



## Employee Benefit Summary

Benefit	Eligibility	Effective	Coverage Information
Paid Time Off (PTO)	Full-time, Year-round Employees	See Coverage Information	<p><b>Field employees</b> – receive an initial 3 days (24 hours), at 1-year anniversary, another day (8 hours) years 2-4 and an additional 2 days (16 hours) each year starting in year 5 until the maximum of 20 days (160 hours) is reached.</p> <p><b>Office, shop, and exempt employees</b> – receive 10 days (80 hours) at 90-day review, earning an additional day (8 hours) each year until the maximum of 20 days (160 hours) is reached.</p>
Barnes, Inc. Employee Stock Ownership Plan	Full-time, year-round employees	Entered in the plan on January 1 <sup>st</sup> or July 1 <sup>st</sup> upon completion of 1 year of service, 1,000 worked hours and attaining age 18	Barnes, Inc. Employee Stock Ownership Plan, also known as an ESOP, is a qualified retirement plan, similar to a 401(k) plan, which is designed to purchase company stock and provide eligible team members with a beneficial ownership stake in the company. Unlike the 401(k), there is <b>no cost</b> to the employee. Annual contributions are based on an employee-owner's annual compensation for each plan year.
401(k) Retirement Savings Plan	Full-time, year-round employees	Entered in the plan on January 1 <sup>st</sup> or July 1 <sup>st</sup> upon completion of 1 year of service, 1,000 worked hours and attaining age 18	Barnes Inc. 401(k) retirement savings plan allows eligible employees to defer a percentage of their earnings through either pre-tax or Roth contributions.
Health Insurance	Full-time, year-round employees	Coverage is available on the 1 <sup>st</sup> of the month following 60 days of employment.	Barnes, Inc. offers three (3) comprehensive medical insurance plan options which include two GHC-SW HMO plans and a Point of Service (POS) plan. Employees can choose the best option based on deductible, coverage, provider network and affordability. Barnes, Inc. covers 40-50% of the monthly premium based on the plan and coverage elected.
Dental Insurance	Full-time, year-round employees	Coverage is available on the 1 <sup>st</sup> of the month following 60 days of employment.	Barnes, Inc. offers dental insurance through Delta Dental. Coverage includes diagnostics, preventative, basic & major services, and orthodontic services. Coverage is available for employee, employee's spouse and/or child(ren).
Flexible Spending Account	Full-time, year-round employees	Coverage is available January 1 <sup>st</sup> .	Employees may participate in the Flexible Spending Account Plan that allows election of pre-tax dollars to pay for certain out-of-pocket health care costs or qualifying daycare expenses.



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Life & AD&D Insurance	Employees who have worked a minimum of 1 year of continuous employment & worked at least 1,000 hours in the previous 12-month period.	Coverage is available on the first of the month following one (1) year of employment.	Barnes, Inc. provides a company-paid \$20,000 Basic Term Life coverage which includes Accidental Death & Dismemberment to all eligible employees.
Paid Parental Leave	Employees who have worked a minimum of 1 year of continuous employment & worked at least 1,250 hours in the previous 12-month period.	Benefit payments are made on regular payroll dates following date of birth or adoption.	To support employees and their families, Barnes, Inc. provides two (2) weeks paid parental leave for the non-birthing parent (regardless of gender) for bonding with the child, and six (6) weeks for the birthing parent for recovery and bonding with the child. Additional benefit terms apply. See HR dept. for details.
Barnes Company Apparel	All Employees	Upon Hire	All Barnes employees may purchase company apparel at a discounted rate through our apparel website
Employee Referral Program	All Employees	Upon Hire	Employees who refer a qualified candidate are eligible for a referral bonus of \$1,000 after the completion of one year of continuous employment and another \$1,000 referral bonus after 3 years of continuous employment.
Employee Retention Program	All New Hires	Upon Hire	Any eligible new hire (not previously employed at Barnes), who accumulates at least 1,200 worked hours, will receive \$1,000 retention bonus after the completion of one year of continuous employment.