

At Barnes, we know that for our employees to do their best, they need to feel their best. Leading a full, healthy, and productive life means having the ability to make choices about how you spend your time, take care of yourself, and take care of your family. We are proud to offer a wide variety of benefit programs that support our employees in their pursuit of a healthy work/life balance.

Health



- Medical and Prescription Drug Insurance (Including Domestic Partner Coverage)
- Health Savings Account with Employer Matching Contribution*
- Dental Insurance
- Vision Insurance
- 24/7 Telemedicine Virtual Care
- Care Coordination Support*
- Diabetes Care Management Program*

Financial Protection



- Company-sponsored Basic Life and Accidental Death & Dismemberment Insurance
- Supplemental Life Insurance (Employee/Spouse/Child)
- Short-term and Long-term Disability Insurance
- Supplemental Long-term Disability Insurance
- Healthcare and Dependent Care Flexible Spending Accounts
- Company 401(k) Plan with Employer Matching Contribution
- Supplemental Retirement Programs
- Business Travel Accident Insurance
- Voluntary Benefits, Including:
 - Accident Insurance
 - Critical Illness Insurance
 - ID Theft Protection
 - Hospital Indemnity Insurance
 - Home and Auto Insurance Discount
 - Legal Services

Total Wellbeing Support



- Employee Assistance Services
- Work/Life and Convenience Services
- Wellness Rewards
- Access to:
 - Health Coaches
 - Interactive Wellness Challenges
 - Health Assessments
 - Online Wellness Content
 - Care.com memberships
 - Calm App subscriptions
 - Tuition iO Student Debt Management Support

Additional



- Paid Vacation and Holidays
- Volunteer Action Rewards
- Tuition Reimbursement Program
- Charitable Matching Gifts Program
- International Travel Assistance Program
- Employee Discount Programs
- Barnes Scholarship America Program
- Pet Insurance

This is for US Salaried and Non-Union Hourly Employees Only

* Access to this program requires enrollment in one of Barnes Medical Plans

This flyer is a general overview of the Barnes Next360 Program. Benefits offerings are subject to change, and eligibility requirements may apply.