

Discover the *Baird Difference*

BAIRD

Total Rewards at Baird

Baird's Total Rewards package, provided to U.S. benefit-eligible associates, is designed to support every associate and their family. By offering competitive, equitable and personally motivating compensation, benefits and work experience, we empower associates to show up as their best selves.

Health & Wellbeing

Health Care | Affordable premiums* and primary care-centered health plans available the first day of the month following your hire date

Dental & Vision | Preventive care and other maintenance services covered for you and your family

Annual HSA/Deductible Contribution | \$500 associate; \$1,000 family to lower costs to you now or in the future

Wellbeing Program | Comprehensive wellness tools designed to support you in your wellbeing journey

Bonding Leave | 16 weeks of 100% paid leave for primary caregiver; 8 weeks for secondary caregiver

Adoption Assistance | Up to \$25,000 per child and reimbursement for adoption of a spouse/partner's child and unsuccessful adoption event

Mental Health Support | Resources and open access to any mental health provider

Leaves of Absence | Baird-paid personal, parental/bonding, disability and critical care leave

Employee Assistance Program | Five complementary counseling sessions per issue per year per person

Expert Support | Access to medical experts and advisors to help you navigate questions and concerns

Compensation

Competitive Compensation | Total cash packages that include base salary, bonuses and/or commissions, depending on role

Paid Vacation | Ten paid holidays and additional paid time off with increases for years of service

Life & Disability Insurance | Added income protection for you and your family

Culture

Clients Come First | We put clients first, and our belief that integrity is irreplaceable is ingrained in the way we do business

Passionate Associates | We are committed to achieving great outcomes for clients, communities and each other



Inclusion & Diversity | We value diverse backgrounds and perspectives, teamwork and a strong sense of partnership

Associate Resource Groups | Baird's six associate resource groups (ARGs) support inclusion & diversity efforts within the firm and larger communities

YOUR LIFE

YOUR CAREER

YOUR FUTURE

Retirement

Retirement Contributions | Pre-tax, Roth and voluntary after-tax contributions with comprehensive fund choices

401(k) Match | Associate contributions eligible for a match up to \$3,000

Retirement Plan Profit Sharing | \$3,000 flat dollar amount plus a percent of pay, averaging 5.12% over the last five years

Associate Financial Advice Team | Free financial planning advice and significantly discounted investment services

Professional Development

Tuition Reimbursement | Regular full-time associates \$5,250; Regular part-time associates (working 60% time) \$2,625

Designation/Certification Reimbursement | \$6,000 per calendar year towards continuing education and credentials

Talent Development | Over 275 live and on-demand courses designed to support your personal and professional development

Inclusion & Diversity | Over 25 courses dedicated to I&D education and awareness

Community Involvement

Baird Gives Back Hours | Regular full-time or part-time, non-commissioned associates who work at least 60% time are granted up to one paid Baird Gives Back day for community service

Baird Gives Back Week | One week of pre-organized volunteer opportunities across Baird locations, coordinated by our Baird Gives Back ARG

Baird Foundation | Associate charitable contributions eligible for a match up to \$1,500 per year

Additional Benefits

Identity Protection | Free coverage for associates and their extended family members

Child & Elder Care Services | Free access to child and elder care services, including college preparation and advising

Voluntary Benefits | Pet Insurance, Accident, Critical Illness and Legal Services

Shareholder Program

Baird's privately held, employee-owned model is a tremendous differentiator that plays a crucial part in the firm's ongoing success.

Baird Stock represents ownership in the company and provides associates with a financial investment in Baird's future. As of June 30, 2024, nearly **85%** of Baird associates own stock.

Regular full- and part-time associates are eligible to become shareholders after one year of service or if they hold an officer title of Assistant Vice President or above. Additional criteria may apply.

*As defined by the Affordable Care Act.