



Barnes' Talent Management System: A Quick Overview

Our Culture

One Team, One Company, One Barnes.



“It’s not just what we do, it’s how we do it.”

Our values define who we are; and our culture reflects how we work together to innovate, perform and achieve results



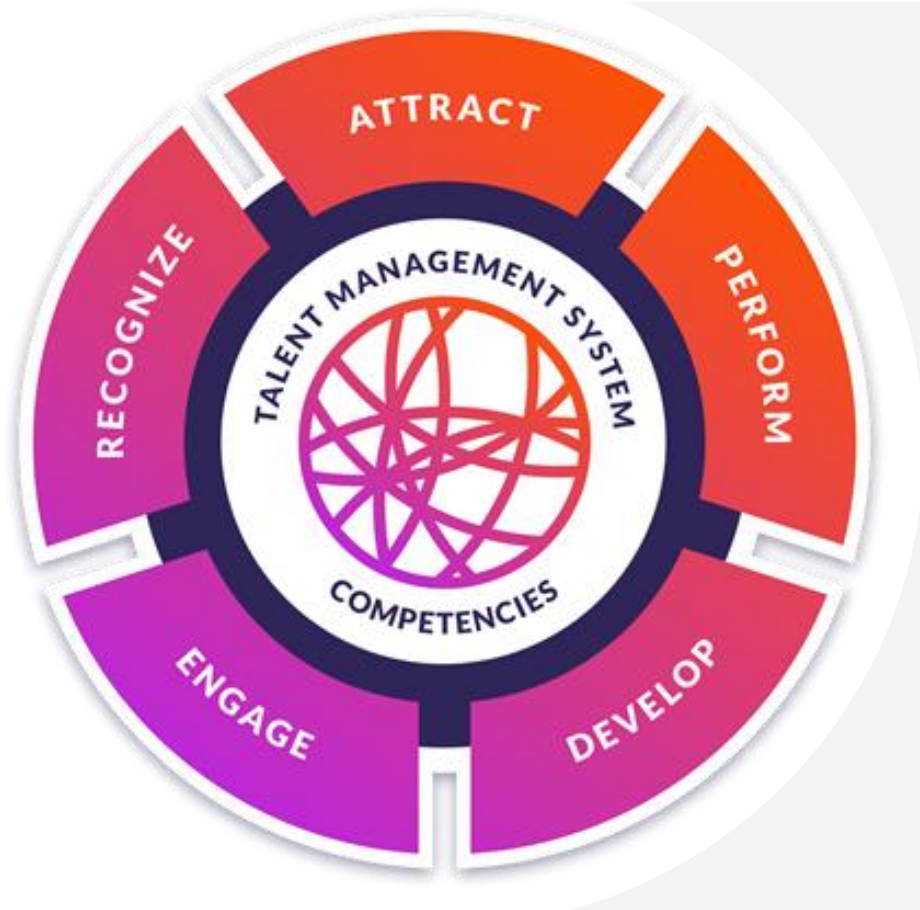
Barnes Values

Integrity • Respect • Collaboration •
Empowerment • Determination

We are Stronger Together, Working as One Team, One Company, One Barnes



Our Integrated Talent Management System (TMS)



Key Principles

- Grounded in core values and aligned with our vision and strategy
- Facilitated by scalable, repeatable processes; measured and monitored
- Promotes employee empowerment and engagement
- Accelerates organizational change and effectiveness to drive business growth and performance



Leveraging TMS to Cultivate a High-Performing “One Team, One Company, One Barnes” Culture





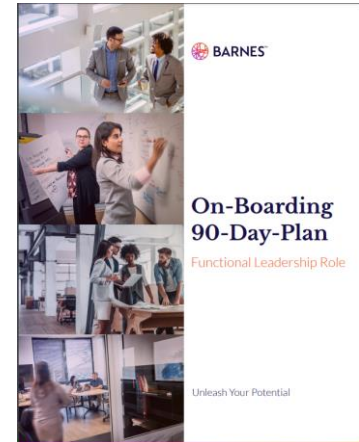
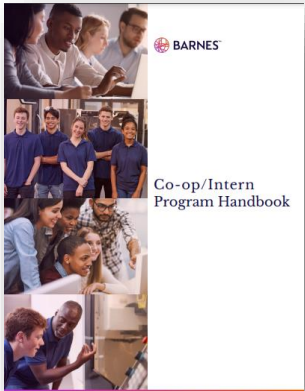
How TMS Supports and Benefits Our Employees ... Just a Few Highlights

Barnes Talent Management System (TMS)



Highlights HR processes and tools available to employees and management that supports and facilitates the planning and effective recruiting, hiring, and on-boarding of our employees.

