



Retirement Planning Questionnaire

Private Wealth Management

Financial Advisor: _____

Rep Code: _____

Client Name: _____

Date: ____/____/____

FINANCIAL PLANNING COMPREHENSIVE QUESTIONNAIRE



CLIENT INFORMATION

First Name: _____ Middle Initial: _____ Last Name: _____
Street Address: _____
City: _____ State: _____ Zip: _____
Home Phone: _____ Business Phone: _____ Date of Birth: ____/____/____
E-mail Address: _____ Gender: _____ Marital Status: _____
Employer Name: _____ Title/Occupation: _____

CO-CLIENT INFORMATION

First Name: _____ Middle Initial: _____ Last Name: _____
Street Address: _____
City: _____ State: _____ Zip: _____
Home Phone: _____ Business Phone: _____ Date of Birth: ____/____/____
E-mail Address: _____ Gender: _____ Marital Status: _____
Employer Name: _____ Title/Occupation: _____

FAMILY MEMBERS

First Name	Last Name	Date of Birth	Relationship	Dependent (Y/N)
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

PROFESSIONAL ADVISORS

Baird Financial Advisor	Office Location
_____	_____

Other Advisors	Type (Attorney, Accountant, Insurance Agent, etc.)	City, State	Phone Number
_____	_____	_____	_____
_____	_____	_____	_____



FINANCIAL PLANNING CLIENT ACKNOWLEDGEMENT

REQUIRED SIGNATURE

Your Baird Financial Advisor or the Baird Financial Planning Department will develop your Personal Financial Plan using the information you have provided about your current financial situation and financial goals. We rely on the accuracy and completeness of such information without independent verification. By signing this form you represent that the information you have provided in connection with the development of your Personal Financial Plan is accurate and complete to the best of your knowledge. We are not responsible for any inadequacies or errors in your Personal Financial Plan that result from incomplete or inaccurate information you have provided to us. You understand that the provision of your Personal Financial Plan is an investment advisory service, subject to the Investment Advisers Act of 1940. In providing this service, we have certain fiduciary duties to you that do not apply to a brokerage relationship. The investment advisory services provided as part of your Personal Financial Plan terminate upon delivery of the plan. Thereafter, if we provide services to you, we will be acting in a brokerage capacity unless you specifically engage us otherwise.

This document must be signed before Baird can prepare a Financial Planning Analysis.

Signature _____ Date _____

Signature _____ Date _____

RISK PROFILE ANALYSIS

The following questions will be used to assess your risk tolerance in order to develop a current investment objective.

1. **Which of the following best describes how you would use your portfolio to achieve your goal?** *(Please choose one.)*

- Capital preservation and current income with relatively small fluctuations in annual returns and market value.
- High current income with relatively small fluctuations in annual returns and market value.
- High current income and some growth of capital with moderate fluctuations in annual returns and market value.
- Moderate growth of capital and some current income with moderate fluctuations in annual returns and market value.
- Growth of capital with moderately high fluctuations in annual returns and market value.
- Aggressive growth of capital with high fluctuations in annual returns and market value.

2. **Which statement best describes your approach towards investing?** *(Please choose one.)*

- I take a conservative approach to investing. I am uncomfortable with volatility and will accept lower rates of return in order to have stable portfolio values.
- I take a moderate approach to investing. I expect the value of my investments to fluctuate, but not too drastically. I will accept periodic, small losses in my portfolio, but I expect long-term returns somewhere between the historical return of bonds and stocks.
- I take an aggressive approach to investing. My investments may fluctuate as much or more than the stock market does. While some years I might have a loss, over time I expect my returns to be as high or higher than the historical return of stocks.

3. **Investing in the financial markets entails some degree of risk. Investors who seek high rates of return should be willing to accept periods of low or even negative returns, possibly over extended periods of time. The table below demonstrates the tradeoffs between average return, likelihood of losing money in any One Year, and how extreme the declines may be. Review each hypothetical portfolio and select the one that you would be most comfortable with.** *(Please choose one.)*

Portfolio Statistics	<input type="checkbox"/> Portfolio A	<input type="checkbox"/> Portfolio B	<input type="checkbox"/> Portfolio C	<input type="checkbox"/> Portfolio D	<input type="checkbox"/> Portfolio E	<input type="checkbox"/> Portfolio F
Percent in Equity	0%	20%	40%	60%	80%	100%
Average Return	2.50%	3.25%	4.50%	6.00%	7.25%	8.25%
Maximum decline in portfolio value	-5%	-10%	-22%	-34%	-44%	-53%
Probability of loss in any one year	6%	7%	17%	20%	22%	24%

These statistics are intended to illustrate the variability of returns associated with each hypothetical portfolio. Past performance is no guarantee of future results.

The Maximum decline represents the largest decline in value that the hypothetical portfolio would have experienced. The duration and time period of the decline may be different for each portfolio.

The probability of loss represents the percentage of historical returns less than zero that the hypothetical portfolio would have experienced in any one-year period. The hypothetical portfolios do not represent any specific product or performance. More information is available upon request.

RISK PROFILE ANALYSIS (CONTINUED)

4. **Based on your financial goals, how long is your investment horizon? Your investment horizon begins now and lasts through the end of your financial goal (retirement, college, home purchase, etc.)** *(Please choose one.)*
- Short-term (0-3 years)
 - Intermediate-term (4-6 years)
 - Long-term (7 or more years)
5. **When do you expect to initially begin withdrawing cash from your investment portfolio?** *(Please choose one.)*
- I do not plan to withdraw cash from my portfolio.
 - Within the next 3 years.
 - Within the next 4-6 years.
 - Within the next 7 or more years.
6. **How much do you plan to withdraw from your portfolio during the time period indicated in the above question?** *(Please choose one.)*
- I do not plan to withdraw cash from my portfolio.
 - 1-3% annually.
 - 4-6% annually.
 - 7% or more annually.

NET WORTH

Please provide as much detail as possible on your personal assets and liabilities. This information will be used to create a Personal Balance Sheet, and will also aid in any estate tax calculations that may be necessary.

PERSONAL REAL ESTATE

Owner (Joint, etc.)	Description	Current Value	Purchase Price plus Improvements	Property Taxes	Anticipated Sale Date (if known)
Primary Residence: _____	_____	\$ _____	\$ _____	\$ _____	_____
2nd Residence/Vacation: _____	_____	\$ _____	\$ _____	\$ _____	_____

INVESTMENT/RENTAL REAL ESTATE

Description	Owner (Joint, etc.)	Current Value	Purchase Price plus Improvements	Property Taxes	Rental Income	Anticipated Sale Date (if known)
_____:	_____	\$ _____	\$ _____	\$ _____	\$ _____	_____
_____:	_____	\$ _____	\$ _____	\$ _____	\$ _____	_____

LIABILITIES

	Outstanding Balance	Interest Rate	Monthly Payment (P&I Only)	Remaining Term (if applicable)	Loan Origination Date
Primary Residence Mortgage:	\$ _____	_____ %	\$ _____	_____	_____
2 nd Residence Mortgage:	\$ _____	_____ %	\$ _____	_____	_____
_____:	\$ _____	_____ %	\$ _____	_____	_____

BUSINESS INTERESTS

Business Name	Owner (Joint, etc.)	Ownership Interest	Value of Your Interest	Basis	Ownership Structure (Partnership, LLC, S Corp, C Corp, rentals, etc.)
1. _____	_____	_____ %	\$ _____	\$ _____	_____
Anticipated Sale Date (if known)	Sale Price				Interest Rate (if installment)
_____	\$ _____	<input type="checkbox"/> Lump Sum or <input type="checkbox"/> Installment (_____ number of years)			_____ %
2. _____	_____	_____ %	\$ _____	\$ _____	_____
Anticipated Sale Date (if known)	Sale Price				Interest Rate (if installment)
_____	\$ _____	<input type="checkbox"/> Lump Sum or <input type="checkbox"/> Installment (_____ number of years)			_____ %

NET WORTH (continued)

EMPLOYER STOCK OPTIONS

If you have been granted employer stock options, **please provide a summary of those grants**, including the type of option (incentive or nonqualified), number of shares, exercise price and expiration date.

*Any documents sent to Baird will be used in preparing this plan and kept on file and will not be returned unless specifically indicated. Please send us copies of any documents, and keep the originals for your records.

INCOME TAX RATES

Select the rate that best represents your income tax bracket today as well as your estimated income level during retirement

Current Tax Rate	Retirement Tax Rate	Taxable Income - Married	Taxable Income - Single
10% <input type="checkbox"/>	10% <input type="checkbox"/>	\$0 - \$17,400	\$0 - \$8,700
15% <input type="checkbox"/>	15% <input type="checkbox"/>	\$17,400 - \$70,700	\$8,700 - \$35,350
25% <input type="checkbox"/>	25% <input type="checkbox"/>	\$70,700 - \$142,700	\$35,350 - \$85,650
28% <input type="checkbox"/>	28% <input type="checkbox"/>	\$142,700 - \$217,450	\$85,650 - \$178,650
33% <input type="checkbox"/>	33% <input type="checkbox"/>	\$217,450 - \$388,350	\$178,650 - \$388,350
35% <input type="checkbox"/>	35% <input type="checkbox"/>	\$388,350+	\$388,350+

INVESTMENT ACCOUNTS

ACCOUNTS HELD AT BAIRD

Please provide the account numbers for the Baird accounts that should be included in this analysis.

ANNUAL ACCOUNT FEES _____% (as a percentage of assets under management)

ACCOUNTS NOT HELD AT BAIRD

For a detailed analysis of your current portfolio, **please provide copies of your most recent account statements, including accounts at other investment firms, employer plans, etc.*** If you do not wish to have a detailed analysis of your current portfolio, simply indicate how the account is allocated between stocks, bonds and cash. These accounts may include taxable, IRA, 401(k), Roth IRA, etc. This does not include annuities or business interests. These details will be entered on the next page.

