

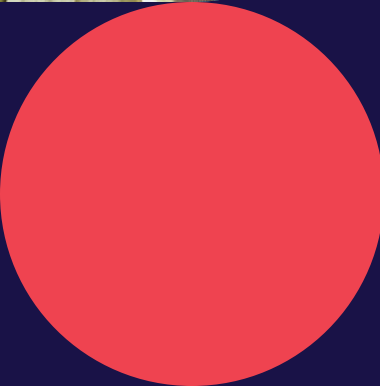


The Power *of* Choice

BENEFITS THAT CENTER AROUND YOU

OPEN
ENROLLMENT

OCTOBER
4 - 25, 2023





IN THIS GUIDE

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CONSISTENT COSTS. RELIABLE RATES.

No premium increases for 2024.

At Barnes, we are committed to providing industry-leading options that give you what you want from a benefits plan: a wide range of plan options and benefits that allow you to Be Well — physically, emotionally and financially — and that support our employees in all areas of their lives. No matter where you are in life's journey, we want to ensure that our benefits are available to help you be your best self at work and at home.

Nationally, health care costs are predicted to increase by nearly 7% in 2024, driven by the unprecedented health care landscape over the last several years, continued inflation, and the increasing prevalence of chronic conditions and delivery of more complex care. To affirm our investment in you, Barnes is pleased to announce that — **for the second straight year** — we are not making any changes to our health care plans and will be absorbing the full cost of these increases, resulting in no change to your premiums for the upcoming year.* In addition, we are implementing several enhancements to our plans that include:



A free employee-only medical plan option



Expansion of our 401(k) plan to offer Roth 401(k) deferral options for increased financial wellbeing

Open Enrollment is being held from **October 4 – October 25, 2023**, and is your annual opportunity to review or update your benefits choices for the coming year. We encourage you to take the time to review your options and select the plans that best meet the needs of you and your family. Being well informed and understanding all that's available to you is the key to taking advantage of and getting the most value from your benefits at Barnes.

*Barnes uses a salary banding system to ensure affordability of its medical plans and associated premiums. Your 2024 medical premium may be subject to change if you received a salary adjustment during the past 12 months that places you in a higher salary band for the upcoming year.



SUMMARY OF 2024 CHANGES

Benefits that center around *you*.

Benefit	Important changes for 2024
Medical plan	<ul style="list-style-type: none">There are no changes to plan designs or employee premiums for 2024.Employee-only coverage under the HSA Max plan will be free to all eligible Barnes employees.
Health Savings Account (HSA) annual contribution amount	<p>The annual HSA contribution limits* will be adjusted as follows:</p> <ul style="list-style-type: none">\$4,150 (an increase of \$300) for individual coverage\$8,300 (an increase of \$550) for family coverage\$1,000 (no change) additional catch-up contribution for those age 55 or older <p>*The maximum shown includes any company-matching contribution made by Barnes.</p>
Flexible Spending Account (FSA) annual contribution amount	<p>The annual FSA contribution limits will be adjusted as follows:</p> <p>Health Care FSA</p> <ul style="list-style-type: none">\$3,050 (an increase of \$200) <p>Limited Purpose FSA:</p> <ul style="list-style-type: none">\$3,050 (an increase of \$200) <p>Dependent Care FSA:</p> <ul style="list-style-type: none">\$5,000 (no change)
401(k) plan enhancements	<ul style="list-style-type: none">A Roth contribution option has been added to our 401(k) Retirement Savings Plan.

MEDICAL PLAN HIGHLIGHTS

Improve affordability.
Maximize value.

For the second straight year, Barnes is pleased to announce that we will not be making any plan design changes or employee premium increases.* This decision is part of our ongoing commitment to and investment in prioritizing our employees and promoting the stability of our plans and programs for the future.

Barnes is committed to providing **comprehensive and competitive benefits** that put you at the center. Our health care programs are designed around three principles:



Offer flexible and affordable plans to meet the needs of our dynamic and diverse workforce and their families.



Promote better outcomes through access to high-quality care and support services.



Proactively manage escalating costs on behalf of our employees, while enhancing the participant experience.

*Medical, life insurance, long-term disability and certain voluntary benefits premiums are subject to age and/or salary-based adjustments.



