Benefits at a Glance

Check Out
MIKBenefits.com for More Info!

All Canada Salaried Team Members — Support Center, Stores & Artistree

Available Upon Joining Our Team

* **24/7 Virtual Access to Care Through Consult+** Team Members and immediate family members have access to a 100% company-paid virtual care platform through Consult+. Virtual access via phone call, video, or chat for non-urgent medical care, Consult+ lets you connect with doctors, nurses, and other health care professionals. Your only out-of-pocket costs may be for prescriptions or additional services.
* **Employee Assistance Program (EAP)** – Provided at no cost and available 24/7 to Team Members and their immediate family, EAP can help manage stress, money challenges, family worries and more.
* **Supportiv** – A Peer-to-peer online chat that lets you talk through any mental health, emotional or social struggles in small, anonymous group chats that are guided and safeguarded in real time by professional facilitators. Visit Supportiv.com/Michaels to get started.
* **GRRSP Manulife Retirement Plan** – Our GRRSP helps Team Members to reach retirement goals. Team Members are eligible to participate in GRRSP upon hire.
* **Michaels Store Team Member Discount** – 30% discount on entire purchase including sales items. Additional framing discounts include receiving your 30% Team Member discount on top of any customer-facing offer available at the time of purchase.
* **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.

Time Off

* Michaels complies with all paid and unpaid time off laws, as applicable.
* Vacation: Based on April 1 anniversary date. Entitlement amount based on years of continuous service and per applicable law.
* Additional Paid Time Off information, including for Directors and above vacation, provided in Canada HR Policy 8.1.

Years	Vacation time	Vacation Pay
Less than 1 year	prorated	
1+ year	3 weeks	6% gross annual earnings
8+ years	4 weeks	8% gross annual earnings
20+ years	5 weeks	10% gross annual earnings

Available 1st of the Month Following 30 Days Canada Life Coverages

* **Extended Health and Dental** – Team Members are enrolled and may elect to enroll their eligible spouse/domestic partner and dependent children. Premiums provided on page 2.
* **Short-Term Disability (STD)** – 100% paid by Michaels, STD provides income protection to a Team Member's income if they become unable to work due to a non-work related illness or injury for up to 17 weeks.
* **Long-Term Disability (LTD)** – LTD is a mandatory Team Member paid benefit for full-time Team Members. LTD 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 with the option to "buy up" to a 60% benefit.
* **Basic Life Insurance and Basic AD&D** – Michaels provides at no cost Basic Life Insurance and Accidental Death and Dismemberment (AD&D) coverage, of 1 times annual earnings up to $150,000.
* **Optional Life Insurance and AD&D** – Eligible to purchase for themselves and/or their eligible spouse /domestic partner.
* **Optional Critical Illness Insurance** – Eligible to purchase for themselves and/or their eligible spouse/domestic partner, and children.

Additional Benefits Available

* **Michaels CARES** - Available after 30 days of service, Michaels CARES is a self-funded peer-to-peer charity serving Team Members in their times of greatest need.
* **DPSP Retirement Michaels Matching Contribution** – Team Members are eligible for the DPSP employer contribution after completing three months of continuous employment. For every $1 you save in your GRRSP account, Michaels will contribute $1 for the first 3% of your eligible earnings you contribute, then 50 cents for the next 2% of your eligible earnings you contribute, limited to 4% to your DPSP account.
* **Tuition Assistance** - After 500 hours of continuous service and meeting performance expectations, Team Members may be eligible for $2,000 per year in Tuition Assistance.
* **Adoption Assistance** - After 1 year of continuous service and at least 3 months active service within the year, Team Members may be eligible for $5,000 in Adoption Assistance.

Additional information on page 2.

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Paid Sick Leave

* **Salaried Team Members** will be granted 80 hours of sick time each year on Jan. 1. New hires will be granted 80 hours on the date of hire and then 80 hours each Jan. 1 following.
* There is no waiting period before sick hours can be used. Any sick time not used by December 31 of each year will be forfeited. Sick hours will not carry over to the next year, unless otherwise required by applicable law.

Healthcare Premiums

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

Benefit Plan	Biweekly rates for 2026-2027*
Extended Health/Vision * Team Member only * Team Member + Family	 $6.75 $16.54
Dental * Team Member only * Team Member + Family	 $4.00 $12.04
Optional Life Insurance	Monthly rates are available on Canada.MIKBenefits.com/ full-time-benefits/life-insurance-and-add

*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.

Questions about your benefits?

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