

# 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 care 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

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

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

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

**Leaves of Absence** | Baird-paid 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 Time Off** | 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 \$3,250

**Retirement Plan Profit Sharing** | \$3,250 flat dollar amount plus a percent of pay, averaging 5.35% 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

## 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, 2025, roughly **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.