



Choose the Coverage That's Right for You.

U.S. Benefits Open Enrollment
May 11 – May 22, 2026

Michael's Everything
to create
anything™

Benefits Crafted with You in Mind

Your Michaels benefits are crafted with you in mind, giving you meaningful choice and coverage you can count on. For the 2026-2027 benefit plan year, we're introducing new features, expanding certain no-cost services, and adding tools that make it easier to find high-quality care and manage your health care costs.

What's New?

Available Now

* No-Cost Virtual Care

Skip the waiting room – virtual care is now available at no additional cost on all Michaels medical plans.

* Quality Medical Imaging

Save on MRIs, CT scans, mammograms, ultrasounds, and more through our new partnership with **OnelMaging**.

Starting July 1

* The 360 Protect Plan

A new medical plan, administered by Imagine360. With this plan, there are no “out-of-network” worries – you can go to any provider in the U.S. for covered services.

* More Ways to Save with Tiered Networks

Our Basic and Enhanced PPO plans now feature the Blue Cross Blue Shield of Texas (BCBSTX) CareWay Tiered Network. Choosing “Tier 1” providers means you'll get high-quality care with lower deductibles and copays.

* No-Cost Cancer Screenings

Make it easier to take a proactive approach to your health with at-home cancer screenings through **Color**, provided at no additional cost to you.



Enroll Through Workday

Enrolling is easy.

1. Log in to Workday.
2. Choose View all Apps and click on the Benefits app.
3. Make your elections for each plan.
4. Click Save to make sure your choices are recorded.

When you are done, click Review and Sign or Save for Later.

You **MUST** submit any changes to finalize your choices before May 22.

Know Where to go for Answers

- * Scan the QR Code to visit **MIKBenefits.com**.



- * Call Team

Member Services at 855-432-MIKE (6453), Option 2, or open a request through **Knowledge Zone**.

Changes you make during Open Enrollment will be effective July 1, 2026. If you are happy with your current elections, **NO ACTION** is required – your current choices will continue automatically at the 2026-2027 premiums!

Open Enrollment is May 11 – 22, 2026

Open Enrollment is your once-a-year opportunity (excluding Qualifying Life Events) to choose or update benefit coverages for you and your eligible family members. Coverage you elect will begin July 1, 2026.

Medical, Dental, Vision, and More

Michaels offers a variety of benefits designed to support you. With several options to explore, we've made it easier to find the details on [MIKBenefits.com](https://mikbenefits.com), including information about our new **360 Protect Plan** and the **BCBSTX CareWay** Tiered Networks.

Save on Your Medical Premiums

You have two ways to lower your medical premiums:

- * **Annual Wellness Exam:** Complete your annual exam by June 30, 2026, to avoid a \$30 per-person, per-paycheck surcharge in the next plan year. This applies to both you and your covered spouse/domestic partner enrolled in medical coverage as of March 1, 2026. Visit your doctor or use a **no-cost Catapult VirtualCheckup® Home Kit**; details are available on [MIKBenefits.com](https://mikbenefits.com).
- * **Tobacco-Free Savings:** Eliminate the \$30 per-person, per-paycheck tobacco premium by completing our **no-cost tobacco cessation program**. This applies to cigarette, e-cigarette, and vaporizer use for both you and your covered spouse/domestic partner enrolled in a medical plan.

Mark Your Calendar for FSA and HSA Elections

Use pre-tax dollars to pay for eligible health care expenses. The 2027 FSA and HSA elections window will open in October 2026.

Optional Benefit Coverages

Voluntary Life and AD&D, Accident, and Disability insurance are available to you even if you aren't enrolled in medical coverage. Some plans may require a brief health questionnaire through Reliance Standard.

Get Help Choosing a Medical Plan

The **eEvaluate** 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.



Vea esta información en español.



Enroll in a Michaels medical plan and receive care at no cost!

- ✓ Preventative Care & Preventative Prescriptions
- ✓ VirtualCheckup® Home Kits
- ✓ Virtual Telehealth Care
- ✓ At-Home Cancer Screening
- ✓ Tobacco Cessation Program



Enroll by Friday, May 22, 2026

Michaels
Everything to create anything[®]

The Michaels Companies
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