Barnes will be joining an elite group of approximately 15% of employers nationwide that offer a free employee-only plan option.

Beginning in 2024, Barnes will offer free employee-only coverage under our HSA Max plan, ensuring affordability of coverage for ALL employees.



QUANTUM HEALTH

Simplifying *your* health care journey.

MyQHealth Care Coordinators are available to help you and your family get the most out of your benefits while simplifying the health care process.

All employees, regardless of Barnes medical plan enrollment, are encouraged to take advantage of the free and confidential services of Quantum Health.

Care Coordinators are your dedicated team of clinicians and benefits specialists who advocate for members' care. They also:

- Serve as personal health care guides who get to know members' unique health and wellness needs
- Work with providers to ensure members receive high-quality, safe and cost-effective care
- Understand Barnes benefits from top to bottom, so they can help with any questions

WHEN YOU DON'T KNOW WHERE TO BEGIN, START WITH QUANTUM HEALTH

Quantum Health has all the right tools and services to ensure you and your family members are receiving the right care — and using your benefits to the fullest.

HOW QUANTUM CAN HELP



Insurance ID cards



Questions about claims, billing and benefits



Finding in-network providers



Nurse support



Reduce out-of-pocket costs

HEALTH CARE THAT PUTS YOU AT THE CENTER



For support, call **1-855-649-3862** (Monday – Friday, 8:30 a.m. to 10:00 p.m. EST), visit **mybgibenefitscenter.com** or download the **MyQHealth** mobile app.



SPECIALIZED PROGRAMS

Expand *your* circle of care.

Providing flexible, comprehensive benefits choices to meet your unique needs is just one of the many ways Barnes supports the health and financial wellbeing of our employees. These programs give you 100% free access when you are enrolled in a Barnes medical plan.

MEDICAL PAYMENT RESOURCE

Healthcare Bluebook

Health care prices vary a lot for the same procedure. Healthcare Bluebook is an online and mobile resource that lets you quickly and easily see how much you should be paying for medical tests and procedures, as well as which local facilities charge a Fair Price™ for high-quality care.

Healthcare Bluebook can save you hundreds of dollars and rewards you when you shop smart for health care. The Go Green to Get Green rewards program will send you or your covered dependents a check for \$25, \$50 or \$100 if you choose a “green” provider for certain medical procedures.

Each time you use a Fair Price provider for select health care services, first you save, then you get rewarded.

DIABETES MANAGEMENT PROGRAM

Livongo

Get ongoing support to manage your condition with this diabetes management program.

Testing and tracking your blood glucose levels is critical to successfully managing your diabetes, but it can be a time-consuming, manual process.

With Livongo, you can easily:

- Track your levels, see trends and share your data with whomever you choose
- Get unlimited test strips and lancets delivered to your door with no out-of-pocket cost
- Get personalized tips in real-time to help you stay on track and make informed choices

To be eligible to enroll in this free voluntary program, you must be a Barnes employee or family member who is enrolled in one of our medical plans and who is diagnosed with prediabetes or diabetes.



Call **1-800-945-4355** or visit **start.livongo.com** to get started (enrollment code: Meritain).



MEDICAL AND PRESCRIPTION PLAN OPTIONS

Your guide *to* seamless health coverage.

Offering a choice of medical plan options is important. Each of us has our own health care needs and preferences, and choosing a plan is a personal decision. For 2024, our coverage will remain unchanged. Barnes will continue to offer four medical plans with integrated prescription drug coverage, providing a range of coverage and flexibility for you and your family members. It's important to understand what the plans offer, so you can take an active role in your health care. The following chart provides an overview of our medical plan options.

OPTING OUT OF MEDICAL COVERAGE

If you have medical coverage available through a spouse, domestic partner or parent, you may opt out of coverage through Barnes and receive a taxable credit of \$600 per year (provided in equal installments on a per-pay-period basis).

