



Full-time Benefits



Made by You! Designed by You!



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Michaels Benefits Available	When You Can Participate
<ul style="list-style-type: none"> * Michaels 401(k) Plan * Employee Assistance Program * Benefit Extras & Discounts * Michaels CARES 	<p>Day 1 at Michaels</p>
<ul style="list-style-type: none"> * Medical with Prescription Drug * Dental * Vision * Flexible Spending Accounts * Basic Life and Accidental Death & Dismemberment (AD&D) Insurance¹ * Optional Life and AD&D Insurance² * Short-Term Disability * Long-Term Disability * Accident Insurance * Critical Illness Insurance * Teledoc³ * 2nd.MD³ * SurgeryPlus⁴ * Hinge Health⁴ * Diabetes Management⁴ * Kidney Support⁴ * Commuter Benefits * Paid Time Off 	<ul style="list-style-type: none"> * As a new hire: The first of the month after 30 days of employment if you enroll during your first 30 days * Change from part-time to full-time: The first of the following month * Experience a qualifying life event: The date of a qualifying life event if changes requested within 60 days of the event <div data-bbox="846 1094 1511 1583" style="background-color: #c00000; color: white; padding: 10px; margin-top: 10px;"> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;">  <p>To enroll, go to wd5.myworkday.com/ michaels</p> </div> <div style="text-align: center;">  <p>For info on your options, go to MIKBenefits.com</p> </div> </div> <hr style="border: 0; border-top: 1px dashed white; margin: 10px 0;"/> <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> <p>Need help deciding which plan to enroll in?</p> <p>Use eValueate on MIKBenefits.com</p> </div> <div style="text-align: center;"> <p>Need help enrolling?</p> <p>Contact Team Member Services at 1-855-432-MIKE (1-855-432-6453), Option 2.</p> </div> </div> </div>
<ul style="list-style-type: none"> * Tuition Assistance 	<p>After completing 500 hours of service</p>
<ul style="list-style-type: none"> * Adoption Assistance * Leave of Absence 	<p>After 1 year of continuous service</p>

¹ Free Basic Dependent Life Insurance if dependents are enrolled in a Michaels medical or dental plan

² You must enroll yourself in optional coverage to elect optional dependent coverage

³ If enrolled in a Michaels medical plan

⁴ If enrolled in an Aetna medical plan