Owner	Plan Type (Taxable, IRA, 401(k), Roth IRA, etc.)	Current Value (\$)	Total Cost Basis (if known)	Statement Included? (Y/N)	% Stocks	% Bonds	% Cash
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> YES / <input type="checkbox"/> NO	_____ %	_____ %	_____ %

* Be sure to include any investments not held at Baird, including CDs, Treasury securities, money market accounts, individual stocks, mutual funds, etc. These assets may be held in taxable accounts or retirement plans.

OTHER INVESTMENTS

ANNUITIES (FIXED AND VARIABLE)

For a detailed analysis of your annuity holdings, **please provide copies of your most recent account statements**, including accounts at other investment firms, employer plans, etc. This also includes any annuities currently held at Baird. If you do not wish to have a detailed analysis of your current annuities, simply indicate how the account is allocated between stocks, bonds and cash.

Annuity Type (Fixed/Variable)	Description	Account Type (NQ, IRA, etc)	Owner	Current Value	Cost Basis	VA Sub Account Information		
						%Stocks	%Bonds	%Cash
1.	_____	_____	_____	\$ _____	\$ _____	%	%	%
Guaranteed W/D Benefit (yes/no)	If Guaranteed Withdrawal Benefit, please answer the following questions:							Annual M&E Fee
_____	Maximum Lifetime Withdrawal _____%		Is there a step-up? (yes/no) _____	Benefit Base \$ _____		Benefit Base Growth Rate _____%		_____%

Annuity Type (Fixed/Variable)	Description	Account Type (NQ, IRA, etc)	Owner	Current Value	Cost Basis	VA Sub Account Information		
						%Stocks	%Bonds	%Cash
2.	_____	_____	_____	\$ _____	\$ _____	%	%	%
Guaranteed W/D Benefit (yes/no)	If Guaranteed Withdrawal Benefit, please answer the following questions:							Annual M&E Fee
_____	Maximum Lifetime Withdrawal _____%		Is there a step-up? (yes/no) _____	Benefit Base \$ _____		Benefit Base Growth Rate _____%		_____%

ANNUITIES THAT HAVE ALREADY BEEN ANNUITIZED

Description	Owner	Type (Variable / Fixed)	Monthly Payment	Taxable Amount (%)	If Term Certain, # of Years
_____	_____	_____	\$ _____	%	_____

AMOUNTS YOU ARE SAVING

Please indicate the amount you are saving annually in the following accounts prior to retirement, and the expected annual increase in those amounts. All savings are assumed to continue now until retirement, unless otherwise indicated.

Account Owner	Account Description Joint, IRA, 401(k), etc.	Annual Contribution		Start Date	End Date	Annual Increase
		You	Employer			
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> Now or ____/____/____	<input type="checkbox"/> Retire or ____/____/____	_____%
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> Now or ____/____/____	<input type="checkbox"/> Retire or ____/____/____	_____%
_____	_____	\$ _____	\$ _____	<input type="checkbox"/> Now or ____/____/____	<input type="checkbox"/> Retire or ____/____/____	_____%

RETIREMENT PLANNING

PLANNING ASSUMPTIONS

	Desired Retirement Age	Life Expectancy*	Acceptable Retirement Age**
Client:	_____	_____	_____
Co-Client:	_____	_____	_____

*Age 95 is assumed unless otherwise specified.

** In the event you had to defer retirement in order to meet your goals, what age would you be willing to defer to?

CURRENT INCOME

	Salary	Bonus	Other
Client:	\$ _____	\$ _____	\$ _____
Co-Client:	\$ _____	\$ _____	\$ _____

RETIREMENT SPENDING GOALS

Please estimate your expected annual living expenses during retirement. **Do not include the following items in your estimate:**

- **Income taxes**
- **Mortgage or other debt payments**
- **Life, disability, or long term care insurance premiums.**

Expected Annual Living Expenses during Retirement: \$ _____ Expected Annual Living Expenses after first spouse's death \$ _____

Inflation Rate (typically 3-4%): _____ %

ADDITIONAL EXPENSES DURING RETIREMENT

Please indicate any significant expenses you expect to incur during retirement that you would like to separately account for in this analysis. This would include items such as a wedding, a second home, significant vacation expense, financial support for other family members, etc.

Description	Whose Expense (single, joint)	Amount	Start Age	End Age	Annual Increase
Healthcare	_____	\$ _____	<input type="checkbox"/> Now or <input type="checkbox"/> Retirement or _____ / _____ / _____	<input type="checkbox"/> Death or _____ / _____ / _____	_____ %
_____	_____	\$ _____	<input type="checkbox"/> Now or <input type="checkbox"/> Retirement or _____ / _____ / _____	<input type="checkbox"/> Death or _____ / _____ / _____	_____ %
_____	_____	\$ _____	<input type="checkbox"/> Now or <input type="checkbox"/> Retirement or _____ / _____ / _____	<input type="checkbox"/> Death or _____ / _____ / _____	_____ %

RETIREMENT PLANNING (CONTINUED)

Please provide any other information regarding annual spending needs during retirement, such as expected fluctuations in the spending amount, etc.

RETIREMENT INCOME SOURCES

Please provide information on annual income sources during retirement only. This includes Social Security benefits and pensions, as well as income from any business or part-time work. **This does not include withdrawals from retirement plans or savings accounts.**

RECURRING	Monthly Amount	Start Date	End Date	Annual Increase (%)	Survivor's Benefit
Social Security (Client):	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	N/A
Social Security (Co-Client):	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	N/A
Pension (Client) _____	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	____ %
Pension (Co-Client) _____	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	____ %
_____	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	____ %
NON-RECURRING	Annual Amount	Start Date	End Date	Annual Increase (%)	
Inheritance:	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	
_____	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	
_____	\$ _____	<input type="checkbox"/> Now <input type="checkbox"/> Retire or ____ / ____ / ____	<input type="checkbox"/> Death or ____ / ____ / ____	<input type="checkbox"/> Inflation or ____ %	

RETIREMENT PLANNING (CONTINUED)

RETIREMENT SCENARIOS

In the event the analysis indicates a shortfall in trying to meet your retirement goals, there are many strategies that can be implemented to help make up the difference. A few of these strategies are listed below. Please indicate your willingness to consider any or all of the following if necessary.

	Very Willing	Somewhat Willing	Somewhat Unwilling	Very Unwilling
Defer retirement to a later date:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Decrease retirement spending goal:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increase annual savings until retirement:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If willing to increase savings, how much more are you willing to save per month?				\$ _____

ROTH IRA CONVERSION SCENARIO

PLANNING ASSUMPTIONS

	Client	Co-Client
Model Roth IRA Conversion?	<input type="checkbox"/> YES / <input type="checkbox"/> NO	<input type="checkbox"/> YES / <input type="checkbox"/> NO
When would the conversion occur?	____ / ____ / ____	____ / ____ / ____
Anticipated Conversion Amount	\$ _____	\$ _____



Robert W. Baird & Co. Incorporated

Brochure

March 30, 2012

Financial Planning Services

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Member FINRA & SIPC
SEC File No. 801-7571

This brochure ("Brochure") provides information about the qualifications and business practices of Robert W. Baird & Co. Incorporated ("Baird") and its Financial Planning Services. Clients should carefully consider this information before becoming a client of Baird. If you have any questions about the contents of this Brochure, please contact us at the toll-free phone number listed above. The information contained in this Brochure has not been approved or verified by the United States Securities and Exchange Commission or by any state securities authority. Additional information about Baird is available on the SEC's website at www.adviserinfo.sec.gov.

Material Changes

Robert W. Baird & Co. Incorporated ("Baird") updated the Form ADV Part 2A brochure for its Financial Planning Services (the "Brochure") on March 30, 2012. The following summary discusses the material changes that Baird has made to the Brochure since March 31, 2011, the date of the last annual update to the Brochure.

- Baird has updated information about the compensation it may receive from third parties relating to client investments and the compensation it may pay to its Financial Advisors for referring business to other departments of Baird. See the Brochure section entitled "Code of Ethics, Participation or Interest in Client Transactions and Personal Trading—Baird's Participation or Interest in Client Transactions" for more information.
- Baird and its Financial Advisors do not provide retirement account clients with recommendations or advice regarding the client's decision to retain investment managers that are affiliated with Baird. See the section of the Brochure entitled "Special Considerations for Retirement Accounts" for more information.

A client should note that the foregoing summary only discusses material changes made to the Brochure since March 31, 2011. The updated Brochure contains changes that are not listed above.



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Advisory Business

This Brochure describes the Financial Planning Services (the "Services") that Robert W. Baird & Co. Incorporated ("Baird") offers to its clients through its Financial Advisors. Separate brochures describe other investment advisory services that Baird offers to its clients and discuss the agreements, fees and potential conflicts of interest for each service. If you would like to request a brochure for another investment advisory service provided by Baird, please call Baird toll-free at 1-800-792-2473.

The information contained in this Brochure is current as of the date above and is subject to change at Baird's discretion. Please retain this Brochure for your records.

Robert W. Baird & Co.

Baird is an employee-owned wealth management, capital markets, asset management, and private equity firm formed in the State of Wisconsin in 1919.

Associates of Baird, together with Baird Financial Corporation, own substantially all of the outstanding stock of Baird. Associates of Baird, together with Baird Holding Company, own substantially all of the outstanding stock of Baird Financial Corporation. Associates of Baird own substantially all of the outstanding stock of Baird Holding Company.

Baird offers various investment advisory services to clients. The advisory services Baird offers include: portfolio management and analysis; analysis and recommendations regarding asset allocation and investment strategies; research, analysis and recommendations regarding investment managers and individual securities; investment consulting; financial planning; investment policy development; and account performance monitoring. Baird also offers clients execution of brokerage transactions and administrative services, including maintaining custody of account assets. Clients may also negotiate other services with Baird. Baird offers its services separately or in combination with other services.