Care Coordinator support	Quantum Health: 1-855-649-3862, mybgibenefitscenter.com
Provider network	Aetna Choice® POS II (Open Access)
Medical claims administrator	Meritain Health
Pharmacy claims administrator	CVS Caremark

2024 MEDICAL AND PRESCRIPTION PLAN OPTIONS

Medical Plan	HSA Max	HSA Value	HSA Advantage	Choice POS
Deductible (Individual/Family)	\$7,050/\$14,100	\$3,000/\$6,000	\$2,000/\$4,000	\$1,000/\$2,000
Office visit/Specialist copay	n/a	n/a	n/a	\$25/\$50
Coinsurance (Employee)	n/a	30%	25%	20%
Out-of-pocket maximum (Individual/Family)	\$7,050/\$14,100	\$5,000/\$10,000	\$4,000/\$8,000	\$4,000/\$8,000
Barnes HSA match (Individual/Family)	\$750/\$1,500	\$500/\$1,000	\$250/\$500	n/a
Teladoc Health		\$56/session		
Medical "opt-out" waiver credit		\$600		

Prescription Drug*	
30-day supply or less: > Obtain from any CVS Pharmacy® Preventive generics: \$0 (bypasses deductible on HSA plans) Generics (non-preventive): \$15 copay Preferred brand: \$40 copay Brand: \$70 copay Specialty (CVS Specialty® pharmacy): \$220 copay	Up to a 90-day supply: > Obtain through CVS Caremark® Mail Service Pharmacy or from any CVS Pharmacy Preventive generics: \$0 (bypasses deductible on HSA plans) Generics (non-preventive): \$40 copay Preferred brand: \$80 copay Brand: \$140 copay Specialty (CVS Specialty pharmacy): \$440 copay
Preventive Drug List for our HSA plan members	The FDA and IRS have compiled a list of specific drugs that are used for preventive care, called the Preventive Drug List. To help save money, you will not be required to first meet your deductible before the plan provides coverage for drugs on this list. In addition, preventive generics on the CVS Caremark formulary will be free (\$0 copay).

*All prescription drug costs apply to your plan's out-of-pocket maximum accumulation. Under the HSA plans, you must first meet your deductible before any copays would apply. This is only a summary of the prescription drug coverage. Please refer to the Summary Plan Description (SPD), plan documents or the Barnes Group Next360 Benefits website for complete details.



KEY FEATURES OF OUR MEDICAL AND PRESCRIPTION PLANS



Eligible preventive care services covered at 100% when you use in-network providers



A large network of doctors, hospitals and other providers that offer services at negotiated rates



Comprehensive medical coverage that includes both routine and emergency care



MyQHealth Care Coordinators to provide personalized health care guidance and care management to help you navigate and maximize your benefits coverage



Annual limits on what you pay to provide financial protection in the event of a serious health condition



Access to Healthcare Bluebook and Go Green to Get Green rewards to help you choose a provider or facility that charges the Fair Price or less for their services



Comprehensive, integrated prescription drug coverage with free generic IRS-approved preventive medications



Mental health, behavioral health and substance abuse coverage

KNOW THE TERMS

Health care plans can be confusing. Here are a few key terms to help you understand your plan options and costs.

In network: A network is a group of health care providers. It includes doctors, specialists, hospitals, surgical centers and other facilities.

Coinsurance: A fixed percentage you pay for a covered health care service after you meet your deductible.

Out of network: Depending on your plan, you'll usually pay more for out-of-network services. With some plans, you may be responsible for the full cost of out-of-network care unless it's a true emergency.

Copay: A fixed dollar amount you pay for a covered service.

Out-of-pocket maximum: This is the most you'll pay for covered health care services in a plan year. Once you hit your maximum, the plan pays 100% of covered expenses for the rest of the year.

Deductible: The amount you pay for covered health care services before your plan starts to pay.



Health Savings Account (HSA)

A Health Savings Account (HSA) is a powerful financial tool that you can pair with a Barnes high-deductible health plan to help reduce your medical expenses now and into the future.

In fact, as a company, we feel so strongly that HSAs represent a smart way to manage your health care costs, and are an important part of your long-term savings and financial wellbeing, that Barnes matches your contributions, dollar for dollar, up to specified maximum, based on the plan and level of coverage you choose.

NEW: For the HSA, the IRS maximum contribution limit has increased to \$4,150 for an individual and \$8,300 for a family.

REMEMBER: The HSA is only available for employees who enroll in one of our HSA medical plans and can only be used for eligible health care expenses. If HSA funds are used for any other purpose, they will be taxable and subject to additional penalties. Make sure you keep receipts and records of any payments made from your HSA in the event you are audited by the IRS.

