

# Managing Directors

## Leadership

With an average of more than 18 years each at Baird, the 14 members of our Executive Committee represent an extraordinary continuity of leadership. Together, they have helped guide Baird through numerous business cycles as well as its transformation into an independent, associate-owned firm. Each is a passionate advocate for the core values on which Baird has built its reputation.

### MANAGING DIRECTORS

#### BAIRD ADVISORS

Mary Ellen Stanek  
*Director*

Gary A. Elfe  
Charles B. Groeschell  
Warren D. Pierson  
Jay E. Schwister  
Daniel A. Tranchita

#### BAIRD INVESTMENT MANAGEMENT

Reik W. Read

#### EQUITY RESEARCH

Robert J. Venable  
*Director*

David L. AuBuchon  
Peter S. Benedict  
Bruce A. Bittles  
Eric W. Coldwell  
Richard C. Eastman  
David A. George  
Tristan Gerra  
J. Michael Horwitz, Jr.  
Craig R. Kennison  
Quintin J. Lai  
Jon A. Langenfeld  
David Loeb  
Christopher R. Lucas  
Mark S. Marcon  
Lawrence H. Neibor

Ghansham Panjabi  
Christopher Raymond  
David E. Tarantino

#### FIXED INCOME CAPITAL MARKETS

Patrick S. Lawton  
*Director*

#### FIXED INCOME SALES & TRADING

William S. Andersen  
Alexander B. Buchler  
Robert P. DeBastiani  
James P. Healy  
Drew A. Kanyer  
Kirill A. Krylov  
Charles D. Massaro  
Michael J. Redmond  
John J. Sangervasi  
Thomas E. Swift  
Tommy T. Wammack  
Glenn P. Willett

#### INSTITUTIONAL EQUITY SERVICES

William W. Mahler  
*Director*  
James H. Herrick  
*Director, Equity Trading*

Anthony Bond  
John F. Byrne  
Steven M. Dadmun  
Richard W. Dunn  
Joseph C. Gerlach

Clare Hasler  
Steve Holt  
Terence P. Hoy  
John T. Kennedy III  
Barry L. Kneisel  
Ross J. Kopfer  
Todd C. Lombra  
Gregory J. Lutz  
John S. McGregor  
John S. McLandsborough  
Thomas S. O'Connor  
Daniel J. Renouard  
John R. Roesner, Jr.  
Brian C. Scheller  
Todd A. Simons  
Patrick H. Spencer  
Daniel J. Steffes  
Brian C. Timmis

#### INVESTMENT BANKING

Steven G. Booth  
*Director*  
Joachim Beickler  
Leslie Cheek IV  
C. Christopher Coetzee  
Joel A. Cohen  
Richard P. Conklin  
Brian S. Doyal  
John A. Fordham  
Curtis H. Goot  
Stephen B. Guy  
Jonathan J. Harrison  
Gregory J. Ingram  
Peter S. Kies  
Thomas W. Lacy

