



Benefits news

Made by You! Designed by You!

Winter 2022/2023

Important Numbers to Know for 2023

Expanded tax-saving possibilities available with your Michaels benefits

Higher 401(k) Contribution Caps

The annual 401(k) contribution limit is \$22,500 for 2023, up \$2,000 over 2022. The catch-up contribution amount is also increasing — from \$6,500 to \$7,500. That means if you're at least age 50, you can contribute up to a total of \$30,000 next year.

If your budget allows, contribute at least 5% of your pay to earn the full 4% matching contribution from Michaels. It's FREE money!

Vanguard recommends that people invest 12% to 15% of their annual income towards retirement. If you're not there yet, try ramping up the percentage you save over time. For example, if you're currently investing 5% to earn the entire Michaels match, you might increase that amount to 6% next year and 7% the following year.

Regardless of how much you can save right now for retirement, it's important to contribute early and on a consistent basis. The sooner you start, the more time compound interest has to work its magic and help your account grow.

Check Your Address and Cell Number in Workday

To be sure you receive your W-2, please review your mailing address in Workday and correct it, if needed, **by January 10, 2023**.

While you're there, please check that your cell phone number is accurate, too, so you don't miss out on texts about important benefits updates.

Health Savings Account (HSA) Limits Increasing

HSAs let you pay for qualified medical expenses with tax-free dollars. To contribute, you must be enrolled in the Aetna Choice HSA Plan.

2023 HSA limits are increasing \$200 for individual coverage and \$450 for family coverage.

Type of Coverage	\$\$\$ from Michaels	2023 HSA Limit*
Individual	\$500	\$3,350
Family	\$1,000	\$6,750

*In addition to the Michaels contribution

If you will be at least age 55 by the end of the calendar year, you can contribute an additional \$1,000 to your HSA.



Remember, HSA funds are always 100% yours, even after you retire. Once you turn 65, you can withdraw money for any reason without paying a penalty, but you'll have to pay income taxes on distributions that are not for eligible health care expenses.

More benefits news on next page

VISIT US ONLINE AT [MIKBenefits.com](https://mikbenefits.com)

Michaels
Made by you®

Save on Next Year's Full-Time Medical Premiums



There are two ways you can save money on your premiums for medical coverage.

Complete the Wellness Requirement

✓ Be sure to get your annual physical by June 30, 2023. If you and your spouse/domestic partner are enrolled in a Michaels full-time medical plan, you both must complete an annual physical between July 1, 2022 and June 30, 2023 to avoid paying an extra \$25 per person per paycheck for your portion of your 2023-2024 medical premiums. That's \$650 per person per year!

Be Tobacco-Free

✓ If you or your spouse/domestic partner uses tobacco products (including e-cigarettes and non-nicotine vaporizers), you can save an additional \$25 per person per paycheck *if you quit by January 1, 2023*. (You must be tobacco-free for six months before your 2023-2024 coverage begins on July 1, 2023 to qualify.) Michaels medical plans have tools to help you quit!

We've Got You Covered!

The benefits information you need is always just a click away on [MIKBenefits.com](https://mikbenefits.com) or use this QR code.



If you still have questions, call Team Member Services at **1-855-432-MIKE** (6453).

Invest in Your Future!

Vanguard's Virtual Education Series

Check out these free Vanguard webinars for Michaels 401(k) Plan participants. One session in February is in Spanish.

* **Financial freedom** – Get strategies for paying down credit card debt, setting up an emergency fund, and saving for a comfortable retirement.

Dates	Times
January 6	9 a.m., 12 noon, and 3 p.m., Eastern time
January 9	2 p.m., 5 p.m., and 8 p.m., Eastern time

* **Target-date investments** – Learn how these funds are designed to manage risk while helping to grow your retirement savings based on when you plan to retire.

Dates	Times
February 3	9 a.m., 12 noon, and 3 p.m., Eastern time
February 6	2 p.m., 5 p.m., and 8 p.m., Eastern time, plus a 3 p.m. session conducted in Spanish

* **Protect your future** – Explore the options for your 401(k) savings if you leave Michaels, including distributions, rollovers, or simply keeping your retirement savings in your account.

Dates	Times
March 3	9 a.m., 12 noon, and 3 p.m., Eastern time
March 6	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 60 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 Michaels 401(k) Plan.

Download the Vanguard app.

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