THE HSA AND 401(K) PLAN ARE BOTH RETIREMENT SAVINGS TOOLS.

While the HSA can help you pay for eligible health expenses now and into retirement, the 401(k) plan can help you build your general retirement fund. See page 22 for exciting enhancements to our 401(k) Retirement Savings Plan for 2024.



BENEFITS OF AN HSA



Make tax-free contributions to your HSA and receive matching contributions up to the specified amount from Barnes.



Your HSA grows tax free through interest and investment returns.



Use your HSA savings tax free to pay for eligible expenses or save for future health care expenses.



Own your HSA dollars forever – even if you leave Barnes.



YOUR CONTRIBUTIONS TO HSA THROUGH PAYROLL DEDUCTIONS

2024 IRS maximum allowable HSA contribution*

- **Individual:** \$4,150
- **Employees 55+:** \$5,150****
- **Family:** \$8,300
- **Employees 55+:** \$9,300****

*Your contributions plus Barnes' matching contributions count toward these IRS limits.
**Employees age 55 and over can contribute an additional \$1,000 in "catch-up" contributions
***Employees age 65 and over who are enrolled in Medicare are ineligible to make HSA contributions



BARNES GROUP MATCHING CONTRIBUTIONS*

- HSA Max**
- **Individual:** \$750
 - **Family:** \$1,500
- HSA Value**
- **Individual:** \$500
 - **Family:** \$1,000
- HSA Advantage**
- **Individual:** \$250
 - **Family:** \$500

*Barnes matches employee contributions dollar for dollar up to a specified limit, based on the medical plan and level of coverage you choose.



Flexible Spending Accounts (FSA)

Flexible Spending Accounts (FSAs) are a great way to save money. They allow you to set aside a certain amount from your paycheck before taxes are withheld. Then, you can use the money tax free to pay for eligible out-of-pocket health care and/or dependent care expenses.

The annual contribution limit for Health Care and Limited Purpose FSAs will increase to \$3,050 in 2024.

REMEMBER: You must re-enroll in the FSAs each year if you want to continue to participate.



HEALTH CARE FSA:

Annual contribution: Up to \$3,050 per calendar year

Eligible expenses: Plan deductibles, copays, coinsurance and other medical, dental or vision expenses. To learn more, see IRS Publication 502 at [irs.gov](https://www.irs.gov).



LIMITED PURPOSE FSA:

Annual contribution: Up to \$3,050 per calendar year

Eligible expenses: Dental and vision out-of-pocket expenses (e.g., orthodontia, eyeglasses/contacts). To learn more, see IRS Publication 502 at [irs.gov](https://www.irs.gov).



DEPENDENT CARE FSA:

Annual contribution: Up to \$5,000 per calendar year*

Eligible expenses: Child care, day camp, home care for dependent elders and related expenses. To learn more, see IRS Publication 503 at [irs.gov](https://www.irs.gov).

*For a Dependent Care FSA, you cannot contribute more than the lesser of your or your spouse's income. If you're married and file a separate tax return, the maximum you can contribute is \$2,500. If your spouse contributes to a similar account, your total family contribution cannot exceed \$5,000. You may only reimburse yourself up to the amount you have actually contributed to your account at the time you file a claim.

ACCESS A WORLD OF PERSONALIZED CARE

Life: Feed your mind, body *and* spirit.

Now more than ever, it is so important to prioritize your health and wellbeing. At Barnes, we're proud to offer forward-thinking benefits that support our employees in all areas of their lives and help you to be your best self at work and at home. Barnes provides the tools and support to help you keep moving on your journey to total wellbeing.

Whether your personal goal is achieving better physical health, becoming financially fit, being more mindful or creating healthy habits ... it's time to start discovering all that is available to you!



To learn more about these programs, scan the QR codes with your smartphone camera.



FIND YOUR BEST SELF

Employee Assistance Program and Work/Life Services.



Our cornerstone wellness program, powered by TELUS Health, formerly LifeWorks, provides the confidential support you need to overcome whatever life throws at you, while restoring balance in your everyday life.