- Barnes Competency Recruitment and Interview Guide (*Global*)
- 90-Day “On-Boarding” Plan (*Global*)
- Apprenticeship – “Manufacture Your Dreams” Programs (*Global*)
- Job Postings/Career Opportunities (*Global*)
- Employee Referral / Talent Ambassador Program (*Global**)
- Internships and Co-ops (*Global*)
- BarnesWORX™ Community (*US*)



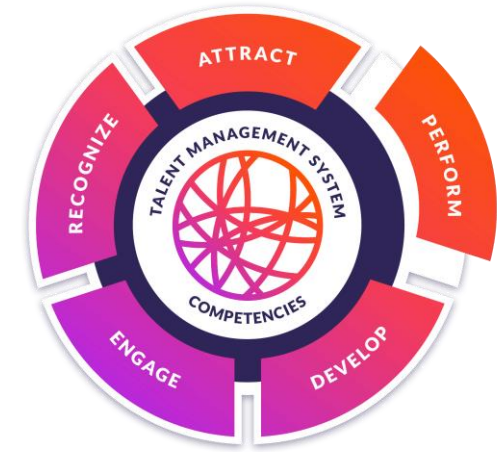
CAREER OPPORTUNITY



Employee Referral Program



Barnes Talent Management System (TMS)

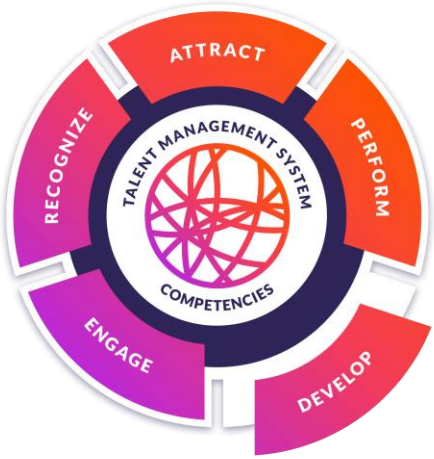


Highlights HR processes and tools that help our employees fully utilize their skills and capabilities to perform at their best and contribute meaningfully to achieving the goals and objectives of the business.

- Barnes Competencies (*Global*)
- Annual Goals & Objectives Process (*Global*)
- Annual Performance Management & Review Process (*Global*)

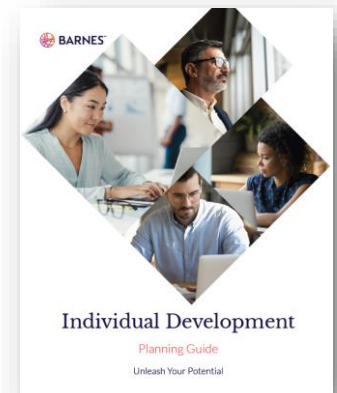


Barnes Talent Management System (TMS)

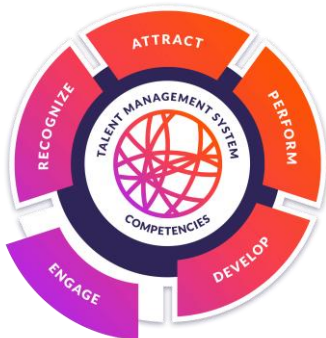


Highlights HR programs, processes, and tools that support the development of our employees through ongoing training and awareness, assessments, career planning, and development and enrichment opportunities.

- Barnes University (*Global*)
- Global Talent Review Process (*Global*)
- Individual Development Planning (IDP) Process (*US*)
- Regional Leadership Conference (RLC)
- Tuition Assistance & Reimbursement Program (*Global**)
- Enterprise Leadership Development Program (*Global*)
- Job Posting & Career Opportunities (*Global*)
- ExPat and Short-term Assignments (*Global*)
- Barnes Mentoring Program (*Global*)



Barnes Talent Management System (TMS)



Highlights HR programs and tools that support employee engagement and involvement across the company and in the communities in which our employees work and live.

- Barnes Scholarship Program (*Global*)
- Employee Engagement Survey (*Global*)
- Global Community Outreach & Engagement (*Global*)
- Volunteer Action Award Program (*US*)
- Company Match Program (*US*)
- Work/Life & Employee Assistance Programs

- *TELUS Health (US)*
- *ICAS (International)*

Barnes Group Foundation Scholarship Program

Your child may be eligible for \$8,000 - \$10,000 per year for up to four years!

January 5: Brochure and application information available on BarnesNet, under Barnes Group Foundation.

March 5: Deadline for submitting completed applications, transcripts, etc. to Scholarship America.

