

The information below briefly describes referral programs in which a Baird Financial Advisor or other Baird associate may receive special compensation for referring clients to Baird businesses or programs offered by Baird.

Baird Asset Management

Baird Equity Asset Management. A Baird associate who refers an institutional-type client to one of the Baird Equity Funds-Institutional Class is eligible to receive a referral fee equal to 0.10% on the value of the client's fund position over a five-year period. This referral fee is not paid if the client's fund position is held in a fee-based advisory account or if the Baird associate is receiving compensation as an investment consultant from the client.

A Baird associate who refers an institutional-type client to an individually managed equity account to be managed by Baird Equity Asset Management, when the account size is at least \$10 million for domestic strategies and \$100 million for international/global strategies (or \$25 million for an international/global private fund), is eligible to receive a maximum referral fee of 20% of the annual management fee received by Baird Equity Asset Management in the first year, 10% of the annual management fee in the second and third years, and 5% of the annual management fee in the fourth year.

Baird Advisors. A Baird associate who refers an institutional client to one of the Baird Bond Funds-Institutional Class is eligible to receive a referral fee equal to 25% of the net advisory fee paid to Baird Advisors with respect to the client's fund position over a five-year period. This referral fee is not paid if the client's fund position is held in a fee-based advisory account or if the Baird associate is receiving compensation as an investment consultant from the client.

A Baird associate who refers an institutional-type client to an individually managed fixed income account to be managed by Baird Advisors, when the account size is at least \$100 million, is eligible to receive a maximum referral fee of 20% of the annual management fee received by Baird Equity Asset Management in the first year, 10% of the annual management fee in the second and third years, and 5% of the annual management fee in the fourth year.

Under no circumstances will referral fees be paid by Baird Asset Management with respect to ERISA-type accounts or the accounts of natural persons or other retail customers.

In addition, all referrals are paid at the discretion of Baird Asset Management.

Baird Trust Company

A Baird associate who refers a client to Baird Trust Company ("Baird Trust") for trust administration and/or investment management services will receive an ongoing referral fee of up to 50% of the fees earned by Baird Trust from that client, which referral fee will count as associate production for purposes of compensation. The referral fee does not apply when Baird Trust is selected to provide investment management services under Baird's SMA managers' program.

Securities Based Lending Program

When a Baird associate refers a client to a third party bank participating in Baird's securities-based lending program under which a client can obtain a line of credit or other loan from the bank, the Baird associate is eligible to receive an ongoing referral fee at an annual rate of up to 0.25% of the client's outstanding borrowings with that bank.

Baird Referral Programs

(Continued)

The Baird logo consists of the word "BAIRD" in white, uppercase, sans-serif font, positioned inside a blue parallelogram that slants to the right.

Baird Capital

A Baird associate who refers a deal (such as an acquisition of a portfolio company) to Baird Capital that successfully closes will be entitled to an award of up to \$150,000, depending on the size or the transaction and the associate's involvement. A Baird associate who sources or refers a venture capital or growth equity deal will be eligible to earn an award of up to \$50,000, depending on the size or the transaction and the associate's involvement.

A Baird associate who assists in obtaining an investor's commitment to be a limited partner in a Baird Capital fund (applicable during periods of fundraising) is eligible to receive a commission, as outlined in the fund documents, to be counted as associate production for purposes of compensation. These commissions or referral fees do not apply to ERISA-type accounts. The current standard commission is 3% of the investor's total commitment, of which 1% is paid at closing and 0.40% is paid annually over a five-year period.

Baird Institutional Equity Trading

A Baird associate who refers a corporate stock buy-back opportunity to Baird Institutional Equity Trading is eligible to receive up to 25% of the commissions charged on those stock buy-backs over a period of two years, which will count as associate production for purposes of compensation. The actual revenue split will be determined by the role played by the Baird associate in lead qualification and information gathering.

Baird Global Investment Banking

A Baird associate who introduces businesses or business opportunities to Investment Banking that result in advisory or underwriting engagements is eligible for a referral fee of 2.5%, 5%, 7.5% or 10% of the net fees received by the Investment Banking group. The referral fee is based on the fee received by the Investment Banking department, net of unreimbursed expenses, if any. In the case of public offerings, the referral fee is based on the management fee portion of the gross spread (typically 20% of gross spread). Subsequent transactions involving the company will reflect fees at 50% of the applicable referral percentage for the second transaction and 25% of the applicable referral percentage for the third transaction as long as the Baird associate maintains the client relationship.

A Baird associate who introduces businesses or business opportunities to the Business Owner Solutions group, which result in advisory or underwriting engagements, is eligible for a referral fee equal to 10% of the net fees received by the Business Owner Solutions group.

Baird Public Finance

A Baird associate who introduces a municipality, school/school district, non-profit organization or business to Baird Public Finance for a debt offering is eligible for referral compensation if they result in the payment of advisory or underwriting fees to Baird. The referral fee ranges from 2.5% to 10% of the net management fees generated when Baird serves as lead underwriter. Referral fees for subsequent offerings involving the same entity in which Baird is lead underwriter are 50% of the referral fee percentage for the second offering and 25% for the third offering.