Baird participates in wrap fee programs, including programs not described in this Brochure and it provides portfolio management services in connection with those programs. Baird receives a portion of the wrap fee for providing portfolio management services under those wrap fee programs.

As of December 31, 2011, Baird had approximately \$39.5143 billion in regulatory assets under management, approximately \$27.7661 billion of which was managed on a discretionary basis and approximately \$11.7482 billion of which was managed on a non-discretionary basis.

Baird offers its financial planning services (the "Services") through its Financial Advisors and certain of

its home office professionals in its financial planning department (the "Department"). The Services available generally include an analysis of a client's overall financial condition and investment needs; an analysis of net worth, asset distribution, asset growth and cash flow; estate, education, retirement, stock options and other funding needs; asset allocation strategies; investment portfolio valuation and planning; and a review of life insurance death benefit needs. The Services may also include limited consultations with the other professionals assisting the client, such as the client's attorney or tax adviser. More comprehensive financial planning services may involve the Baird Financial Advisor, working either independently or with individuals from other Baird departments, considering more complex issues in financial planning and reviewing estate planning strategies. The client's other professional advisers often play an integral role in the Services. Clients may negotiate with Financial Advisors to provide other investment advisory services.

The Services are non-discretionary in nature and a client retains full discretionary authority to manage the client's assets.

Baird Financial Advisors and its home office professionals tailor their advisory services to the individual needs of clients.

The Client-Baird Relationship

Baird, the Department and its Financial Advisors are deemed to have a fiduciary relationship with a client when providing the advisory services that are described in this Brochure. As fiduciaries, Baird, the Department and Financial Advisors are required to act in the best interest of clients when providing investment advice, make a full disclosure to clients of all material conflicts of interest, and in the event a conflict of interest occurs, Baird, the Department and its Financial Advisors are required to place a client's interests ahead of their own.

From time to time Baird and its Financial Advisors may engage in certain business practices or may receive compensation or other benefits that create a potential for conflict between the interests of clients and the interests of Baird and its Financial Advisors. Baird generally addresses potential conflicts of interest by adopting and enforcing policies and procedures for Baird and its associates to follow that are designed to ensure that: (i) Baird and its advisory personnel comply with applicable fiduciary standards and act in the best interest of a client when providing investment advice; (ii) potential conflicts of interest are avoided or disclosed to a client; and (iii) Baird conducts its business in a manner that is consistent with the disclosures made.

Baird discloses potential conflicts of interest to a client by including relevant information in documents provided to the client, including, without limitation, this Brochure,

brochure supplement(s) that contain information about individuals providing investment advice to the client, and the client's financial planning agreement. The specific business practices that create potential conflicts of interest with clients and additional measures used by Baird to address those particular conflicts of interest are discussed in other sections of this Brochure.

Baird's advisory relationship with the client terminates automatically upon the cessation of financial planning services, which usually occurs when Baird delivers to the client a financial plan, report or other similar document. The client or prospective client may but is not required to enter into a new relationship with Baird to implement the financial plan or other recommendations made by Baird. In some cases, the client may already have a separate brokerage or advisory relationship with Baird while the financial planning services are being provided to the client, and the termination of financial planning services will not affect that pre-existing relationship. Where a client enters into a new relationship with Baird following the cessation of financial planning services, that relationship would generally be brokerage in nature and not advisory unless the client or prospective client and Baird separately agree to enter into an investment advisory contract.

Description of Services

Financial Planning. If the client wishes to obtain a financial plan from Baird (a "Plan"), the client will need to define his or her financial goals, needs and objectives and gather and provide relevant information to Baird. A client will typically complete a financial planning questionnaire and, upon request, a Baird Financial Advisor may provide assistance with the questionnaire. Baird will examine the client's current course of action, and

Based upon the responses to the questionnaire and other information provided by the client, the client's Baird Financial Advisor and/or the Department will prepare a financial plan (the "Plan") for the client. The contents of a Plan depend upon the particular needs and requests of the client. A Plan generally evaluates the client's retirement, life insurance, education funding, estate and other cash flow needs and provides recommendations and strategies for meeting those needs. The Plan generally includes an analysis of the client's investment needs and recommends an asset allocation and/or broad categories of investment alternatives, including among cash, equity and fixed-income securities.

The Plan may also contain an estate plan analysis designed to provide information on possible gift and estate tax consequences for the client related to the transfer of assets during his or her lifetime or at death. This estate plan analysis may make recommendations regarding advanced estate planning techniques specific to high net worth families. *The estate plan analysis*

should not be considered legal or tax advice and clients are urged to consult with their personal legal and accounting professionals to determine appropriate estate planning strategies and to prepare any necessary documents required to implement an estate plan.

The Plan may also contain a detailed stock option analysis. This analysis may calculate the approximate tax cost associated with stock option exercises over a number of years. It may also compare various stock option exercise strategies to help determine the optimal strategy from a tax and investment standpoint.

The Plan will set forth recommended actions in furtherance of the client's goals, needs and objectives. In developing a client's Plan, Baird does not assume or undertake any responsibility for implementing the recommended actions or for monitoring the actions taken by the client. At the client's request, and pursuant to a separate arrangement, Baird will assist the client in implementing the Plan and monitoring the investments made and related actions taken.

In preparing a Plan for a client, Baird relies on the accuracy and completeness of the information clients provide in the financial planning questionnaire and otherwise, without independent verification. Baird is not responsible for any inadequacies or errors contained in the Plan resulting from a client's failure to provide Baird with accurate or complete information.

The Services do not include the analysis or recommendation of specific securities or the implementation of investment strategies, although these services may be provided by a Baird Financial Advisor under other arrangements. Instead, the Service offers clients information regarding the distribution of their investment portfolio among various asset classes and may include information regarding alternative asset allocation methods. The alternative asset allocation methods will reflect Baird's analysis of the past performance of different asset classes and the different levels of risk associated with various investments. Baird may recommend specific asset allocation ranges to create an overall recommendation, including tax considerations, long-term investments and short-term investments.

A Baird Financial Advisor may assist the client in implementing the financial plan; however, the client is not obligated to implement the Plan through Baird. Clients may utilize a financial advisor of their choice and may choose to implement only a portion of the recommendations included in the Plan. Since the client is not obligated to implement the Plan, neither the Baird Financial Advisor nor the Department performs a subsequent review or periodic or continual monitoring of the client's assets after delivery of the financial plan. However, the client may negotiate arrangements to update a Plan.

Divorce Financial Analyst and Consulting Services.

A Baird Financial Advisor may be engaged by a client (or the client's attorney) to provide financial analyses and related financial consulting services in connection with a divorce. These services are provided upon request and may include: gathering of financial details relevant to the divorce, assessment of marital/community and separate property, income and expense analysis, financial modeling, cash flow forecasts, examination of retirement and insurance issues, property division analysis, preparation of asset inventories and financial settlement scenarios, present value calculations, and tracing of financial statements to help categorize flow of funds or potential credits and reimbursements, and communications with the client's attorneys and tax advisers. Under certain limited circumstances approved by Baird's home office, a Baird Financial Advisor may also provide testimony and reports in the divorce proceeding as to the analytical services provided. Baird may provide its analyses and reports to a client's attorneys and, with the consent of the client or the client's attorney, as required by law or in order to provide the services requested by the client, to the client's tax adviser and other client representatives as well as insurance companies, mediators, judges, opposing parties and other third parties.

The divorce financial analyses and related consulting services Baird provides are based on information provided by the client and third parties (including without limitation the client's attorneys and tax advisers, opposing parties, mediators, forensic accountants, actuaries, pension valuers, insurance companies and others). Baird relies on the accuracy and completeness of the information provided to it without independent verification. Baird does not take responsibility for any losses resulting from incorrect or incomplete information Baird receives from the client, the client's advisers or third parties.

Baird's analyses and reports are effective as of the dates indicated thereon or, if not so indicated, on the dates they are delivered to the client or the client's attorney. After providing the analyses and other services requested, Baird undertakes no obligation to review or update them.

Although Baird's services are provided in connection with a divorce or related legal process, Baird does not provide legal or tax advice. Clients are encouraged at all times to obtain legal and tax services from licensed professionals. Baird is not responsible for judgments, settlements, consent decrees, awards or other decisions relating to a client's divorce, the division of assets or support payments. Those matters are the responsibility of the client and the client's attorney.

If a client desires to engage Baird to provide additional services, either at the time Baird is providing divorce financial analyst and related consulting services or after such services have been provided, the client will be

required to enter into a separate agreement with Baird describing those additional services.

Fees and Compensation

Advisory Fee

Financial Planning. Financial plans and other financial planning services may be provided for a fee or no additional charge. The fees for Baird's financial planning services, if any, are negotiated between the Baird Financial Advisor and the client. Generally, fees reflect the charges for the specific services negotiated between the Baird Financial Advisor and the client. A wide range of services is available and the client may select the combination of services that best fits his or her goals and objectives. A written fee estimate will be provided to the client following an initial consultation. There is no fee for an initial consultation. Clients are not obligated to use any other Baird service to receive an initial consultation. The fees for the planning services may increase based upon the complexity of the client plan and the interaction of the Baird Financial Advisor with the client's other professional consultants, including, among others, Certified Public Accountants ("CPAs"), trust department personnel, and attorneys. Clients may incur additional charges for follow-up consultations at a rate agreed to by the client and the Baird Financial Advisor. A Baird Financial Advisor who has attained the Certified Financial Planner ("CFP"), Chartered Financial Consultant ("ChFC"), Accredited Asset Management Specialist ("AAMS"), or the Accredited Wealth Management Advisor ("AWMA") designation license or who is a CPA with a Personal Financial Specialist ("PFS") designation may charge fees for the preparation of a Plan and any related consultation. A Baird Financial Advisor who does not have these credentials may also charge fees if any Plan prepared by him or her is reviewed by a Baird Financial Advisor or Department member that has either the CFP, ChFC, AAMS, AWMA or CPA with a PFS designation. The client may also negotiate fixed rate charges. Baird may waive all fees for these services in its sole discretion. Fees are payable as services are rendered. Clients may negotiate different fees that vary based on the specific services requested by the client. To the extent that the client negotiates different fees, such fees may vary from client to client based on a number of factors, including, but not limited to, the complexity of the Plan, the types of planning services provided, or extent of interactions with other professionals. Typically, the client's Baird account will be debited for the fees associated with these services.