It offers:

- Unlimited access for you and your immediate household family members
- An extensive network of highly qualified counselors — get confidential advice, work-life services and referrals to support your overall health and wellbeing
- Up to three no-cost, confidential EAP counseling sessions per issue, per year
- Emotional and mental wellbeing support for adults, couples, adolescents and children in areas such as anxiety, grief, addiction, depression, personal relationships, sleep management and stress
- Health coaches to keep you motivated and healthy, including help with smoking cessation, weight management and sleep habits
- Everyday support for elder and child care assistance, financial matters, legal services, relocation and daily convenience services
- Robust online resources to help you find answers fast — thousands of articles, toolkits, podcasts and self-assessments related to family, health, life, money and work

CALM

Feel calm, confident and grounded.



Barnes is happy to offer you and up to five of your family members free, unlimited access to Calm, the world's # 1 app. It can help you improve your mental wellbeing, build personal resilience, reduce stress and anxiety, improve focus, and develop better sleep habits.

Your access to Calm includes:

- The Daily Calm 10-minute meditation with a new theme each day
- More than 100 guided meditations covering anxiety, stress, gratitude and more
- Sleep Stories to help you drift into better sleep
- Music for focus, relaxation and sleep
- Masterclasses from world-renowned experts
- Video lessons on mindful movement and gentle stretching

Whether you have 30 seconds or 30 minutes, Calm can help. Download the app to get started today!



CARE.COM

Find care for every member of the family.

care.



We know that caring for your family while you are at work can often be a challenge. To help you balance your work and home life, support is available, even when it's needed at a moment's notice. Barnes provides all employees with a free premium membership to Care.com, which allows you to search for local providers or post your own job for assistance with everyday needs, such as child care or after-school care, senior caregivers, housekeepers, errand runners, pet walkers and so much more!

TUITION.IO

Get help managing your student loans and education expenses.

tuition.io



Student loan debt affects the financial wellbeing of many of our employees, whether related to their own education or for their family members. We have partnered with Tuition.io to provide access to a full suite of tools and a refinancing marketplace to help you manage, pay down and eliminate your student loan debt!

SPOT

Pet insurance made simple.

spot
pet insurance



Our pets are family, too. With Spot Pet Insurance, you can design a custom pet insurance policy for your cat or dog and save up to 20%! You can choose the right level of coverage to fit your pet's unique needs and your budget, including the ability to customize deductibles and reimbursement levels. In addition, you can select optional coverage for preventive care, or comprehensive accident and illness protection.

LIFEMART DISCOUNT PROGRAM

Additional perks for added savings.