**EXECUTIVE MANAGEMENT**

Paul E. Purcell  
*Chairman, President & Chief Executive Officer*

C.H. Randolph Lyon  
Richard F. Waid  
*Vice Chairmen*

**EXECUTIVE COMMITTEE**

Steven G. Booth  
*Director, Investment Banking*

Paul J. Carbone  
*Director, Baird Private Equity*

Leslie H. Dixon  
*Chief Human Capital Officer*

Glen F. Hackmann  
*General Counsel*

Patrick S. Lawton  
*Director, Fixed Income Capital Markets*

C.H. Randolph Lyon  
*Vice Chairman*

William W. Mahler  
*Co-Head, Global Equities*

Paul E. Purcell  
*Chairman, President & Chief Executive Officer*

Mark A. Roble  
*Director, Risk Management*

Michael J. Schroeder  
*President, Private Wealth Management*

Russell P. Schwei  
*Chief Operations Officer*

Mary Ellen Stanek  
*Director, Asset Management*

Robert J. Venable  
*Co-Head, Global Equities*

Dominick P. Zarcone  
*Chief Financial Officer*

Thomas E. Lange  
John R. Lanza  
W. Andrew Martin  
Brian P. McDonagh  
Christopher C. McMahon  
Mark C. Micklem  
John M. Moriarty  
T. Frank Murphy  
Nicholas Pavlidis  
Joseph A. Pellegrini  
Gary R. Placek  
Paul T. Rogalski  
Renee C. Ryan  
Breton A. Schoch  
Christopher J. Sciortino  
Nicholas R. Sealy  
Jeffrey M. Seaman  
David M. Silver  
Anthony Siu  
Andrew K. Snow  
Franklin M. Stokes  
William O. Suddath, Jr.  
Rodney L. Tyson  
Gary D. Vollen  
Peter G. Watson  
William G. Welnhofner  
David M. Wierman  
Michael Wolff

**PRIVATE EQUITY**

Paul J. Carbone  
*Director*

C. Andrew Brickman  
Andrew Ferguson  
Huaming Gu  
Simon W. Havers  
Randall A. Mehl  
Robert D. Ospalik  
Gordon Pan  
David P. Pelisek  
Michael J. O. Proudlock  
Peter K. Shagory  
Scott G. Skie  
Brett H. Tucker

**PRIVATE WEALTH MANAGEMENT**

Michael J. Schroeder  
*President, PWM*

Randy R. Beeman  
Susan C. Bellehumeur  
Timothy P. Byrne  
Allen J. Campbell  
Larry J. Carter  
Gregory S. Collins  
Douglas P. Condon  
Anthony E. Consiglio  
Matthew S. Curley  
Erik C. Dahlberg  
Philip C. Dallman  
Christopher G. Didier  
David S. Epstein  
Gerald M. Falci  
Scott T. Falk  
Ronald E. Farley  
Lawrence A. Gellman  
Gerald L. Gerndt  
Matthew A. Glatz

Laura H. Gough  
David A. Hackworthy  
Mark L. Hawthorne  
Stephen D. Hoch  
Leah H. Hoffman  
A. Hale Hooper III  
Lisa A. Keverian-Press  
Michael G. Klein  
Peter Klode  
Mark D. Laufman  
John B. Lewenauer  
Marcus C. Low, Jr.  
John J. Luy  
John M. Mabee  
Kenneth J. Meyers  
John Mockovciak III  
Timothy M. Moore  
J. Bary Morgan  
William B. Nicholson  
Michael H. Perrini  
Neil J. Pinsky  
Gary S. Pinsky  
Patrick W. Powell  
Robert C. Ramsey  
Kurt A. Rivard  
Sheldon L. Rosenberg  
Thomas F. Schmid  
James Schultz  
Paul G. Sittenfeld  
Gregory S. Smith  
Steven W. Stahlberg  
Paul Stscherban  
Steven C. Tews  
Donald D. Wallace

Michael J. Welch  
J. Eric Wightman

**PUBLIC FINANCE**

Keith A. Kolb  
*Director*  
Todd L. Barnes  
Leslie L. Bear  
James R. Blandford  
Brian H. Colon  
David J. Conley  
Michael R. DiPerna  
Thomas J. Gavin  
Ann E. Gifford  
William M. Hepworth  
Richard D. Layton  
Timothy P. Long  
John A. Mehan  
David W. Noack  
Wayne L. Workman

**ADMINISTRATION & CORPORATE RESOURCES**

James D. Bell  
Leslie H. Dixon  
Jeffrey F. Freiburger  
Timothy J. Fuhr  
Glen F. Hackmann  
Lori A. Lorenz  
Craig D. Peotter  
Mark A. Roble  
John D. Rumpf  
Paul L. Schultz  
Russell P. Schwei  
Charles M. Weber  
Dominick P. Zarcone