

## 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. (40% off custom framing in Quebec).

### GRRSP — Manulife

Our GRRSP helps Team Members to reach retirement goals. Team Members are eligible to participate in GRRSP upon hire.

### 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.

### Perkopolis

Discounts on entertainment, travel, attractions, shopping, health, wellness, sports and more.

### Skechers Direct Discount

30% discount on slip resistant work shoes and corporate casuals — in store and online. During Quarterly Friends and Family Events, use the 30% discount on everything.

### Free Classes at Michaels

All class fees are free for Team Members. You can also host free birthday parties at Michaels! Team Members must purchase class supplies. Check with your local store for details.

### Fitness Center Discount - GoodLife Fitness

Team Members can receive discounts at local GoodLife Fitness Clubs upon hire.

## available following 60 days and beyond

### Extended Health, Drug Coverage and Dental\* — SunLife

Extended Health coverage is available for Team Members, spouse/domestic partner and eligible dependent children if elected by Team Member. Dental is available for Team Members only.

Rates effective April 1, 2022:

benefit plan	bi-weekly rates for 2022-2023
<b>Extended Health</b>	
* Team Member Only	\$3.91
* Team Member + Family	\$9.49
<b>Dental</b>	
* Team Member Only	\$3.54

### Basic Life Insurance and Basic AD&D\* — SunLife

Michaels provides Basic Life Insurance and Accidental Death and Dismemberment (AD&D) coverage, of 1 times annual earnings up to \$150,000, at no cost for Team Members.

### 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.

## paid time off

### Vacation

Based on years of continuous service

Years	Vacation Time	Vacation Pay
1-10 years	three weeks	3/52 gross annual earnings
10+ years	four weeks	4/52 gross annual earnings

*This document is only a summary. Every effort has been made to ensure accuracy, but Michaels of Canada, ULC 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 Group Insurance Booklet. In the event of a conflict between this document and the Group Insurance Booklet, the Group Insurance Booklet will control.*

## have questions about your benefits?



Call **Team Member Services** at 1-855-432-MIKE (6453).

For more information about your benefits, visit **MIKBenefits.com**.