Currently, the fees for preparing a Plan and providing related financial planning services generally range from \$500 to \$5,000, but may be higher depending upon the services requested. The fees charged to a client for preparation of a Plan and related services are paid to Baird and a portion of such fees are paid to the Baird Financial Advisor as part of the Financial Advisor's non-recurring compensation. Since Baird began providing these services, it has had other fee ranges and

schedules in effect, which may provide fees lower or higher, as the case may be, than those described above. As new fees are put into effect, they are made applicable only to new clients, and fee schedules to existing clients are not affected. Therefore, some clients may pay different fees than those shown above. If a Baird Financial Advisor discusses matters relating to a Plan with a client's tax or legal advisors, the client may be charged a separate fee by those advisors.

There is no minimum dollar value of assets or other conditions required of a client to receive these services.

Divorce Financial Analytical Services. Baird Financial Advisors who have been approved by Baird may also provide financial, analytical and related consulting services to clients in connection with a divorce for a flat fee or at an hourly rate, or a combination thereof. The flat fee or hourly rate is negotiated between the Baird Financial Advisor and the client. The fee or hourly rate is reflected in the agreement signed by the client. The fee or hourly rate will be reflected in an invoice sent to the client and paid within 30 days by the client (unless the client and Baird agree to another arrangement, such as debiting the amount from the client's account at Baird).

The flat fee will normally be paid in whole or in part in advance by the client, as reflected in the agreement signed by the client. If reflected in the agreement signed by the client, a flat fee may be imposed for each service provided. If agreed to by Baird, the flat fee may be paid upon completion of the services provided by Baird or on an installment basis. The flat fee will be subject to a minimum of \$500 unless Baird and the client negotiate a different minimum amount, to be reflected in the client's agreement.

As an alternative to the flat fee, or in addition to the flat fee, Baird may provide services at an hourly rate. The hourly rate will be reflected in the agreement signed by the client. The hourly rate may vary depending on the nature of the service provided. Normally, the hourly rate will be higher for any testimony, analyses and reports that Baird provides in the divorce proceeding. For clients paying an hourly rate, Baird may require a retainer (in an amount agreed to by the client) against which the hourly rate and out of pocket expenses will be applied. Baird will keep track of the time spent on the services provided in 0.25 hour increments, and provide an invoice each month showing the amount of time spent on the services provided and if, applicable, the amounts charged against the retainer and the remaining retainer balance. If the retainer amount is exhausted, Baird may require that an additional retainer be provided to cover the cost of anticipated additional services. Any part of the retainer that is not used shall be promptly refunded following completion of the services provided or earlier termination of the relationship; provided, however, a minimum fee of \$500 will be charged in all cases.

Baird may waive the minimum annual fee on a temporary or indefinite basis or negotiate a fee level different from the schedule shown above or set a different payment schedule.

The minimum account or household size is \$10 million for individuals and \$25 million for institutional accounts. Baird, in its sole discretion, may waive the account minimum requirement.

Other Fees and Expenses

The fees paid to Baird by the client only cover the financial planning services provided by Baird. The fees do not include any fees that may be charged by investment managers managing client assets or other service providers, such as custodians and broker-dealers, which a client may incur in implementing the Plan or recommendations made by Baird.

In addition, a client of Baird may incur other fees and expenses associated with investments made by the client. A client also bears the costs of mark-ups, mark-downs, and spreads charged by broker-dealers in connection with purchases and sales of certain securities (such as securities traded over-the-counter and fixed-income securities) because such costs are inherently reflected in the price the client pays or receives for such securities. A client is also responsible for fees and expenses resulting from certain odd-lot differential, Securities and Exchange Commission ("SEC") and exchange fees, electronic fund and wire transfer fees, transfer taxes, margin interest, certain fees in connection with the establishment or administration or termination of retirement or profit sharing plans or trust accounting, or other costs or fees mandated by law or regulation.

A client may, from time to time, invest in bank deposit accounts, money market funds, mutual funds, exchange traded funds and other registered investment companies, hedge funds, private investment partnerships, and other investment pools (including such funds and other products affiliated with Baird). These types of funds have their own fees and expenses that are borne either directly or indirectly by their shareholders or unit holders, including a client. These fees and expenses may include investment management fees, distribution (12b-1) fees, transfer agency fees, networking fees, accounting fees, marketing support payments, administration fees, custody fees, shareholder servicing fees, expense reimbursements, and expenses associated with executing securities transactions for the fund's portfolio ("ongoing fund expenses"). These ongoing fund expenses are separate from, and in addition to, the fees and expenses a client pays for services provided by Baird. As a result of making investments in these types of funds, a client should be aware that the client is paying multiple layers of fees and expenses on the amount of client's assets so invested—the ongoing fund expenses and expenses the client pays for services provided by Baird. A client is

also responsible for any redemption fees that a fund may impose on the client for frequent trading in the fund's securities. Clients should review the prospectus and statement of additional information (or other applicable offering documents) for each fund in which the client invests for further information.

Clients may also subscribe to other services or programs offered by Baird. Those service and programs may be subject to fees, commissions or other expenses that are entirely separate from the payment of fees and expenses for the Service.

Other Compensation Received by Baird

Baird is registered as a broker-dealer under the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and its Financial Advisors are registered broker-dealer representatives of Baird. In such capacities, Baird and its Financial Advisors provide brokerage and related services to clients, including the purchase and sale of individual stocks, bonds, mutual funds, private investment funds, and other securities, and sales of life insurance policies and annuities. Baird and its Financial Advisors receive compensation based upon the sale of such securities and other investment products, including asset-based sales charges and service fees on the sale of mutual funds. This practice presents a conflict of interest because it gives Baird and its Financial Advisors an incentive to recommend investment products based upon the compensation received rather than on a client's needs. However, when providing investment advisory services to clients, Baird and its Financial Advisors are fiduciaries and are required to act solely in the best interest of clients. Baird addresses these potential conflicts by adopting and enforcing policies and procedures that are designed to ensure that Baird and its Financial Advisors comply with their fiduciary duties as is further described under the section "Advisory Business—The Client-Baird Relationship" above. For more specific information about Baird's compensation and other benefit arrangements and how Baird addresses the potential conflicts of interest they create, please see the sections "Other Financial Industry Activities and Affiliations" and "Code of Ethics, Participation or Interest in Client Transactions and Personal Trading" below.

Baird and its Financial Advisors only offer asset allocation and similar investment recommendations of a general nature and they do not recommend any particular investment product in connection with providing the Services. A client has the option to purchase investment products through brokers or agents that are not affiliated with Baird.

Performance-Based Fees and Side-By-Side Management

Baird advises client accounts not participating in services described in this Brochure that are subject to performance-based fee arrangements. Performance-

based fee arrangements involve the payment of fees based upon the capital gains or capital appreciation of a client's account. Any such fee arrangements are made in compliance with applicable provisions of Rule 205-3 under the Investment Advisers Act of 1940, as amended (the "Advisers Act"). Performance-based fee arrangements present a potential conflict of interest for Baird with respect to other client accounts that are not subject to performance-based fee arrangements because such arrangements give Baird an incentive to favor client accounts subject to performance-based fees over client accounts that are not subject to performance-based fees.

In addition to complying with its fiduciary duties and avoiding or disclosing conflicts of interest to clients, Baird typically addresses potential conflicts of interest posed by performance-based fee arrangements by periodically monitoring the holdings and performance of performance-based fee accounts and comparing them to accounts not subject to a performance fee that are also managed using a similar strategy in an attempt to detect any possible inequitable treatment. Baird also attempts to minimize potential conflicts of interest posed by performance-based fee arrangements by adopting and enforcing internal procedures designed to ensure that securities allocations made to advisory client accounts are made in a manner such that all advisory clients receive equitable treatment.

Types of Clients

Baird offers the Services to all types of current or prospective clients, including, but not limited to: individuals, banks or thrift institutions; pension and profit sharing plans; trusts; estates; charitable organizations; and corporations or other business entities. Applicable requirements for opening or maintaining an account with Baird, such as minimum account size, are discussed in the section entitled "Fees and Compensation" above.

Methods of Analysis, Investment Strategies and Risk of Loss

Baird Financial Advisors and the Department may use various forms of third party research information and related tools to provide the Services. These sources of information and tools may include, among others, external market, economic, financial and investment data and analyses provided by organizations not affiliated with Baird. Baird Financial Advisors and the Department may also use research reports created by other departments of Baird and may consider the asset allocations recommended by Baird in connection with its ALIGN Programs. They may also employ the use of computers and third party financial planning application software, such as NaviPlan, to more readily display information and to assist with analysis and making recommendations. Although they use information and tools that Baird deems reliable, Baird does not

independently verify or guarantee the accuracy of the information or tools used.

Risk is inherent in any investment in securities and Baird does not guarantee any level of return on a client's investments. There is no assurance that a client's investment objectives will be achieved.

