Benefits at a Glance

Check Out
MIKBenefits.com for More Info!

U.S. Hourly Full-Time Team Members

Available Upon Joining Our Team

* 401(k) Retirement Plan – Eligible to start saving upon hire, and after 3 months of employment, Michaels contributes $1 for every $1 you save (up to 3% of pay) and then $0.50 for every $1 of the next 2% you save!
* Employee Assistance Program (EAP) – Available at no cost and available 24/7, EAP is a free, confidential resource available for you and your family — even if you're not enrolled in any Michaels benefit plans, simply go to www.resourcesforliving.com to get started.
* Supportiv – A Peer-to-peer online chat that lets you talk through any mental health, emotional or social struggles in small, anonymous group chats that are guided and safeguarded in real time by professional facilitators. Visit Supportiv.com/Michaels to get started.
* Michaels Store Team Member Discount – 30% discount on entire purchase including sales items. Additional framing discounts include receiving your 30% Team Member discount on top of any customer-facing offer available at the time of purchase.
* Michaels PerkSpot – Thousands of discounts in over 25 different categories — everything from groceries, movie tickets, and clothes to electronics and more!
* Tuition Discounts – Available at Colorado Technical University, the University of Phoenix, WGU, and the University of Dallas Satish & Yasmin Gupta College of Business.
* **Corporate Discounts** – Save on car rental, childcare, computers and electronics, fitness, hotels, moving van line, phone, and so much more!
* **Credit Union Membership** – You can join Corporate America Family Credit Union or Advancial Credit Union for direct deposit, loans, online account access, free financial counseling, checking, and ATM usage.
* Pet Insurance Discount – Eligible to receive a discount on pet insurance through Wishbone Pet Insurance.

Paid Time Off

We believe your time away is just as important as your time at work, which is why we provide a comprehensive range of paid time off to help you recharge and relax, including, Vacation, Personal Time, Holidays, & Sick Time.

Michaels complies with all federal, state, and local mandated paid and unpaid time off laws.

Available 1st Day of the Month Following 30 Days

* **Medical:** BCBSTX; Imagine360, Kaiser (CA only), Prescription Drug, Dental (Cigna), Vision (EyeMed) – Coverage available for Team Members, spouse/domestic partner and eligible dependent children. **You must enroll within 30 days of your eligibility date.**
* **Telehealth** –24/7 telehealth support for $0 per visit.
* **Flexible Spending Accounts (HealthEquity)** – Save on taxes by setting aside pre-tax dollars to pay for eligible health, dental, vision, and dependent day care expenses.
* **Health Savings Accounts (HealthEquity)** – When enrolled in the Choice HSA medical plan, you will receive Michaels contributions to an HSA account where you can also contribute pre-tax dollars allowing you to sett aside money to pay for eligible health, dental, and vision expenses.
* **Basic Life Insurance and Basic AD&D** (Reliance Standard) – Michaels provides coverage at no cost to you!
* **Short-Term Disability** (Reliance Standard) – You may purchase coverage to provide a portion of income for up to 12 weeks if unable to work due to a non-work-related illness or accidental injury. STD is a company-paid benefit for Support Center Team Members. STD is not available in states with state provided paid disability plans.
* **Long-Term Disability** (Reliance Standard) – You may purchase coverage to provide a portion of income if your disability lasts longer than 12 weeks.
* **Additional Income Protection** – You may purchase Optional Life, Optional AD&D, Accident, Critical Illness Insurance and Hospital Indemnity Insurance for yourself and your eligible dependents.

Additional Benefits Available

* **Michaels CARES** – A self-funded peer-to-peer charity serving Team Members in their times of need.
* **Tuition Assistance** – After 500 hours of continuous service, Team Members may be eligible for $2,000 per year in Tuition Assistance.
* **Adoption Assistance** – After 1 year of continuous service, Team Members may be eligible for $5,000 in Adoption Assistance.

Questions about your benefits?

For more information about your benefits, call **Team Member Services** at 855-432-MIKE (6453) or visit MIKBenefits.com.

Health Benefits at a Glance

Check Out MIKBenefits.com for More Info!

U.S. Hourly Full-Time Team Members Have 30 Days from Their Benefit Eligibility Date to Enroll in Benefits

Team Members are eligible for benefits the first day of the month following 30 days of service. This table shows out-of-pocket costs for covered services if you use incentive options and in-network providers. For full plan information, including out-of-network costs, please visit MIKBenefits.com.

	BCBSTX Choice HSA	BCBSTX Basic PPO		BCBSTX Enhanced PPO		Imagine360 360 Protect Plan		Kaiser (CA only)
Tiered Providers	N/A	CareWay Tier 1	CareWay Tier 2 & 3	CareWay Tier 1	CareWay Tier 2 & 3	Tier 1	Tiers 2, 3, & 4	N/A
Plan Coverage Level	In Network	In Network	In Network	In Network	In Network	Imagine Health 360	Multi-Plan / Partners Direct	In-Network Only
DEDUCTIBLE								
TM Only	$2,500	$3,000	$3,000	$1,500	$1,500	$1,000	$1,500	$1,500
TM + Spouse or Child(ren)	$5,000	$6,000	$6,000	$3,000	$3,000	$2,000	$3,000	$3,000
TM + Family	$5,000	$6,000	$6,000	$3,000	$3,000	$2,000	$3,000	$3,000
OUT-OF-POCKET MAXIMUM								
TM Only	$6,000	$6,000	$6,000	$6,000	$6,000	$4,500	$6,000	$3,000
TM + Spouse or Child(ren)	$12,000	$12,000	$12,000	$12,000	$12,000	$9,000	$12,000	$6,000
TM + Family	$14,500	$14,500	$14,500	$14,500	$14,500	$11,500	$14,500	$6,000
COINSURANCE: TM Share	20%	20%	40%	20%	40%	10%	20%	20%
Preventative Care	$0	$0	$0	$0	$0	$0	$0	$0
Primary Care Office Visit	20%*	$25 copay	$60 copay	$30 copay	$75 copay	$15 copay	$30 copay	$20 copay*
Specialist Office Visit	20%*	$50 copay	$120 copay	$50 copay	$125 copay	$30 copay	$50 copay	$20 copay*
Telehealth	$0	$0	$0	$0	$0	$0	$0	$0
Urgent Care	20%*	$75 copay	$75 copay	20%*	40%*	$50 copay	$50 copay	$20 copay*
Emergency Room	20%*	20%*	20%*	$250 copay + 20%*	$250 copay + 20%*	$250 copay + 10%*	$250 copay + 10%*	20%*

* Indicates TM share after deductible is met ** Michaels contribution amounts are prorated for new hires or newly enrolled in the plan.

You may enroll your domestic partner, however by law, the cost for domestic partner benefits cannot be paid pretax, and the "value" of Team Member and employer-provided domestic partner contributions is taxable.

This document is only a summary. Every effort has been made to ensure accuracy, but The Michaels Companies, Inc. reserves the right to correct any errors. Payment of benefits is subject to the eligibility provisions, individual benefit elections and other terms of the plans as they apply to you. For clarification or details concerning any of the benefits, refer to the appropriate Plan document. In the event of a conflict between this document and the Plan document, the Plan document will govern.

Need help choosing a medical plan?

Let the **eValuate** Health Plan Selector on MIKBenefits.com help you decide which medical plan makes the most financial sense for you and your family. Just answer a few questions and **eValuate** calculates the tax savings you can expect on premiums and pre-tax contributions for each medical plan. Then you'll get a summary highlighting which option works best for you.