

# Find Your Home at Baird

Baird's unique culture and employee-owned structure have helped to create a firm where Financial Advisors know that their needs will be met and their clients will always be put first. Let some of these Advisors tell you in their own words why they made the move to Baird.



**Private Wealth  
Management**



## **Jim Galkowski**

**Rochester, Minnesota**

**Transitioned from Wells Fargo in April 2021**

I prioritized finding a firm with a bulletproof balance sheet that offered all the resources necessary to practice at a high level. In addition, I needed a strong culture that placed the interests of my clients ahead of everything else. The private/employee-owned aspect of Baird really resonated with me. They checked all the boxes as it relates to both resources and culture.



## **Marcus Qualls**

**Fort Worth, Texas**

**Transitioned from Ameriprise in April 2019**

Ameriprise took a my-way-or-the-highway approach that my practice simply outgrew. With Baird, after I explained how my business worked, they took the approach of "let's see how we can get this to work and still be compliant." It's a much more collaborative partnership. I now have the autonomy I was looking for, but I still get support when I need it.



## **Tony Schock**

**Dayton, Ohio**

**Transitioned from UBS in March 2019**

I love the employee ownership at Baird. The problem with working for a publicly traded firm is that you're supposed to take care of your clients, who are the ones you're supposed to make money for, but you also have shareholders who want their own profits. That's not a good situation to be in. At Baird, we don't have that conflict of interest.



## **Phil Stathos**

**Portland, Maine**

**Transitioned from Wells Fargo FINET in July 2020**

Our internal partnerships allow you to provide robust investment and planning expertise for your clients – at no cost to your business. Our internal Strategic Asset Management team can partner on top-tier clients who need a diversification plan within taxable accounts. Plus you have immediate access to in-house specialists in tax planning, estate planning, trust settlements and more who will sit down with you and your clients and weigh in on specific client scenarios. Baird even does reviews of client tax returns.



## **John Bradley**

**Dayton, Ohio**

**Transitioned from UBS in February 2019**

During our recruiting dinner with Baird CEO Steve Booth, he was describing a couple of things and I said, "Why do you do it that way?" He said, "I don't know, that's just the way we've done it." I said, "Well, I think it's done the wrong way." Three days later he called me said, "Hey, I talked to the rest of the management team, and I see value in what you were saying." I tell people all the time that we have the ability to have meaningful conversations with senior leadership. There's an openness and a collaborativeness at all levels of the firm that show you the alignment of everyone's goals and interests.



## **Anna Jaeger**

**Waukesha, Wisconsin**

**Transitioned from Midland in August 2020**

I was impressed with the flexibility of Baird's business model. If a brokerage or a different product makes more sense to a prospective client, I can do that now. That flexibility has been instrumental in growing my business.



### Curtis Hamilton

Owensboro, Kentucky

Transitioned from Wells Fargo in November 2020

Owensboro is a small town, and I knew many of the advisors who worked at Baird (though at that time it was Hilliard Lyons). In talking with them about their experiences there, it just reminded me of the smaller companies I worked with early in my career, where the people you worked with every day were friends as much as colleagues. It was a stark contrast to the firm I was with at the time, where if you needed something, you dialed an 800 number and hoped that someone would eventually get back to you.



### Lisa Doche

Scottsdale, Arizona

Transitioned from Wells Fargo in March 2021

I can't emphasize enough the benefits of having a private company where 100 cents on the dollar of this company essentially goes into supporting the work that I do as an advisor for our clientele. Coming from the national wirehouse that I did, you were just in the grind. You were just part of the machine. And if your ideas didn't fit into the script, you were dismissed. You have a voice here. You are a person.



### The Parker Group

Columbia, Tennessee

Transitioned from Morgan Stanley in September 2020

Our last firm had layers upon layers upon layers of bureaucracy. If there was an event or initiative we needed approval for, no one wanted to make a decision, and by the time you got an answer, even if it was yes, it was too late to do anything about it. We were done with the CYA mindset – we were looking for a company where if you had an idea, managers would help you make it succeed. That's what we found at Baird.



### The Helms Shadid Group

Durango, Colorado

Transitioned from Morgan Stanley in February 2022

What struck us was how comprehensive the transition plan was. It wasn't just "here's your phone and a cup of coffee" – they had a communications strategy in place, they had a financial transition plan ready to go for each of our clients, and they had the technology up and running on Day 1. They even checked in on us regularly after the move to make sure we had everything we needed. And this wasn't an exception to how Baird treats their advisors – it's the rule.



### John and Toby Weinert

Toledo, Ohio

Transitioned from Wells Fargo in April 2021

Baird's in-house transition team was phenomenal. When we were brought over at a previous firm, they hired a third-party support team for onboarding. The difference between an outside support group and actual Baird employees who owned the system, understood all the forms and knew who to contact in the home office to get answers – it was like night and day.



### Eric Dahl and Tim Pennise

Chicago

Transitioned to from UBS in September 2019

We knew before we joined that Baird was privately held, but not that it was employee-owned. When two-thirds of the people on the floor have "skin in the game" and are literally invested in their work, you can see the difference right away.

**For the resources and support of a multinational firm combined with the autonomy you need, discover the Baird difference. Find out more at [BairdFAOpportunities.com](https://BairdFAOpportunities.com).**