Disciplinary Information

In December 2008, Baird, without admitting or denying the allegations, consented to the findings of the Financial Industry Regulatory Authority that it violated NASD Rules 2110, 3010(a) and 3010(b) by failing to establish and maintain an adequate supervisory system reasonably designed to review and monitor its fee-based brokerage business and its registered representatives. Baird was found to have failed to: implement fee breakpoint discounts on certain fee-based brokerage accounts; clearly identify the specific fee applicable to each customer; implement a system to automatically credit customers with the fee breakpoint discounts specified in their account agreements; and adequately disclose inclusion of margin activity and short sales in fee calculations for fee-based accounts. Baird was fined \$500,000 and paid restitution of \$434,510 plus interest to Baird customers.

Additional information about Baird's disciplinary history is available on the SEC's website at www.adviserinfo.sec.gov.

Other Financial Industry Activities and Affiliations

Baird is registered as a broker-dealer under the Exchange Act, and as an investment adviser under the Advisers Act. Baird is engaged in a broad range of activities, including: individual and institutional brokerage transactions; origination of, and participation in, underwritings of corporate and municipal securities; market making and trading activities in corporate securities and municipal and governmental bonds; distribution of mutual fund shares; option transactions; and research services.

Certain Baird Financial Advisors and certain management persons of Baird are registered, or have an application pending to register, as registered representatives and associated persons of Baird to the extent necessary or appropriate to perform their job responsibilities.

Baird is affiliated with certain investment advisors and investment products that are identified below, including certain mutual funds, ETFs and private equity funds. From time to time, Baird and its Financial Advisors may recommend that clients invest assets with these investment advisors or in investment products that are affiliated with Baird. Such recommendation of affiliated advisors or investment products creates a potential conflict of interest because Baird, its Financial Advisors

and/or its affiliates may receive higher aggregate compensation if clients retain affiliated advisors or invest in affiliated investment products instead of retaining unaffiliated advisors or investing in unaffiliated investment products. However, as fiduciaries, Baird and its Financial Advisors will select or recommend affiliated investment products only when they determine it to be in the client's best interest to do so. The criteria used by them in deciding to select or recommend affiliated investment products are the same as those used for unaffiliated investment products.

Other Investment Management Departments of Baird

Baird and its Financial Advisors may, from time to time refer clients to Baird Advisors, Baird Investment Management, or Baird Public Investment Advisors, investment management departments of Baird. Baird Financial Advisors are eligible for special referral compensation to be paid by Baird that is based upon, among other factors, the compensation received by Baird. Baird Financial Advisors may have an incentive to recommend to clients the services of those Baird investment management departments over the services provided by other investment managers.

Affiliated Mutual Funds

Baird is the investment adviser and principal underwriter for the Baird Funds, Inc. ("Baird Funds"), a registered open-end management investment company. Baird Advisors provides investment management, administrative, and other services to certain Baird Funds investing primarily in fixed-income securities (the "Baird Bond Funds"). Baird Investment Management provides investment management and other services to certain Baird Funds investing primarily in equity securities (the "Baird Equity Funds"). As compensation for those services, Baird receives fees from each Baird Fund, which fees are disclosed in each Fund's prospectus and statement of additional information available at www.bairdfunds.com.

Baird Financial Advisors who refer clients to the Baird Funds are eligible for special referral compensation to be paid by Baird that is based upon, among other factors, the compensation received by Baird. The amount of the referral compensation is disclosed in the each Baird Fund's statement of additional information available at www.bairdfunds.com. Baird Financial Advisors may have a financial incentive to favor investments in the Baird Funds over investments in other mutual funds and to favor the Baird Equity Funds over the Baird Bond Funds.

Currently, Baird Advisors serves as sub-adviser to a mutual fund series of the New Covenant Funds and a mutual fund series of CNI Charter Funds, Inc. Additional information about these mutual funds, including information relating to the compensation paid to Baird by these funds for investment management

services, is available in each fund's prospectus and statement of additional information.

Affiliated Investment Advisors

Baird is affiliated with, and may be deemed to control, Riverfront Investment Group, LLC ("Riverfront") by virtue of Baird's equity ownership of Riverfront. Riverfront is an investment advisor that is based in Richmond, Virginia. Riverfront offers asset allocation, mutual fund, ETF and foundation strategies. Riverfront acts as investment sub-adviser for certain mutual fund series of the Financial Investors Trust. Baird is not involved in the day-to-day management of Riverfront or the investment decisions made by Riverfront for the account of clients. Baird has a financial incentive to favor Riverfront investment products and services because the value of Baird's investment in Riverfront increases as Riverfront's assets under management increase.

Affiliated Private Equity Funds

Baird is also engaged in a private equity business through Baird Private Equity ("BPE"), Baird's global private equity group. Baird and its Financial Advisors may refer clients to BPE. BPE makes venture capital, growth equity and buyout investments in the business services, manufactured products and healthcare/life sciences sectors. Baird, in combination with certain executive officers, may be deemed to control Baird Venture Partners Management Company I, LLC ("BVP I"); Baird Venture Partners Management Company III, LLC ("BVP III"); Baird Capital Partners Management Company III, LLC ("BCP III"); Baird Capital Partners Management Company IV, LLC ("BCP IV"); Baird Capital Partners Management Company V, LLC ("BCP V"); Baird Asia Partners Management Company I, LLC ("BAP I"); Baird Capital Partners Asia Management I Limited Partnership ("BCPA I"); and Baird Capital Partners Europe Limited. BVP I and BVP III participate in venture capital opportunities by investing in equity securities of early-to-growth stage companies. BVP I is the general partner of the three limited partnerships and is an investment adviser registered with the SEC. BVP III is the general partner of three limited partnerships and is an investment adviser registered with the SEC. BCP III, BCP IV and BCP V invest in equity securities of growing middle market companies issued in management buyouts, recapitalizations, industry consolidations and growth equity transactions. BCP III is the general partner of three side-by-side limited partnerships and is an investment adviser registered with the SEC. BCP IV is the general partner of three side-by-side limited partnerships and is an investment adviser registered with the SEC. BCP V is the general partner of three side-by-side limited partnerships and is an investment adviser registered with the SEC. BAP I has organized a limited partnership to invest in growth equity and change of control investments in companies that would benefit from accessing manufacturing or distribution capabilities in China. BAP I is the general partner of one limited partnership and is an investment adviser

registered with the SEC. BCPA I makes growth equity investments in smaller, high potential companies with substantial operations and growth opportunities in China. BCPA I is the general partner of three limited partnerships and is an investment adviser registered with the SEC. Baird Capital Partners Europe Limited, an English limited company, is regulated and authorized by the Financial Services Authority and is the manager of certain partnerships formed to acquire businesses and make investments across a range of industry sectors.

Baird Financial Advisors who assist in obtaining a client's investment in a private equity fund affiliated with Baird are eligible for special referral compensation from the general partner of the private equity fund. The actual amount of compensation may vary based upon the client's investment commitment.

Code of Ethics, Participation or Interest in Client Transactions and Personal Trading

Code of Ethics

Subject to the restrictions described below, Baird and its affiliates and associates may engage in securities transactions for their own accounts, including the same or related securities that are recommended to or owned by Baird clients. These transactions may include trading in securities in a manner that differs from, or is inconsistent with, the advice given to Baird clients, and the transactions may occur at or about the same time that such securities are recommended to or are purchased or sold for client accounts. This creates a potential for a conflict between the interest of clients and the interests of Baird and its affiliates and associates.

To address the potential for conflicts of interest, Baird has adopted a Code of Ethics (the "Code") that applies to its associates that provide investment advice to clients, including Baird Financial Advisors, their supervisors, and certain associates who have access to non-public information relating to advisory client accounts ("Access Persons"). The Code prohibits Access Persons from using knowledge about advisory client account transactions to profit personally, directly, or indirectly, by trading in his or her personal accounts. In addition, an Access Person who has discretionary authority over client accounts must generally pre-clear his or her trades or obtain prior authorization from his or her supervisor or Baird's Compliance Department before executing a trade. The Code also generally prohibits Access Persons who have discretionary authority over client accounts from executing a security transaction for their personal accounts during a blackout period that can extend from one to seven days before or after the date that a client transaction in that same security is executed. The Code provides for certain exceptions deemed appropriate by Baird management and/or by Baird's Compliance Department. In addition, orders for the accounts of Access Persons and other Baird associates that are under discretionary

management by Baird may be aggregated with orders for other Baird client accounts, so long as the order is executed as part of a block transaction with client orders. A copy of the Code is available to clients or prospective clients upon request.

Baird has also implemented certain policies and procedures relating to Baird's and its associates' trading activities that are designed to prevent them from improperly benefiting from the trading activities of Baird's advisory clients. For example, except for principal trades specifically authorized by clients, Baird conducts trading activity for advisory clients through trading personnel that are different from the trading personnel executing trades for Baird's own accounts. In addition, Baird's Compliance Department monitors the personal trading activities of all of Baird's associates providing advisory-related services to clients.

Baird's Participation or Interest in Client Transactions

Baird's Broker-Dealer and Related Activities. In their broker-dealer capacities, Baird and its Financial Advisors provide brokerage and related services to clients, including the purchase and sale of individual stocks, bonds, mutual funds, private investment funds, options, and other securities, and sales of life insurance policies and annuities. Baird and its Financial Advisors receive compensation based upon the sale of such securities and insurance and other investment products as further described below.

