



Talent Management System (TMS) at Barnes Aerospace: A Quick Overview

Our Culture



One Barnes Aerospace Team.

"It's not just what we do, it's how we do it."

This statement, often cited by our leaders and employees, is at the heart of how we operate at Barnes Aerospace.

At Barnes Aerospace, we believe in:
Integrity • Velocity • Teamwork



Working & Winning Together as “One Barnes Aerospace Team”

Our Integrated Talent Management System (TMS)



Key Principles

- 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 Barnes Aerospace Team” Culture

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

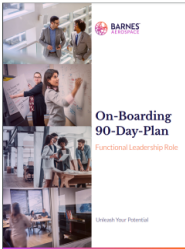
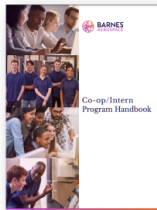


Talent Management System (TMS)



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.

- 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)



Employee Referral Program



Talent Management System (TMS)



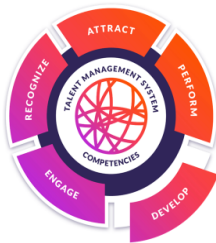
Highlights HR processes and tools that help our employees fully utilize their skills and capabilities to perform at their best and contribute meaningfully to achieving the goals and objectives of the business.

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



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

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)
- Tuition Assistance & Reimbursement Program (Global)
- Job Posting & Career Opportunities (Global)
- ExPat and Short-term Assignments (Global)
- Barnes Mentoring Program (Global)



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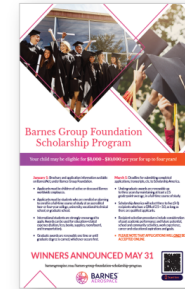
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Talent Management System (TMS)



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)



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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)



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Talent Management System (TMS)



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

