



August 15, 2018

PERSONAL & CONFIDENTIAL

Noah Asaria
1926 West Wisconsin Avenue, Room 519
Milwaukee, Wisconsin 53233

Dear Noah:

We are pleased to present you with this offer to join Robert W. Baird & Co. Incorporated ("Baird") as part of Operations-Business Process Department. The specifics of our offer are as follows:

1. Your job title will be Business Process Analyst Intern.
2. You will be located in Baird's Milwaukee, Wisconsin office, located at 777 East Wisconsin Avenue, Milwaukee, Wisconsin 53202.
3. Your tentative start date will be September 4, 2018; provided, however, that your start date will not occur prior to the completion of a satisfactory background investigation.
4. Your compensation for 2018 will be \$14.00 per hour payable semi-monthly on the fifteenth and last day of each month.
5. As a non-exempt associate, there will be a one pay period delay in receiving your first paycheck.
6. You will be entitled to all benefits afforded by Baird's long-term interns. You will be eligible to make contributions to Baird's 401(k) savings plan in the month following your start date of employment, unless your start date falls on the first of the month, in which case you may begin making contributions with your first pay period. You will be eligible to receive Baird's 401(k) matching contributions and profit sharing contributions during your employment so long as you are an employee of Baird on the last day of each Plan Year (December 31) and you work at least 500 hours during each Plan Year. Baird's 401(k) matching and profit sharing contributions are direct deposited into associate accounts in January of each following year.
7. You understand that you will be subject to, and you agree to comply with, all applicable Baird policies and procedures, including, without limitation, the confidentiality policies contained in the Baird Associate Handbook.
8. You expressly acknowledge and agree that your employment with Baird shall be considered an "at will" arrangement and that this offer is not an employment contract or an agreement to employ you for a specific period of time or a promise of continued employment with Baird for any period whatsoever.
9. You understand that in making this offer, Baird has relied on your representation that you are not a party to or bound by any agreement or other arrangement that prohibits, limits or restricts your ability to perform, as an employee of Baird, the services contemplated by this offer letter.
10. The terms and amounts set forth in this letter are confidential and shall not be disclosed by you to others (except to your spouse, domestic partner, attorneys, or accountants) within or outside Baird without obtaining prior written consent from Russell Schwei or his successor. In addition, upon the termination of your employment with Baird, you agree to return any original records and any computerized, duplicated, or copied records which have been removed from the premises of Baird in any form.

Robert W. Baird & Co. Incorporated
777 East Wisconsin Avenue
Milwaukee WI 53202-5391
Main (414) 765 3500
Toll-free (800) 792 2473
www.rwbaird.com



11. The terms of this offer will expire at the close of business on August 22, 2018 and are contingent upon the completion of a satisfactory background investigation.

Noah, we look forward to you becoming a contributing member of the Baird team. To accept our offer, please sign the electronic document below. If you have any questions regarding this letter do not hesitate to call me directly at 414-298-1057.

Sincerely,

Caroline Newman

Caroline Newman

Recruiter

Human Resources

Agreed to and accepted:

DocuSigned by:

Noah Asaria

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