

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
less than 1 year	prorated	
1+ year	15 days	6% gross annual earnings
8+ years	20 days	8% gross annual earnings
20+ years	25 days	10% gross annual earnings

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.

available following 60 days and beyond

Extended Health, Drug Coverage, Dental and Vision* — SunLife

Coverage is available for Team Members, spouse/domestic partner and eligible dependent children if elected by Team Member.

Short-Term Disability (STD)* — SunLife

STD is a company-paid benefit that provides a portion of the Team Member's income if a Team Member becomes unable to work due to a non-work related illness or accidental injury for up to 17 weeks.

Long Term Disability (LTD)* — SunLife

LTD is a mandatory Team Member paid benefit for all Team Members eligible for the Extended Health/Vision and Dental benefits that provides a portion of income for as long as an individual is unable to work due to a non-work related illness or injury up to age 65. You will be enrolled in a 40% replacement benefit unless you "buy up" to a 60% benefit.

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.

Optional Critical Illness* — SunLife

Team Members can choose to purchase Optional Critical Illness for themselves and/or their eligible spouse/domestic partner and dependent children.

Optional Life Insurance and AD&D* — SunLife

Team Members can choose to purchase Optional Life Insurance and AD&D for themselves and/or their eligible spouse/domestic partner.

DPSP — Manulife

Team Members are eligible to participate in the DPSP after completing 500 hours of service in a 6-month period or 1,000 hours of service in a 12-month period. For every \$1 you save in your GRRSP account, Michaels will add \$.50 cents, limited to 3% 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.

**Available the first of the month following 60 days*

Extended health/vision and dental coverage costs are shown in the table below:

benefit plan	bi-weekly rates for 2022-2023*
<p>Extended Health/Vision</p> <ul style="list-style-type: none"> * Team Member only * Team Member + Family 	<p style="text-align: right;">\$5.70</p> <p style="text-align: right;">\$14.50</p>
<p>Dental</p> <ul style="list-style-type: none"> * Team Member only * Team Member + Family 	<p style="text-align: right;">\$4.31</p> <p style="text-align: right;">\$12.96</p>
<p>Optional Life Insurance</p>	<p style="text-align: center;">See the enclosed rate sheet</p>

*Excludes sales tax

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**.