make sure shoes fit well, and that costumes are short enough to prevent tripping or contact with fire.
- * **Wear bright and reflective costumes.** Keep your kids visible with glow-in-the-dark necklaces, glow sticks or flashlights. Consider adding reflective tape to costumes and candy bags.
- * **Review safety rules before setting out.** Go over rules for crossing the street, to only go to homes of known neighbors and friends with the porch light on, not to go inside a stranger's house or talk to a stranger in a car.
- * **Avoid trick-or-treating alone.** Walk in groups or with a trusted adult. Stay in areas you know.
- * **Remind your child not to eat any of the goodies until you sort and check them at home.** Throw away any that look spoiled, open, unfamiliar, or suspicious.
- * **Keep your own home safe.** Remove tripping hazards. Make sure outside lights are on and sweep any wet leaves from sidewalks and steps.
- * **Keep your pets inside with candy and decorations out of reach.** Many pets go crazy when someone comes to the front door, so it may be best to keep them in another room.

Have fun and
keep safe.



Be financially well!

Vanguard's Virtual Education Series

Check out these free Vanguard webinars for Michaels 401(k) Plan participants. Some sessions are available in Spanish.

- * **Timeline to Retirement** – Intended for employees 3 to 15 years from retirement to review key benefits and decision points from ages 55 to 72. You'll learn about Social Security and Medicare, and rules regarding 401(k) plans that can help avoid significant tax penalties on withdrawals.

Dates	Times
November 4	9 a.m., 12 noon, and 3 p.m., Eastern time
November 7	2 p.m., 5 p.m., and 8 p.m., Eastern time

- * **Forever Saturday** – Every day is Saturday in retirement. Find out how you can turn your savings into a stream of income that will last throughout your retirement years.

Dates	Times
December 2	9 a.m., 12 noon, and 3 p.m., Eastern time
December 5	2 p.m., 5 p.m., and 8 p.m., Eastern time

Don't see a time that works for you? Just register and Vanguard will email you a recording of the session. Recordings are available for 30 days. The webinars are free, but you do have to [sign up](#).

If you prefer on-demand learning, you can [watch lessons](#) that cover everything from investing basics to how to get the most out of your plan.



Download the Vanguard app.

Access your account wherever you are. You can review plan rules, investment options, and more.

Want to Further Your Education?

Just a reminder that the length of employment required for those eligible for tuition assistance from Michaels has been reduced from two years to 500 hours of service. For more information, see the [updated policy](#) or visit Benefit Extras & Discounts on [MIKBenefits.com](#).

We've Got You Covered!

The benefits information you need is always just a click away on [MIKBenefits.com](#). If you still have questions, call Team Member Services at 1-855-432-MIKE (6453).