Brokerage and Related Trading Activities. Other investment management firms may select Baird, in its capacity as a broker-dealer, to execute portfolio trades for their clients, including for mutual funds or money market funds they advise. These investment management firms may also receive research in addition to execution services provided by Baird. Baird receives compensation for those execution services. This may create an incentive for Baird to favor the services of such investment management firms or their products, including the mutual funds or money market funds advised by such investment management firms. However, Baird and its Financial Advisors act in the best interest of advisory clients when selecting or recommending investment management firms or their investment products to such clients. Further, Baird does not consider the extent to which an investment management firm directs or is expected to direct trades to Baird for execution when considering the eligibility of an investment management firm for Baird's advisory programs (including when Baird constructs its Recommended Managers or Recommended Mutual Fund Lists). In addition, investment management firms are, absent client direction to the contrary, obligated at all times to retain the broker or dealer providing the client best execution. In addition, mutual fund companies are prohibited from considering Baird's efforts in marketing and selling their funds when selecting Baird for executing portfolio trades for the funds. To learn more

about how a mutual fund company selects brokerage firms for trade execution, a client should consult the fund's statement of additional information, available from each fund.

Baird, as broker-dealer, continually engages in various securities transactions and trading activities through its institutional trading departments, including market making and corporate stock buyback activities. Baird Financial Advisors who refer corporate buyback opportunities to the institutional trading departments are eligible for referral compensation from Baird that is based upon, among other factors, the commissions that Baird receives. Baird and its Financial Advisors may, therefore, have an incentive to sell or to make sell recommendations with respect to the securities of issuers for which Baird provides such buyback services. However, Baird and its Financial Advisors will only sell or recommend a sale of such securities to an advisory client when they believe it is in the client's best interest to do so.

Baird may buy or sell securities for its own account, or may act as broker or agent for other Baird clients, including other advisory clients. Baird and its affiliates may give advice and take action in the performance of their duties to a client that may differ from advice given, or in the timing and nature of action taken, with respect to its own account or that of another client. These activities could create a conflict of interest with its clients. Baird addresses this potential conflict by adopting and enforcing internal procedures designed to ensure that securities allocations made to advisory client accounts are made in a manner such that all advisory clients receive equitable treatment. In addition, Baird has adopted a Code of Ethics and other internal trading policies and procedures relating to Baird's, its affiliates' and associates' trading activities that are designed to prevent them from improperly benefiting from the trading activities of Baird's advisory clients. See "Code of Ethics, Participation or Interest in Client Transactions and Personal Trading—Code of Ethics" above.

Mutual Fund Selling and Servicing

Distribution (12b-1) and Shareholder Servicing Fees.

Baird and its Financial Advisors provide certain distribution and other shareholder-related services to mutual funds and their vendors with respect to Baird clients that hold shares of such mutual funds in their accounts. Baird and its Financial Advisors may receive distribution (12b-1) fees and other shareholder servicing fees from the funds or their sponsors on an ongoing basis as compensation for the services provided.

If Baird receives distribution (12b-1) fees and other shareholder servicing fees with respect to a mutual fund investment in a client's advisory account and client is paying an asset-based fee to Baird on such investment, Baird rebates the fee to the client's account, except with respect to Baird Private Investment Management

Program accounts that are not retirement plan accounts or other accounts subject to the Employee Retirement Income Security Act of 1974, as amended ("ERISA") or individual retirement accounts ("IRA") subject to the Internal Revenue Code (collectively, "Retirement Accounts"). Accordingly, the receipt of these fees provides Baird and certain of its Financial Advisors an incentive to favor mutual funds over other investment products, or to favor mutual funds that offer distribution (12b-1) and shareholder servicing fees greater than other funds

Marketing and Other Financial Support. In addition to distribution (12b-1) and shareholder serving fees, Baird receives financial support from the sponsors of certain mutual funds included on Baird's Mutual Fund Leaders List. Baird also receives financial support from sponsors of certain money market mutual funds that Baird makes available to its clients. Financial support is not paid by sponsors of mutual fund companies on mutual fund assets held in Baird's ALIGN Programs or held in Retirement Accounts. This support, which varies from fund company to fund company and is commonly referred to as "revenue sharing", is typically allocated toward the costs of training and educating Baird Financial Advisors and other Baird associates about the funds offered by the fund company, due diligence on the funds and marketing support.

In addition to marketing support payments described above, Baird may be reimbursed by mutual fund companies or their service providers for expenses incurred by Baird for various sales meetings, seminars, and conferences held in the normal course of business. Any such reimbursement is at the entire discretion of a particular mutual fund company.

Receipt of financial support payments and expense reimbursements may provide Baird an incentive to favor mutual funds and their sponsors that make such payments over mutual funds and their sponsors that do not. However, Baird acts in the best interests of clients when recommending mutual funds to clients, and Baird does not consider the receipt of these payments in compiling its Mutual Fund Leaders List, Recommended Mutual Fund List, or in selecting investments offered through Baird's ALIGN Programs.

The marketing support and other payments that Baird receives from mutual funds and their sponsors are not paid to Baird Financial Advisors, and the compensation that Baird pays to its Financial Advisors is not tied to such payments. Baird Financial Advisors may, however, receive non-cash compensation and other benefits from Baird and mutual fund companies with which Baird does business. Such non-cash compensation and other benefits may include invitations to attend conferences or educational seminars, payment of related travel, lodging and meal expenses, and receipt of gifts and entertainment. Receipt of these benefits may provide Baird Financial Advisors an incentive to favor mutual

funds and their sponsors that provide such benefits over mutual funds and their sponsors that do not. However, Baird Financial Advisors act in the best interests of clients when selecting or recommending funds in connection with the Services. In addition, Baird has adopted policies and procedures for its Financial Advisors and other Baird associates providing advisory services that address and limit the receipt of such non-cash benefits in an attempt to avoid any question of propriety or any conduct inconsistent with Baird's high standards of ethics.

Networking Fees. Baird receives compensation from certain mutual funds in consideration for recordkeeping, sub-transfer agency and related services that it provides to those funds. While this may provide Baird an incentive to favor funds paying higher fees, these fees are not paid to Baird Financial Advisors, and the compensation that Baird pays to Baird Financial Advisors is not tied to such fees.

Schwab Clearing Arrangement. Baird has a clearing arrangement with Charles Schwab & Co., Inc. ("Schwab") whereby Schwab maintains an omnibus account with certain mutual funds for Baird on behalf of Baird clients. Although Baird pays Schwab a fee for the clearing service, Schwab passes through to Baird and its Financial Advisors a portion of the compensation that Schwab receives from the funds (including distribution (12b-1), shareholder servicing and revenue sharing payments) for services that Baird and its Financial Advisors provide to clients who invest in the funds.

If Baird receives distribution (12b-1) fees and other shareholder servicing fees from Schwab with respect to a mutual fund investment in a client's advisory account and client is paying an asset-based fee to Baird on such investment, Baird rebates the fee to the client's account, except with respect to a client's non-Retirement Account in Baird's Private Investment Management Program. This may provide Baird and certain of its Financial Advisors an incentive to favor funds that are part of the Schwab clearing arrangement over other investment products or funds not included in the Schwab clearing arrangement.

Additional Information. More detailed information about the compensation that Baird receives from a mutual fund company is available in the mutual fund company's prospectus or statement of additional information and on Baird's website at www.rwbaird.com/mutualfunds. Clients may also contact Baird or a Baird Financial Advisor for more specific information about the amount of compensation Baird may receive from any of these mutual fund companies. More detailed information about the compensation that Baird receives from Schwab is also available on Baird's website at www.rwbaird.com/mutualfunds.

Alternative Investment Product Selling and Servicing. If an alternative investment product is registered as an

investment company (that is, a mutual fund), Baird and its Financial Advisors may receive compensation described in the section entitled "Mutual Fund Selling and Servicing" above.

More detailed information about the compensation that Baird receives from an alternative investment product and its sponsor is available in the offering documents for the alternative investment product and in Baird's Important Information about Your Investment series of disclosure documents, which are available on Baird's website at www.rwbaird.com/disclosures. Clients may also contact Baird or a Baird Financial Advisor for more specific information about the amount of compensation Baird may receive from the sale of alternative investment products.

Annuities and Insurance Product Selling and Servicing. Insurance companies compensate Baird and its Financial Advisors for selling their insurance products. Baird and its Financial Advisors are paid by the insurance companies in various forms including upfront commissions based upon the initial sale of the product and ongoing trail commissions or residuals relating to a client's continued holding of the product.

In addition to the compensation described above, Baird may receive additional financial support from the insurance companies of certain products that it sells for training and educating Financial Advisors. This support, which varies from insurance company to insurance company, is commonly referred to as "marketing support payments". Receipt of marketing support payments may provide Baird an incentive to favor insurance companies that make such payments over insurance companies that do not. However, Baird does not consider the receipt of marketing support payments in compiling its "Baird Focus List" of insurance companies.

The marketing support payments that Baird receives from insurance companies are not paid to Financial Advisors, and Financial Advisors' compensation is not tied to such financial support. Baird Financial Advisors and Baird associates may, however, receive non-cash compensation and other benefits from Baird and insurance companies with which Baird does business. Such non-cash compensation and other benefits may include invitations to attend conferences or educational seminars, payment of related travel, lodging and meal expenses, and receipt of gifts and entertainment. Receipt of these benefits may provide Baird Financial Advisors an incentive to favor insurance companies and their sponsors that provide such benefits over insurance companies and their sponsors that do not. However, Baird has adopted policies and procedures for its Financial Advisors and other advisory personnel that address and limit the receipt of such non-cash benefits in an attempt to avoid having the investment advice provided to clients being compromised by such benefits.

More detailed information about the compensation that Baird receives from insurance companies is available in the disclosure documents related to the applicable insurance product and on Baird's website at www.rwbaird.com/annuities.

