





Barnes Group Wellness Incentive Program



- Rewards for Tier status reached and maintained as of November 1st of each calendar year – Employees will receive incentive in December
 - Silver = \$50 Payroll well-being credit
 - Gold = \$100 Payroll well-being credit
 - Platinum = \$200 Payroll well-being credit
- Additional participation reward may be given out for participation in company challenges

Barnes Group Wellness Incentive Program

Tier level		Points to unlock tier	Points required to remain in tier	Barnes Group incentive reward* as of November 1 status
Bronze		0 – 2,499		
Silver		2,500 – 4,999	Participants have three months to accumulate 1,200 points to remain in Silver status.	\$50 Payroll well-being credit
Gold		5,000 – 9,999	Participants have three months to accumulate 2,400 points to remain in Gold status.	\$100 Payroll well-being credit
Platinum		10,000+	Participants have three months to accumulate 3,600 points to remain in Platinum status. Aim for 1,200 points per month!	\$200 Payroll well-being credit

*Award based on tier status as of November 1 each calendar year. All rewards are subject to appropriate taxation.



Improve your wellbeing and get rewarded

Total wellbeing users can earn points and unlock tiers for more rewards by completing various wellness activities on the platform such as the LifeWorks Health Assessments and Challenges, or by selecting and reviewing Snackable Wellbeing content.

The key to the LifeWorks Wellness rewards program is that users must continue completing wellbeing activities regularly in order to maintain their Tier status. If a user does not reach the points required to remain in the tier, they will regress to the previous tier and the associated minimum tier points.

Points and Tiering Journey	
Tier	Required points to stay in tier
Bronze 0-2499 points	-
Silver 2500-4999 points	1200 (400/month)
Gold 5000-9999 points	2400 (800/month)
Platinum 10,000+ points	3600 (1200/month)



How to earn points

Users can navigate to “Your Tier Progress” in their Profile to see a personal dashboard of their points and progress.

Activity	Points assigned	Detail
TWI Full T1 Assessment completion	500	1 per year
TWI Full T2 Assessment completion	500	1 per year at least 10 months after the first HRA has been completed.
TWI Pillar completion	10	Per TWI assessment pillar 1 per month.
Join Corporate Challenge (team/individual)	100	Per challenge (Only one corporate challenge can be run)
Join Personal Challenge	100	Per challenge (Same challenge type cannot run simultaneously)
Complete Corporate Challenge (team/individual)	250	Per challenge (need to satisfy the challenge win criteria to earn points)
Complete Personal Challenge	200	Per challenge (need to satisfy the challenge win criteria to earn points)
Steps: Daily Light Activity 1,000 – 5,999 steps	5	Points are awarded for verified steps (i.e., walking, jogging, running) per day. When multiple workouts are recorded for the same day, you'll be credited with the one that is worth the most points. Verified via wearable device, fitness app or health aggregator app, heart rate monitor.
Steps: Daily Moderate Activity 6,000 – 9,999 steps	10	
Steps: Daily High Activity 10,000 – 14,999 steps	15	
Steps: Daily Expert Activity 15,000+ steps	20	
Habitude: Log a habit change	5	Self-reported, log max 1 per day in each Habitude Challenge.
Platform joining bonus	25	A welcome bonus for joining the platform and an opportunity to educate the user on how points work.
Snack-able well-being 1 st read bonus	25	A welcome bonus for reading snack-able well-being for 1st time
Snack-able well-being session consumption	5	Per session (maximum 5 sessions per week) – 25 points max
Snack-able well-being reading streak bonus	25	Consume 5 daily sessions per week
Promoted activity	1500	1 per year

Create Your LifeWorks Account

Haven't signed up yet? Get started using LifeWorks now with our easy, one-time sign-up instructions:

1. Go to login.lifeworks.com OR download the LifeWorks mobile app. Click "**Sign Up**"
2. Enter your invitation code which will be formatted as BGI-Employee Identifier. Your employee identifier is your first initial and first 6 letters of your last name followed by month and day of your birthdate (MMDD).

For example, an employee named James Harrington whose birthdate is March 16 would use the invitation code:

BGI-JHarrin0316

3. Create your personal login credentials (email and password).