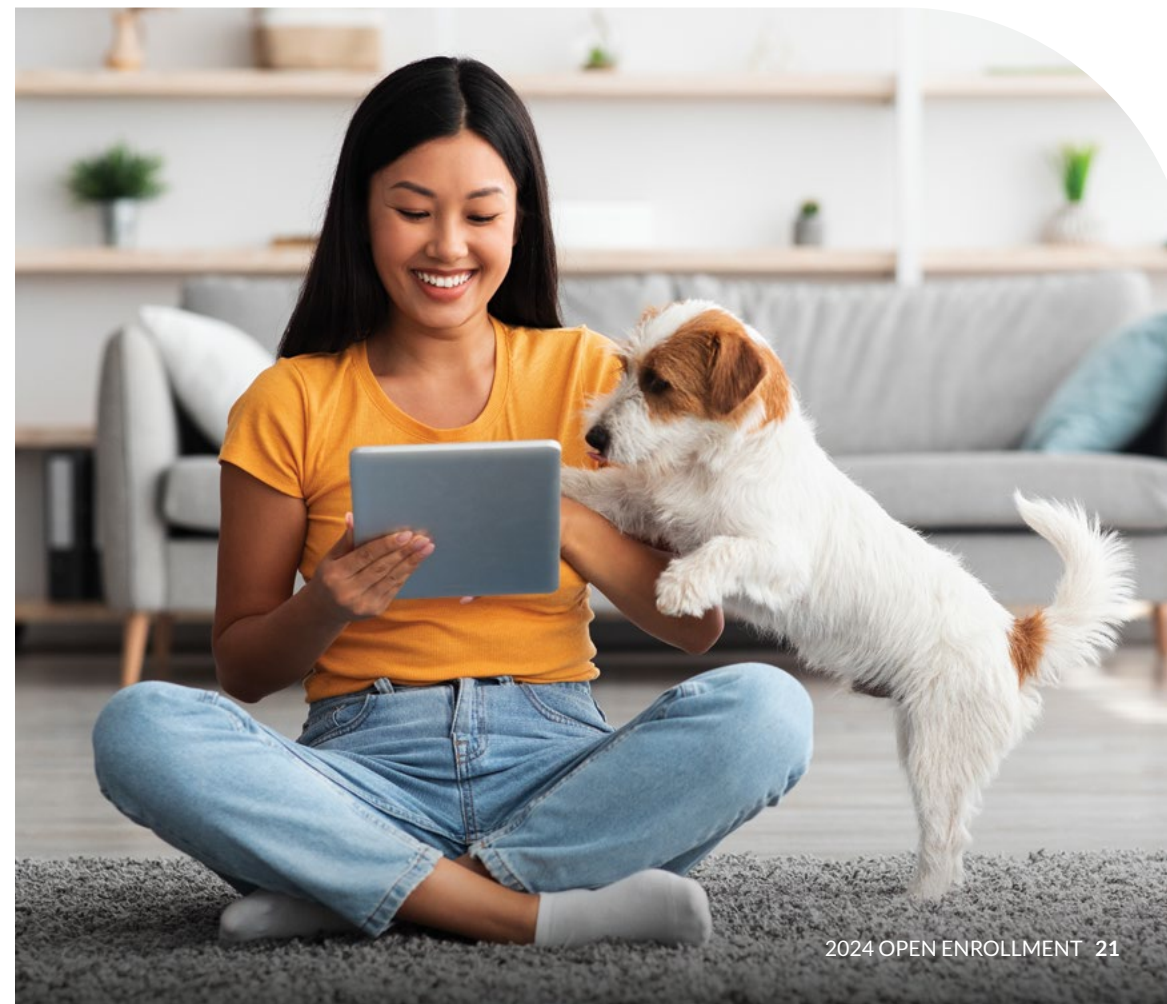
LifeMart
Discount Program
By Care.com



LifeMart, through Care.com, is our company's online discount platform. It provides special offers and savings on major brands and everyday essentials so you can stretch your dollars further and make the most of your paycheck.

Whether you're planning a major purchase or just want deals on day-to-day essentials, LifeMart is a great way to save on:

- Child, senior & pet care
- Groceries & restaurants
- Gyms, fitness & wellness
- Computers & phones
- Legal & financial services
- Home goods & services
- Travel, hotels & rental cars
- Tickets & entertainment
- Car buying & auto services
- Apparel
- Local deals near you
- And more





INTRODUCING ROTH

A new way to help build your retirement savings.

Barnes encourages you to build a strong financial future by providing robust retirement savings programs, including generous company contributions through our 401(k) Retirement Savings Plan.

We are pleased to announce that beginning January 1, 2024, Barnes will be adding a Roth contribution option to our 401(k) Retirement Savings Plan. This change is being made to enhance our plan features and provide even greater ways for our employees to diversify their retirement savings, while also ensuring compliance with upcoming regulations under the SECURE 2.0 Act.

With the addition of Roth plan features, you can begin to contribute after-tax dollars to the plan and then enjoy tax free growth and tax-free withdrawals when you retire,* giving you even greater flexibility when saving for your retirement

Roth contributions are very similar to traditional pre-tax contributions:

- You elect how much of your salary you wish to contribute.
- Your contributions cannot exceed the established annual IRS limits.
- Your contributions are based on eligible compensation.
- You will receive employer-matching contributions on your contributions (taxable upon distribution).

How are they different?

- Your contributions will be taxed before they are contributed to the plan.
- Roth allows you to withdraw your contributions, and any earnings on your contributions, tax free during retirement.*

With the introduction of the Roth after-tax contributions option, any pre-tax contributions you're currently making to the 401(k) Retirement Savings Plan will not change. However, if you choose to start making Roth after-tax contributions, you must go to **401k.com** to adjust your current contribution elections.

Be sure to watch for more information on this new plan enhancement later this fall, including Fidelity-hosted informational sessions to help you decide whether Roth 401(k) contributions may be right for you!

IMPORTANT:

Barnes cannot advise on whether making Roth after-tax contributions is a good tax strategy for you. You should direct all questions about this new option to your tax advisor or financial planner.

