

# Benefits Update



## It's Time to Choose Your Benefits

**Make your elections for the 2025–2026 plan year by May 23, 2025!**

Benefits Open Enrollment for eligible U.S. Team Members is here. You can get all the details by visiting [MIKBenefits.com](https://mikbenefits.com).

### 2025–2026 Benefits for Eligible U.S. Team Members

Go to [Workday](https://workday.com) or visit [MIKBenefits.com](https://mikbenefits.com) and choose **Enroll Now** to make your elections. You must take action if you want to:

- Change your current benefit elections
- Add or remove covered dependents

[Vea esta información en español.](#)

Here are some important reminders for the 2025–2026 plan year that begins July 1, 2025:

- **Medical, dental, vision, and more:** You have access to a range of benefits to meet your needs. There's a lot to understand, so to help you make the best decisions for yourself and your family, detailed benefits information is available on [MIKBenefits.com](https://mikbenefits.com).
- **Enrollment ends at 11:59 p.m. CT on Friday, May 23, 2025:** To make any changes to current elections or add/drop covered dependents, you must actively enroll in [Workday](https://workday.com). No action is required on your part if you do not want to make any changes. Your

### Attend a Webinar

Get your questions answered during a virtual presentation.

- **Wednesday, May 14** from 11 a.m. to noon CT  
[Join via Teams](#)
- **Thursday, May 15** from 1 to 2 p.m. CT  
[Join via Teams](#)
- **Monday, May 19** from noon to 1 p.m. CT  
[Join via Teams](#)

current elections will automatically continue at the new 2025–2026 rates.

- **Annual wellness exam to avoid a medical surcharge:** If you and your spouse/domestic partner are enrolled in a Michaels medical plan beginning on or before March 1, 2025, and haven't completed an annual wellness exam, you have until June 30, 2025, to do so to save the \$30 surcharge per person, per paycheck beginning in the new plan year. You can check out simple ways to complete the exam at \$0 cost at [MIKBenefits.com](https://mikbenefits.com).
- **Tobacco Cessation Program:** If you and/or your covered spouse/domestic partner use any tobacco product (including e-cigarettes/non-nicotine vaporizers), you can qualify to have the \$30 fee per person, per paycheck removed by completing a tobacco cessation program.
- **Dependent eligibility verification:** If you add one or more eligible dependents to your benefit coverage, you will receive instructions from Consova, Michaels third-party partner, on how to verify your dependents' eligibility. Additional information is available on [MIKBenefits.com](https://mikbenefits.com).
- **Benefits for peace of mind:** Michaels offers additional benefit options to help protect your income if you or your spouse/domestic partner are injured, disabled, or pass away. During Open Enrollment, you'll have the option to enroll or update your coverage. Evidence of insurability or proof of good health may be required for some benefits based on the amount of any coverage changes. Enrollment in a medical plan is not required.
- **FSA and HSA elections:** If you are currently contributing to a Health Care, Limited Purpose, or Dependent Care Flexible

## In-Person Presentations

Depending on your work location, you will have several opportunities to attend in-person presentations with the Benefits Team.

- **Royal Ridge Auditorium:**  
**Monday, May 12** from 1 to 2 p.m. CT
- **Royal Ridge Auditorium:**  
**Tuesday, May 20** from 10 to 11 a.m. CT



The [eEvaluate](https://mikbenefits.com) tool available on [MIKBenefits.com](https://mikbenefits.com) helps you choose the medical plan that makes the most sense for you and your family.

The more you know about your plan choices and features, the easier it is to select and use your benefits wisely.

Spending Accounts (FSAs), the next opportunity to update those elections will be in October for a January 2026 effective date. If you contribute to a Health Savings Account (HSA), you can update your contributions at any time.

- **Pet insurance:** You have the option to enroll at any time in pet insurance, with payment conveniently accepted via credit card.

Enrollment can be completed by logging into [Workday](#) or by visiting [MIKBenefits.com](https://mikbenefits.com) and choosing **Enroll Now** through May 23, 2025.

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