Baird's Other Financial Industry Activities

Investment Banking and Public Finance. Through its Investment Banking and Public Finance departments, Baird provides investment advisory, securities underwriting and related investment banking services to various corporate, municipal, and other issuers of securities. Baird receives compensation and fees from such entities in connection with the services it provides. In addition, Baird Financial Advisors who refer securities underwriting or other business opportunities to the Investment Banking or Public Finance departments are eligible for referral compensation from Baird that is based upon, among other factors, the compensation and fees Baird receives. Baird and its Financial Advisors may, therefore, have an incentive to favor the securities of issuers for which Baird provides such services over the securities of issuers for which Baird does not provide such services. However, Baird and its Financial Advisors will only recommend such securities to a client when they believe it is in a client's best interest to do so. Also, in accordance with applicable law and Baird's policies, any securities underwritten by Baird will be sold to a client by Baird in a principal capacity only if the client consents to the transaction in writing and Baird has provided the client with all material information regarding Baird's or the client's Financial Advisor's interest in the transaction. For more information, please see "Code of Ethics, Participation or Interest in Client Transactions and Personal Trading—Principal Transactions" below.

Baird, by reason of its investment banking or other activities, may from time to time acquire information deemed confidential, material and non-public, about corporations or other entities and their securities. Baird and its associates are not permitted to divulge such information to any client or act upon such information with respect to a client's account or their own accounts.

Cash Sweep Program. Baird offers to clients a Cash Sweep Program through which cash balances in client accounts are automatically deposited or "swept" into an interest-bearing deposit account (the "Bank Sweep Option") established by Baird with one or more banks selected by Baird for inclusion in the Cash Sweep Program. Certain clients who meet the eligibility requirements may, as an alternative, invest their cash in one or more taxable or tax-exempt money market mutual funds (the "Money Market Fund Option") that Baird makes available as part of the Cash Sweep Program. The PrivateBank and Trust Company may from time to time hold client deposits under the Bank Sweep Option. Baird has an ownership interest in The PrivateBancorp, the parent company of the PrivateBank and Trust Company.

In addition to the asset-based fee paid by the client on the funds invested in the Cash Sweep Program, Baird receives a fee from each bank or money market fund for the provision of certain administrative, accounting and other services to the fund or bank. Through the Money Market Fund Option, Baird receives compensation from the money market mutual funds and their sponsors. This compensation is further described in the section entitled "Baird's Participation or Interest in Client Transactions—Baird's Broker-Dealer and Related Activities—Mutual Fund Selling and Servicing—Marketing and Other Financial Support" above. Baird may waive receipt of any or all of this compensation. Baird generally shares a portion of the benefits it receives from the Cash Sweep Program with its Financial Advisors. The compensation that Baird and its Financial Advisors receive from the Bank Sweep Option and the Money Market Option give them a financial incentive to recommend that clients invest cash balances in the particular sweep options included in the Cash Sweep Program. More detailed information about the Cash Sweep Program and the compensation Baird and its Financial Advisors receive is available on Baird's website at www.rwbaird.com/moneymarkets.

If a client holds mutual funds, alternative investment products, or any of the other investment products described above, Baird, its affiliates and associates will receive the fees and payments described above for the duration of the client's advisory relationship with Baird. In some circumstances, the receipt of such compensation may extend beyond a client's advisory relationship with Baird if the client continues to hold those assets at Baird.

Trust Service Providers. Baird maintains alliances with certain unaffiliated institutions that provide trust services. These unaffiliated institutions offer various types of trust services, including trust administration, custody, tax reporting and record keeping, to Baird clients. In connection with these alliances and the trust services provided by these unaffiliated institutions, Baird may provide marketing support services in assisting clients in their evaluation of the trust services. Baird may be compensated by these unaffiliated institutions for providing these marketing support services. Such annual compensation generally will not exceed 10% of the annual trust service fees received by the unaffiliated institution.

Other Investment Products and Services. Baird offers to clients other investment products and services not described in this Brochure. These investment products and services provide different levels of compensation to Baird and its Financial Advisors. Baird and its Financial Advisors may have an incentive to favor those investment products and services that generate a higher level of compensation than those that generate a lower level of compensation. For more information about the other investment products and services offered by

Baird, clients should contact Baird or a Baird Financial Advisor.

Interest in Other Client Transactions. Baird and its Financial Advisors may recommend to clients, and may buy and sell for client accounts, securities in which Baird and its affiliates and associates have a material financial interest. For more information, please see "Other Financial Industry Activities and Affiliations" above.

If Baird, or an affiliate or associate of Baird, receives any compensation or benefit described in this Brochure from a client's investment in funds or other investment products, they will generally retain the compensation or benefit. Except as otherwise described above, Baird generally does not rebate these amounts to a client's account or credit the amount against the advisory fees payable by a client unless Baird may not keep such compensation under applicable law.

Brokerage Practices

Not applicable.

Review of Accounts

Unless the client and the client's Financial Advisor otherwise agree, the client's Financial Advisor and the Department generally do not provide ongoing review of the client's accounts or provide ongoing reporting.

Client Referrals and Other Compensation

Baird may provide compensation to individuals who refer clients in some instances. When applicable, the compensation paid is a percentage of the client's fee payments or the value of the client's account. The amount of compensation will vary, with the specific level determined based upon consideration of various factors including, but not limited to, the individual's role in developing the client relationship and the assets under management. Baird may pay these fees to registered representatives of Baird and its affiliates as well as to unaffiliated, solicitors that have entered into a written agreement with Baird.

Baird and its affiliates and associates may receive certain economic benefits, described in the sections entitled "Other Financial Industry Activities and Affiliations" and "Code of Ethics, Participation or Interest in Client Transactions and Personal Trading" above, for providing investment advice or advisory services to clients.

Custody

Not applicable.

Investment Discretion

Not applicable.

Voting Client Securities

Not applicable.

Financial Information

Not Applicable.

Special Considerations for Retirement Accounts

If a client is a Retirement Account, each owner, trustee or other fiduciary acting on behalf of the client understands that Baird may invest for the client, or recommend that the client invest in, Baird-affiliated investment products and that Baird and its affiliates may receive fees or other compensation related to such investments made by the client. Each owner, trustee or other fiduciary acting on behalf of the client understands that when Baird invests with discretion the assets of a Retirement Account in a Baird-affiliated investment product that pays investment advisory fees to Baird or any of its affiliates, including in connection with any cash sweep services, Baird and its affiliates may receive such investment advisory fees in accordance with the terms of Department of Labor ("DOL") Prohibited Transaction Exemption ("PTE") 77-4, and, as required thereby, Baird will waive its advisory fees on that portion of the assets invested in the Baird-affiliated investment product for such period of time so invested or Baird will offset the investment advisory fees received by Baird or any of its affiliates from the Baird-affiliated investment product against the advisory fee that Baird charges to the client. For the purpose of complying with the terms of DOL PTE 77-4, each such client acknowledges in the client's agreement that: (i) the investment in Baird-affiliated investment products for the client's account is appropriate because of, among other things, the investment goals, redeemability/liquidity, and diversification of those funds; (ii) all assets of the client's account may be invested in one or more of the Baird-affiliated investment products; (iii) the client received prospectuses or other disclosure documents for the Baird-affiliated investment products that may be used in connection with the account, each of which include a summary of all fees that may be paid by the Baird-affiliated investment products to Baird or its affiliates; and (iv) the client received information concerning the nature and extent of any differential between the rate of such Baird-affiliated investment products fees and the advisory fees payable by the client to Baird. The differential between the fees to be charged by Baird for the advisory services it provides to the client and, if applicable, the investment advisory and other similar fees paid by the Baird-affiliated investment products to Baird or its affiliates with respect to the services Baird or any of its affiliates provides to the Baird-affiliated investment products is the difference between Baird's fee disclosed in the client's agreement and the applicable investment management, investment advisory and other similar fees detailed in the section entitled "Code of Ethics, Participation or Interest in

Client Transactions and Personal Trading—Baird's Participation or Interest in Client Transactions" above and/or in the relevant prospectus or other offering document for the Baird-affiliated investment product.

Baird and its Financial Advisors do not provide Retirement Account clients with recommendations or advice regarding the client's decision to retain investment managers that are affiliated with Baird. Investment managers affiliated with Baird will be retained or removed from management from a Retirement Account only upon the client's direction to do so. For more information about investment managers that are affiliated with Baird, please see "Other Financial Industry Activities and Affiliations" above.

Robert W. Baird & Co. Incorporated

Brochure Supplement

February 27, 2012

Financial Planning Services

777 East Wisconsin Avenue
Milwaukee, WI 53202
1-800-792-2473

Geof Banda
Rich Behrendt
Penny Bobos
Brian Ellenbecker
Scott Grenier
Tim Steffen

Robert W. Baird & Co. Incorporated
777 East Wisconsin Avenue
Milwaukee, WI 53202
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rwbaird.com

Member FINRA & SIPC
SEC File No. 801-7571

This brochure supplement provides information about the persons listed above that supplements the brochure of Robert W. Baird & Co. Incorporated ("Baird") and its Financial Planning Services. You should have received a copy of that brochure. Please contact Baird at the number listed above if you did not receive Baird' brochure of if you have any questions about the contents of this supplement.

The persons listed above are Baird's home office investment professionals that may provide services to clients from time to time in connection with the Financial Planning Services. Additional information about the persons listed above is available on the SEC's website at adviserinfo.sec.gov.

Geof Banda

Educational Background and Business Experience

Geof Banda (Born in 1975)

- BS, Economics & Finance, University of Dayton
- MBA, University of Cincinnati
- Portfolio Analyst, Robert W. Baird & Co. Incorporated, since 2003; Vice President, Robert W. Baird & Co., since January 2012; Assistant Vice President, Robert W. Baird & Co, from January 2007 to December 2011

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Mr. Banda's advisory activities by reviewing the suitability of investment advice and recommendations that he provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Steffen, Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, is primarily responsible for supervising Mr. Banda's advisory activities on behalf of Baird. Mr. Steffen's telephone number is 1-800-792-2473.

