

## 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.

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

## available following 30 days and beyond

### Extended Health, Drug Coverage and Dental\* — Canada Life

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 October 1, 2023:

benefit plan	bi-weekly rates for 2023-2024*
<b>Extended Health</b>	
* Team Member Only	\$3.76
* Team Member + Family	\$8.68
<b>Dental</b>	
* Team Member Only	\$3.23

### Consult+ Virtual Health Care — Canada Life

Team Members have access to a 100% company-paid virtual care platform called Consult+. When you have a medical questions, you can reach a licensed provider through the Consult+ app any time, from anywhere with no appointments or wait times. Part-time Team Members and immediate family members can get help with illnesses, non-emergency injuries, physical and behavioral health questions, prescription refills and more. There is NO cost to you to access care through Consult+. Your only out-of-pocket costs may be for prescriptions or additional services.

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

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.

### DPSP — Manulife

Team Members are eligible to participate in the DPSP after completing 500 hours of service in a three-month period. For every \$1 you save in your GRRSP account, Michaels will add \$1 for the first 3% of your salary you contribute, then \$.50 for the next 2% of your salary you contribute, up to a maximum of 4% of your salary to your DPSP account.

### 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.

\*Excludes sales tax

## have questions about your benefits?



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



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

*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.*