Feature	Pre-tax contributions (Current)	Roth after-tax contributions (New)	After-tax contributions
Tax implication	Tax free now, taxed later	Taxed now, tax free later	Taxed now, tax free later
Your contributions	Deducted from pay pre-tax — not included in current taxable income	Deducted from pay after-tax — included in current taxable income	Deducted from pay after-tax — included in current taxable income
Barnes matching contributions	Barnes continues to match your personal contributions at 50% up to the first 6% contributed, whether you choose pre-tax contributions, Roth after-tax contributions or a combination of both.		Barnes does not presently match after-tax contributions.
IRS contribution limits**	Up to a maximum of \$22,500 in 2023 (or up to a maximum of \$30,000 if age 50 or older in 2023), as indexed by the IRS Limits apply to pre-tax and Roth after-tax contributions combined.		\$66,000 for 2023, including employee pre-tax, Roth after-tax AND employer contributions
Investment earnings	Tax deferred — you pay no taxes on investment earnings while these earnings remain in your account; you will pay taxes on investment earnings upon distribution.	Tax free — you pay no taxes on investment earnings while these earnings remain in your account or upon distribution.	
Catch-up contributions for a person age 50 or older	An additional \$7,500 for 2023		
	A catch-up contribution may be made on a pre-tax or Roth after-tax basis and is in addition to the IRS contribution limit of \$22,500 listed above. The \$66,000 IRS contribution limit for all pre-tax, Roth and all other after-tax contributions also includes catch-up contributions.		
Minimum required distributions	Yes — at age 73	No	No

*A distribution from a Roth 401(k) plan is tax free and penalty free, as long as the five-year aging requirement has been satisfied and one of the following conditions is met: You are age 59½ or older or a qualifying disability or death occurs. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.

**2023 contribution limits shown for illustrative purposes only. The IRS will establish the 2024 contribution limits later this fall. Please be on the lookout for our year-end 401(k) communication, which will include any applicable plan changes and adjusted limits taking effect January 1, 2024.



Open Enrollment

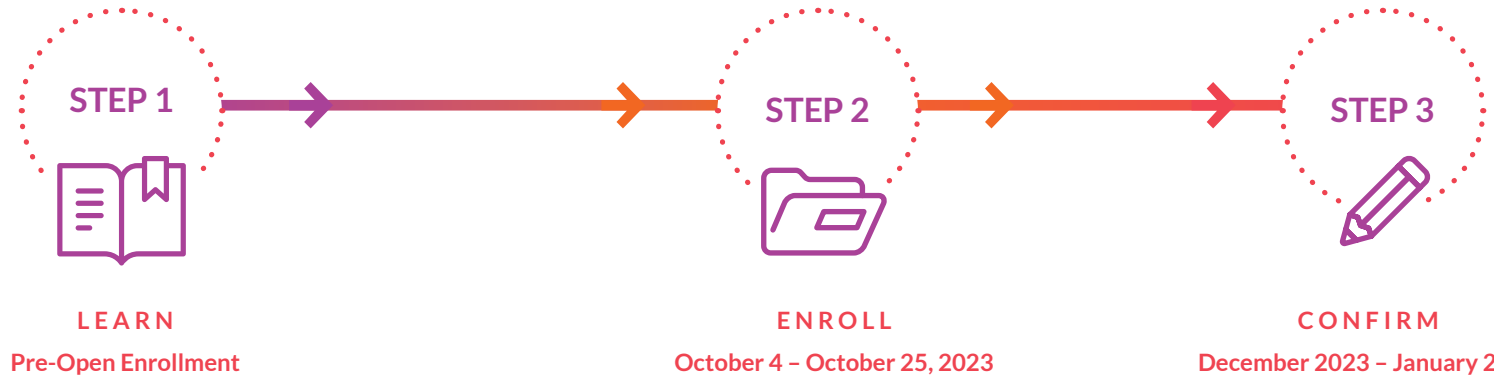
OCTOBER 4 – 25, 2023

Open Enrollment is your annual opportunity to review your current benefits, assess your coverage needs and make benefits plan elections for you and your dependents.

This year will be a passive enrollment, which means you do not have to actively complete your enrollment. If you do nothing, your current plan coverage will continue in 2024.