Richard Behrendt

Educational Background and Business Experience

Richard Behrendt (Born in 1961)

- BA, Philosophy, Hunter College
- JD, Brooklyn Law School
- Director of Estate Planning, Robert W. Baird & Co. Incorporated, since 2006; Senior Vice President since January 2012; First Vice President from January 2009 through December 2011; Vice President from October 2006 through December 2008

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Mr. Behrendt's advisory activities by reviewing the suitability of investment advice and recommendations that he provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Steffen, Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, is primarily responsible for supervising Mr. Behrendt's advisory activities on behalf of Baird. Mr. Steffen's telephone number is 1-800-792-2473.

Penny Bobos

Educational Background and Business Experience

Penny Bobos (Born in 1968)

- BS, Business Administration, Cardinal Stritch University
- Financial Planning Coordinator, Robert W. Baird & Co. Incorporated, since 2005

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Ms. Bobos' advisory activities by reviewing the suitability of investment advice and recommendations that she provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Steffen, Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, is primarily responsible for supervising Ms. Bobos' advisory activities on behalf of Baird. Mr. Steffen's telephone number is 1-800-792-2473.

Brian Ellenbecker

Educational Background and Business Experience

Brian Ellenbecker (Born in 1978)

- BS, Finance, Marquette University

- Financial Planner for Baird's Financial-Estate Planning Department since 2005; Vice President, Robert W. Baird & Co., since January 2012; Assistant Vice President, Robert W. Baird & Co., from January 2007 to December 2011

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Mr. Ellenbecker's advisory activities by reviewing the suitability of investment advice and recommendations that he provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Steffen, Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, is primarily responsible for supervising Mr. Ellenbecker's advisory activities on behalf of Baird. Mr. Steffen's telephone number is 1-800-792-2473.

Scott Grenier

Educational Background and Business Experience

Scott Grenier (Born in 1976)

- BA, Economics, Hamilton College
- MSFS, The American College
- Financial Planner, Vice President, Robert W. Baird & Co. Incorporated, since 2010

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Mr. Grenier's advisory activities by reviewing the suitability of investment advice and recommendations that he provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Steffen, Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, is primarily responsible for supervising Mr. Grenier's advisory activities on behalf of Baird. Mr. Steffen's telephone number is 1-800-792-2473.

Tim Steffen

Educational Background and Business Experience

Tim Steffen (Born in 1969)

- BS, Accountancy, University of Illinois
- Senior Vice President, Robert W. Baird & Co. Incorporated, and Director of Financial Planning for Baird, since 1999

Disciplinary Information

Not applicable.

Other Business Activities

Not applicable.

Additional Compensation

Not applicable.

Supervision

Baird generally supervises Mr. Steffen's advisory activities by reviewing the suitability of investment advice and recommendations that he provides to clients, periodically reviewing client communications, and approving sales and advertising literature he uses. Tim Byrne, Managing Director, Robert W. Baird & Co. Incorporated is primarily responsible for supervising Mr. Steffen's advisory activities on behalf of Baird. Mr. Byrne's, telephone number is 1-800-792-2473.

FINANCIAL PLANNING AGREEMENT

The following sets forth the terms by which Robert W. Baird & Co. Incorporated (“Baird”) will prepare a Personal Financial Plan for you, the client. The parties to this agreement are Baird and you.

I. Services to Be Performed

Baird will prepare a written Personal Financial Plan for you (sometimes hereinafter referred to as the “Plan”), which will involve an analysis of your present financial position as well as recommended strategies and specific implementation steps for your review.

In developing your Personal Financial Plan, Baird will conduct an in-depth analysis of your overall financial condition and investment needs. You will inform us of your financial goals, needs and objectives. The Plan will address multiple financial planning topics. Topics covered in financial plans will vary from client to client but often include analyses of net worth, asset distribution, asset growth and cash flow; estate, education, retirement and other requested funding needs; asset allocation strategies; investment portfolio valuation and planning; and a review of life insurance death benefit needs.

The Personal Financial Plan will be based on your responses to a financial planning questionnaire and other information you provide. You will be responsible for gathering and providing the information and other data about you that we request. Baird relies on the accuracy and completeness of the information you provide without independent verification. Baird will not be responsible for any inadequacies or errors resulting from your failure to provide Baird with information or from erroneous factual information supplied by you. Your Personal Financial Plan is effective as of the date indicated thereon. After you have received your Personal Financial Plan, Baird undertakes no obligation to implement the actions recommended in your Personal Financial Plan, to review or monitor your investments, other assets, financial position or returns, or to update or modify your Personal Financial Plan. Any changes to your financial and personal position and needs will affect the analyses, information and recommendations made in the Personal Financial Plan. You should understand that financial planning is an ongoing process that requires your regular consideration of whether financial and personal changes warrant a re-evaluation of your Personal Financial Plan.

Any and all information you give to us will be treated on a strictly confidential basis and will only be shared with your consent or as required by law.

Baird may use other entities to assist in the preparation of your Personal Financial Plan, such as the use of third party planning software and research providers. Baird will not separately charge you for use of these other entities except with your consent. In addition with your permission and at your cost, Baird may consult with your legal and/or tax advisors.

In preparing your Personal Financial Plan, Baird will be acting as an investment adviser subject to the requirements of the Investment Advisers Act of 1940, as amended (the “Advisers Act”). Investment advisers have fiduciary duties to their clients. However, the investment recommendations and other advisory services we provide in connection with your Personal Financial Plan automatically terminate upon delivery of the Plan. Unless you have already done so, you will need to enter into a separate agreement with us before we will be able to provide the services you request in order to implement the recommendations made in your Personal Financial Plan and/or to monitor and review your

investments. Those services will generally be limited to custody, execution and other brokerage services unless otherwise agreed to by Baird and you.

II. Fee Structure

No fee will be charged for this service unless you and Baird execute a separate written agreement.

III. Term and Termination

The term of this agreement shall commence when Baird first begins to obtain information about you for purposes of developing your Personal Financial Plan and shall continue until Baird delivers your Personal Financial Plan, at which time this agreement shall automatically terminate. This agreement may also be terminated by you or by Baird at any time prior to the delivery to you of your Personal Financial Plan. Termination by you shall be in writing, sent by registered mail to Robert W. Baird & Co. Incorporated, Attn: Director of Private Client Research, 777 East Wisconsin Avenue, Milwaukee, Wisconsin 53202. If for any reason Baird finds it necessary to terminate this agreement, notification will be made to you in writing and sent by first class mail to your address of record.

Baird has no duties or obligations to you at any time following the term or termination of this agreement.

IV. Disclosures

A conflict between your interests and those of Baird may exist because Baird earns compensation (such as fees or commissions) on the sale of products such as, but not limited to, bonds, stocks, mutual funds, hedge funds, trusts, investment partnerships and insurance, which may be recommended for purchase as a component of your Financial Plan. Certain of those products, such as Baird-sponsored mutual funds, private equity partnerships and affiliated investment advisors, are proprietary and impose their own fees and expenses from which Baird will benefit. Baird also may receive additional compensation from mutual funds, variable annuities and insurance policies in which the client invests, such as distribution and shareholder service fees (often referred to as “12b-1” fees), trail commissions and revenue sharing payments. In addition, if you decide to engage Baird to provide brokerage or advisory services in addition to the preparation of your Personal Financial Plan, Baird will earn additional compensation in the form of fees and/or commissions. Other conflicts of interest are described in Baird’s Financial Planning Brochure, a copy of which has been provided to you.

You are free to implement the recommendations made in your Personal Financial Plan through any broker-dealer or other financial institution you choose.

You agree to assume full responsibility for any decisions relating to the implementation of your Personal Financial Plan. Baird does not offer tax or legal advice, and, therefore, you should consult with your personal tax or legal advisor concerning tax and legal matters, including any documents necessary to implement the Financial Plan.

V. Form ADV Part II (Brochure) Delivery

You hereby acknowledge that you have received Baird’s Form ADV Part II or an equivalent written brochure describing the financial planning services offered by Baird (the “Brochure”), in accordance with Rule 204-3 under the Advisers Act.

VI. Assignment

No assignment of this agreement (within the meaning of the Advisers Act) by Baird shall be made without your consent.

VII. Brokerage Clients of Robert W. Baird & Co. Incorporated

If you choose to implement any investment purchases recommended by the Financial Plan through Baird, you understand and acknowledge that Baird will be earning additional compensation as a result of executing these transactions for you.

You acknowledge that Baird's business includes recommending and effecting the purchase and sale of securities for many different clients and for its own account. You further understand and agree that Baird's recommendations to other clients and the transactions it effects for other clients and for its own account may at times be contrary to the recommendations made to you and transactions effected by you.

VIII. Minnesota Residents Only. Minnesota securities regulations require that Minnesota residents be informed of the following information regarding financial products, services or proposed services offered by Baird. Baird professionals who serve retail clients use the title "Financial Advisor." The term Financial Advisor was not chosen to imply that a Baird Financial Advisor is a financial planner, as that term is defined by Minnesota law. Baird Financial Advisors provide a broad range of financial services and products, some of which are offered by affiliated entities. The products offered by Baird Financial Advisors are traded, distributed, and placed through various entities, including but not limited to, clearing firms, trading firms, and affiliates of Baird. Baird and Baird Financial Advisors are compensated by various means, which may include commissions or a fixed fee, and their compensation may be affected by the overall value of the assets and any margin balance in the serviced account(s). The license which the Baird Financial Advisor holds entitles him/her to offer or to sell investment securities including stocks, bonds, mutual funds, put and call options, unit trusts, money market funds, certificates of deposit, treasury securities and (if your Baird Financial Advisor is also licensed in the State of Minnesota as an insurance agent) fixed and variable annuity contracts.

IX. Entire Agreement

This agreement represents the entire agreement and understanding between the parties with regard to the matters described herein and may not be modified or amended except by a writing signed by the party to be charged unless otherwise noted herein.