

Benefits News



Spring 2024

Don't Leave Money on the Table: Two Plans Can Help You Save!

Michaels offers you the opportunity upon hire to save for your retirement through the Registered Retirement Savings Plan (RRSP). Once you've enrolled and completed 500 hours of service in a six-month period, you're eligible for employer matching contributions in a Deferred Profit Sharing Plan (DPSP).

Michaels matches 100% on the first 3% of pay you contribute to the RRSP, plus 50% on the next 2% you contribute. Your RRSP contributions are always 100% vested as well as the matching contributions in your DPSP.

If you haven't joined the RRSP, visit the Manulife Financial site at manulife.ca

or call 1-888-727-7766. Learn about saving, the program, and the funds in which you can invest. When you're ready, it's just a click to sign up.



Save at least 5% of your pay to receive the maximum matching contribution from Michaels.

Reminder: 24/7 Virtual Health Care with Consult+

Consult+, a company-paid virtual care platform, is available to part-time Team Members and their families. With Consult+, you have 24/7 access to non-urgent medical care, with service in both English and French. You can communicate with Consult+ doctors, nurses or other health care professionals for questions on illnesses, non-emergency injuries, physical and behavioral health, 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.



The Michaels Employee Assistance Program (EAP)

Our EAP is a free and confidential resource available for you and your family — even if you're not enrolled in a benefit plan through Michaels.

We care about your mental health as much as your physical health, so all Team Members are eligible to receive up to three face-to-face counseling sessions per issue at no charge using the EAP. Like any physical illness, modern science has demonstrated that mental health issues are readily treatable.

The Michaels EAP can also help you:

- * Manage life's stresses, like money and family worries.
- * Deal with work/life services like childcare, elder care and education services.
- * Locate resources for adoption, relocation, camps, volunteer opportunities, pets and more.



VISIT US ONLINE AT Canada.MIKBenefits.com
If you have questions, call Team Member Services at 855-432-MIKE (6453).

Michaels
Everything to create anything™



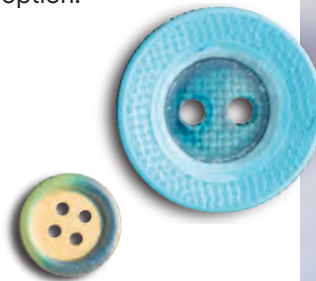
Michaels Offers a Wide Range of Benefit Extras & Discounts

Here are some benefit extras and discounts available to Michaels Team Members
On your first day of employment, you're entitled to:

- * **Team Member Discount.** 30% off regular and sale-priced merchandise and 65% off custom framing for you and your immediate household members. (In Quebec, the custom framing discount is 40%.)
- * **Perkopolis.** Discounts on entertainment, travel, attractions, shopping, health, wellness, sports and more.
- * **Skechers Direct Discount.** 30% off on work shoes and corporate casuals – in store and online. During Quarterly Friends and Family Events, use the 30% discount on everything.
- * **GoodLife Fitness Preferred Pricing.** 25% off membership rates and a \$0 join fee at GoodLife Fitness locations across Canada.

Available after completing 500 hours of service:

- * **Tuition Assistance.** After 500 hours of continuous service, Team Members may be eligible for up to \$2,000 per year.
- * **Adoption Assistance.** After 1 year of continuous service, Team Members may be eligible for up to \$5,000 per adoption.



In Times of Need: Michaels Cares

Michaels CARES is a 501 (c)(3) charity, funded by the company and voluntary contributions from Michaels Team Members, that provides short-term financial assistance to Team Members who experience unforeseen emergencies or hardships. You can contribute or apply for help through the program.

Visit Canada.MIKBenefits.com Stop by Michaels benefits website for more information about all the benefits offered to part-time Team Members. Use the QR code to get there even faster. Information is available in both English and French.

