

## available first day of employment

### Team Member Discount

30% discount on regular and sale-priced merchandise and 65% off custom framing for Team Member and immediate household.

### Corporate America Family Credit Union (CAFCU) & Advancial

Direct deposit, loans, online account access, free financial counseling, checking, ATM usage and more.

### Employee Assistance Program (EAP) — Aetna Resources for Living

At no cost and available 24/7, the EAP can help manage stress, money problems, family worries and more.

### Michaels PerkSpot

Thousands of discounts in over 25 different categories — everything from groceries, movie tickets, and clothes to electronics and more.

### Fitness Center Discount - 24 Hour Fitness, Active & Fit, and Global Fit

You can receive discounts at local 24 Hour Fitness, Active & Fit, and Global Fit clubs upon hire.

### Skechers Discount

Team Members are eligible for a 30% on slip resistant work shoes and corporate casuals. You can use the discount online or in Skechers retail stores.

### Tuition Discounts

Team Members are eligible for a 15% tuition discount at Colorado Technical University, a 6% discount at University of Phoenix or a 5% discount at WGU for up to four terms. Team Members may also receive a special tuition rate of \$1,000 per credit hour at The University of Dallas.

### Child Care Discounts

Team Members can receive a 10% discount at KinderCare and Champions.

### Pet Insurance Discount

Team Members can receive a 10% discount on pet insurance.

## available following 30 days and beyond

### Medical — Aetna; Prescription Drugs — OptumRx®; Dental — Cigna; Vision — EyeMed

Coverage is available for Team Members, spouse/domestic partner and eligible dependent children. You must enroll within 30 days of hire.

### Teladoc

Medical plan participants can utilize this telemedicine benefit 24/7 for \$25 or less per visit.

### Alight

Free resource to Team Members enrolled in a Michaels Medical plan to help find a local doctor or decision support in choosing a medical plan, compare medical costs, and understand medical bills.

### Short-Term Disability (STD) - Reliance Standard

You can purchase STD benefits that provide a portion of your income if you become unable to work due to a non-work related illness or accidental injury up to 12 weeks. (Not available in CA, CT, NY, NJ, RI, WA)

### Long Term Disability (LTD) — Reliance Standard

LTD can be purchased to provide a portion of income for as long as you are disabled up to age 65.

### Basic Life Insurance and Basic AD&D — Reliance Standard

Michaels provides Basic Life Insurance and Basic Accidental Death and Dismemberment (AD&D) coverage at no cost for all Full-Time Team Members. Basic Dependent Life Insurance is also provided if a Team Member enrolls a dependent(s) in a full-time medical or dental plan.

### Income Protection — Reliance Standard

Team Members can choose to purchase Accident, Optional, Life, Critical Illness, Accident, and/or Optional AD&D Insurance for themselves, and/or their eligible dependents.

### Commuter Benefits - HealthEquity

Team Members can purchase parking and transit passes and set aside pre-tax dollars to pay for the passes.

### Flexible Spending Accounts (FSA) — HealthEquity

Michaels offers FSAs which allow you to save on taxes by setting aside tax-free dollars to pay for eligible health and dependent day care expenses.

### 401(k) - Vanguard

Team Members are eligible to contribute day one and will receive the match after completing 3 months of employment. Michaels contributes \$1 for every \$1 you save in the plan (up to 3% of your pay) and then \$0.50 for every additional \$1 of the next 2% of your pay. Individual Team Members can contribute up to the IRS limits.

### Adoption Assistance

After 1 year of continuous service, Team Members may be eligible for \$5,000 in Adoption Assistance.

### Tuition Assistance

After 2 years of continuous service, Team Members may be eligible for \$2,000 per year in Tuition Assistance.



For help choosing which medical plan is best for you and your family, Talk to ALEX, or new Benefits Counselor, at [MyAlex.com/Michaels/2021](https://myalex.com/Michaels/2021).

*paid time off*

### Vacation

Years of Continuous Service	Vacation Hours Per Year
less than 2 years	40
2-4 years	80
5-14 years	120
15+ years	160

The vacation plan year is November 1 to October 31. Each year, you will accumulate one extra personal day.

### Sick Leave

Years of Continuous Service	Sick Hours Per Year
1 year	24
2 years	48

Team Members may accumulate a total of 240 hours of sick leave.