Winners Announced May 31

[barnesgroup.com/barnes-group-foundation-scholarship-program](https://www.barnesgroup.com/barnes-group-foundation-scholarship-program)

Matching Gifts Program
For Employees and Directors of Barnes

For the Financial Support of Educational Facilities, and Cultural, Civic and Youth and Health-Related Organizations

Volunteer Action Awards
Application for Employees of Barnes

BARNES

TELUS Health Wellbeing
Designed with purpose.

TELUS Health Wellbeing is a digital workplace wellness platform designed to help empower employees to embrace wellbeing while helping organizations build a healthy, productive, and engaged workforce.

Powered by healthy learning and backed by years of scientific research, TELUS Health Wellbeing helps drive your thought leadership using the ICAS behavioral science model to enhance your engagement strategy and empower your employees to achieve their personal health and wellness goals.

Features

- Wellbeing survey** - Our unique assessment is easy to use and delivers real-time, giving you an immediate understanding of your workforce's health and wellness.
- Control Room** - From real-time updates with custom alerts to interactive and engaging, robust performance dashboards that enable you to see and compare your team with your industry peers.
- Personalized action suggestions** - Our science and health insights are available to create that benefits everyone starts a customizing experience.

Work-Life Support ICAS

Did you know?

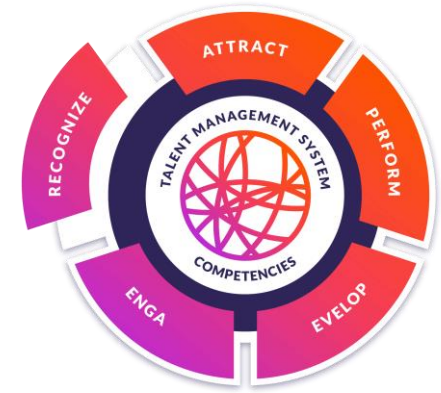
Your Employee Assistance Programme (EAP) includes practical guidance and support on everyday matters.

Just give us a call, and we'll talk you through the types of guidance and support we can offer on issues such as:

- Legal
- Family matters
- Financial
- Work issues

Access the ICAS Hub: <https://app.icas.health/>
Company Code: BARNESGROUP

Barnes Talent Management System (TMS)

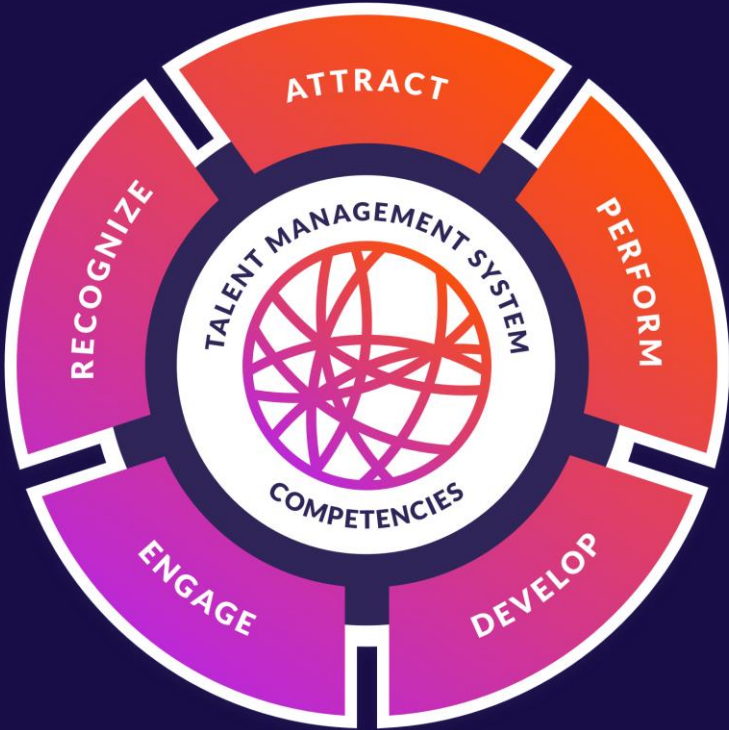


Aligned with our “pay-for-performance” philosophy, highlights HR processes and programs used to recognize and reward our employees and facilitate their ongoing engagement.

- Barnes Annual Achievement Awards (*Global*)
- BRAVO Reward & Recognition System (*Global*)
- Thomas O. Barnes Innovation Leadership Award (*Global - Eligibility is Grade Dependent*)



Barnes Talent Management System



Providing robust processes and tools to facilitate and support the development, empowerment and engagement of our employees to unleash and reach their full potential.