However, you must complete the enrollment process in order to do any of the following for 2024:

- Enroll in the Health Care or Limited Purpose FSA
- Enroll in the Dependent Care FSA
- Make adjustments to your HSA contributions in order to maximize the new IRS limits
- Change your medical plan election to take advantage of the free employee-only HSA Max plan option for 2024



- Review this guide carefully to understand the plan changes being made for 2024, along with the steps you need to take during the upcoming Open Enrollment period to ensure your coverage for 2024.
- Beginning the week of September 11, visit the Open Enrollment page on **barnesgroupbenefits.com** to learn what's new and to read about all of the Barnes benefits plans.
- Carefully review the medical plan options being offered for 2024 to determine which medical plan best meets your needs.
- Review your HSA and FSA contributions. Remember, new elections must be made for FSAs every year.
- Be on the lookout for your enrollment package and annual legal notices to arrive in your mail in late September.

- Enroll in one of two ways:

Log in to **<https://benefits.plansource.com/login/barnes>**.

Or call **1-877-435-0260**, Monday – Friday, 8:30 a.m. – 5:30 p.m. EST.

This is an important opportunity to also review your covered dependents and beneficiaries and make changes where needed.

As you elect your benefits, please be sure that the shopping cart in the upper right corner is updated. **The last step in the enrollment process is to click the “Review and Checkout” button at the end to save and finalize your benefits elections. If you don’t click “Review and Checkout,” your benefits will not be saved and finalized.**

- **Following enrollment, please watch for a confirmation statement via U.S. mail.** Carefully review it for accuracy, and save it for your records. If needed, contact your HR Representative to make corrections by December 15, 2023, or call **1-877-435-0260**, Monday – Friday, 8:30 a.m. – 5:30 p.m. EST.

- Be sure to check your first paycheck of January to verify your plan selections are accounted for and deductions are accurate.



PLEASE NOTE:

Individuals hired during the Open Enrollment period must **enroll twice**. You will be prompted to first enroll for your 2023 benefits, and then you will also need to enroll a second time for your 2024 benefits.

HOW TO ENROLL

PlanSource/MarketLink benefits enrollment site

There are two ways to enroll: online or by phone.

ONLINE:

- **Via the single sign-on feature within UKG Pro:**

Log in to your UKG Pro account and select Menu>> Myself >>Benefits >> PlanSource/MarketLink Benefits Enrollment Site.

- Log in to **<https://benefits.plansource.com/logon/barnes>** and use these credentials:

Username: First initial of your first name + first six letters of your last name + last four digits of your Social Security number

Password: Your birthdate (YYYYMMDD)

EXAMPLE: Rebecca Anderson,
XXX-XX-2345, DOB: August 14, 1962

USERNAME: randers2345

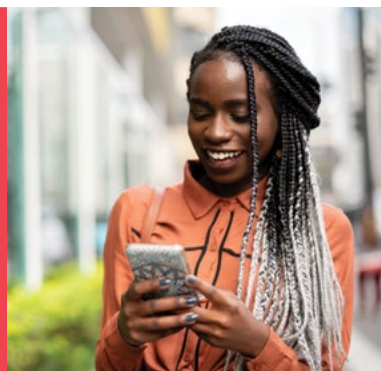
PASSWORD: 19620814

- After your initial login, you will be prompted to change your password. Please keep your new password in a secure place so you can easily access the benefits enrollment platform in the future.

PHONE:

- Call **1-877-435-0260**,
Monday – Friday, 8:30 a.m. – 5:30 p.m. EST.

Passwords for all users will be reset to the default password (that is, your birthdate in the YYYYMMDD format) to simplify your Open Enrollment process.





BARNES

CORPORATE OFFICE
123 MAIN STREET
BRISTOL, CT 06010

INDICIA
FPO

This guide highlights certain components of the Barnes Group Inc. Next360 Benefits program; it is only an overview. Separate legal contracts and documents control the operation of any specific plan. This guide does not take the place of official plan documents, which are the final authority on plan provisions used to determine how and when benefits are paid. Barnes Group Inc. reserves the right to change, amend, suspend, withdraw or terminate any or all parts of the plans at any time. Further, neither the plans nor this guide are an employment contract, and nothing contained herein guarantees you the right to continued employment at Barnes Group Inc. The names of the companies and products mentioned herein may be trademarks of the respective companies.

FPO FSC