

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).

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.

paid time off

Vacation

Based on years of continuous service

Years	Vacation Time	Vacation Pay
Less than 1 year	0	4% gross annual earnings
After 1 year	10 days	4% gross annual earnings
After 5 years	15 days	6% gross annual earnings
After 20 years	20 days	8% gross annual earnings

have questions about your benefits?



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

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