

Benefits at a Glance

Michaels Stores – Part-Time Hourly Team Members (CAN)

Available first day of employment

24/7 Virtual Access to Health Care – Consult +

Part-time Team Members have access to a 100% company-paid virtual care platform – Consult+

When you have a medical question, you can reach a licensed provider through the Consult+ app any time, from anywhere with no appointments or wait times. Michaels 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.

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.

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Paid Time Off

Based on April 1 anniversary date

Vacation

Based on years of continuous service

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

Available following 500 hours and beyond

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.

Following 6 months of continuous service

DPSP (Employer Matching Contributions) – Manulife

Team Members are eligible to participate in the DPSP after completing six months of continuous employment. For every \$1 you save in your GRRSP account, Michaels will add \$1.00 for the first 3% of your salary you contribute then 50 cents for the next 2% of your salary you contribute, limited to 4% to your DPSP account.

Questions about your benefits?

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

