

Full-Time

Benefits Open Enrollment is May 6-17, 2024

Visit [MIKBenefits.com](https://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™

What's New for 2024-2025?

The right benefits for you and your family can look different from year to year — and we continually look at how we craft our options so you have access to the programs, services and support you need. While many of your benefits will remain the same for the plan year that begins July 1, 2024, we have made several updates.

- * **Health care costs continue to rise.** We're committed to providing you with high-quality services with a range of medical plans to fit your needs. This year, you'll see changes to deductibles, out-of-pocket maximums, coinsurance, and copays for the BlueCross BlueShield of Texas (BCBSTX) Enhanced PPO and Choice HSA plan. You'll also see varying increases to premiums on all medical plans. We continue to share the cost of health care for you and your family, with Michaels absorbing approximately 75-80% of the cost of coverage.
- * **Wellness and tobacco surcharges will increase from \$25 per paycheck to \$30 per paycheck.** Make sure you and your covered spouse/domestic partner complete a preventive wellness exam between July 1, 2023, and June 30, 2024. You'll avoid a \$30 per paycheck surcharge per person on your medical premiums. If you're enrolled in a Michaels BCBSTX plan, you also have the option to use VirtualCheckup through Catapult Health.
- * **New split-fill program for select specialty drugs.** If you receive a new prescription for a certain specialty drug, you may try a smaller quantity of the drug before the full month's supply is filled.
- * **New voluntary hospital indemnity plan will be available.** You'll have the option to enroll in a plan that pays a direct cash benefit in the event of a hospital stay.

Still need to complete your wellness exam?

If you're covered by a Michaels BCBSTX plan, consider getting a VirtualCheckup through Catapult Health by June 30. Visit virtualcheckup.com/Michaels to learn more.



Get Help Choosing a Medical Plan

Use the eEvaluate tool available on [MIKBenefits.com](https://mikbenefits.com) to choose the medical plan that makes the most sense for you and your family. The more you know about the available choices, plans, and features, the easier it is to select and use your benefits wisely.



What You Need to Do

Enroll by 11:59 p.m. CT on Friday, May 17, 2024

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 at the new 2024–2025 rates. You'll have the opportunity to make Flexible Spending Account (FSA) and/or Health Savings Account (HSA) elections in October 2024 for the 2025 calendar year. Except for FSAs and the HSA, our benefit plans will still have a July 1 to June 30 plan year.

Complete Your Wellness Requirements

If you, or you and your spouse/domestic partner are enrolled in a Michaels medical plan, you each need to complete an annual physical between July 1, 2023, and June 30, 2024, to avoid paying a \$30 per paycheck surcharge per person on your medical premiums beginning with the July 26, 2024 paycheck. If you're enrolled in a BCBSTX medical plan you have the option to complete your exam using VirtualCheckup through Catapult Health. Visit virtualcheckup.com/Michaels for more information.

Avoid the Tobacco Surcharge

If you and/or your spouse/domestic partner use any tobacco product, including e-cigarettes and non-nicotine vaporizers, a \$30 per paycheck surcharge per person will be added to your medical premiums beginning July 1, 2024. You are considered tobacco-free if you haven't used any tobacco products for at least six months prior to enrollment. You can only change your tobacco status once a year during Open Enrollment. Tobacco cessation programs are available to you free of charge through any Michaels medical plan.

How to Enroll

Enrolling is easy. Just log on to **Workday**, (if you are using a mobile device, you can access Workday through the mobile app).

Once you are logged in, choose **View all Apps**, click on the **Benefits** app and your entire range of choices and plans will be available.

Select the options you want for each plan, click **Save** to make sure your choices are recorded.

When you are done, click **Review and Sign**.

You **MUST** submit any changes you have made to finalize your choices.

Know Where to Go for Answers

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

A close-up photograph of a vibrant red ribbon, twisted and looped, filling the top portion of the image. The lighting creates highlights and shadows on the glossy surface of the ribbon.

Choose your benefits May 6-17, 2024!

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The Michaels Companies
3939 W. John Carpenter Freeway
Irving, Texas 75063