

# Benefits at a Glance

Full-Time Hourly Team Members (CAN)

## 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.

## Paid Time Off

### Vacation

Based on years of continuous service – All provinces except Saskatchewan and Quebec.

Years	Vacation time	Vacation Pay
1-5 years	two weeks	4% gross annual earnings
5-20 years	three weeks	6% gross annual earnings
20+ years	four weeks	8% gross annual earnings

## Paid Time Off – Quebec only

Years	Vacation time	Vacation Pay
Less than 1 year	1 day worked per month	4% gross annual earnings in this period
1-3 years	two weeks	4% gross annual earnings
3-20 years	three weeks	6% gross annual earnings
20+ years	four weeks	8% gross annual earnings

## Sick Leave

Team Members may accumulate a total of 240 hours of sick leave.

Years of Continuous Service	Sick Hours Per Year
1 year	24
2 years	48

## Available following 30 days and beyond

### Extended Health (includes Vision), Drug Coverage and Dental\* — Canada Life

Coverage is available for Team Members, spouse/domestic partner and eligible dependant children if Team Member is enrolled. New Team Members hired on or after Oct 1, or Team Members who move from part-time to full-time status are automatically enrolled in medical and dental coverage. You can add coverage for your dependants, but you can only drop coverage if you have proof of other coverage.

### Consult+ Virtual Health Care\* — Canada Life

Team Members have access to a 100% company-paid virtual care platform called Consult+. When you have medical questions, you can reach a licensed provider through the Consult+ app any time, from anywhere with no appointments or wait times. 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.

### Short-Term Disability (STD)\* — Canada Life

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)\* — Canada Life

LTD is a mandatory Team Member paid benefit for all full-time Team Members. This benefit provides a portion of income for as long as you are 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 (EOI required).

### 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.

### Optional Critical Illness\* — Canada Life

Team Members can choose to purchase Optional Critical Illness for themselves and/or their eligible spouse/domestic partner and dependant children (EOI required).

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

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

### DPSP (Employer Matching Contributions — 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 RRSP 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.

\*Available the first of the month following 60 days

# Benefits at a Glance

Full-Time Hourly Team Members (CAN)

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

Benefit Plan	Biweekly rates for 2024-2025*
<b>Extended Health/Vision</b>	
* Team Member only	\$5.34
* Team Member + Family	\$13.09
<b>Dental</b>	
* Team Member only	\$3.92
* Team Member + Family	\$11.80

\*Excludes sales tax  
\*\*Evidence of Insurability (EOI) is required before coverage is approved

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.

## Questions about your benefits?

Call **Team Member Services** at 855-432-MIKE (6453). For more information about your benefits, visit [Canada.MIKBenefits.com](https://Canada.MIKBenefits.com).

