



Reimbursement Agreement

BAIRD BREAKING THROUGH COACHING PROGRAM

I, _____, understand, acknowledge and agree as follows:

1. Robert W. Baird, Inc. ("the Firm" or "BAIRD") has entered into an arrangement with CEG Worldwide ("CEG") to make CEG's "Breaking Through" Coaching Program ("the Program") available to qualified BAIRD Financial Advisors who wish to voluntarily participate in the Program at their own cost. Through this arrangement, qualified Financial Advisors are eligible to participate in the program at a reduced cost, make installment payments if desired, receive an initial "scholarship" thus reducing their out-of-pocket expense and will qualify for additional reimbursement as outlined below.
2. The cost of the Program for me is \$19,000. BAIRD has paid this amount to CEG on my behalf.
 - a. I acknowledge that BAIRD is providing an initial scholarship of 50% of the amount of \$9500.
 - b. I am obligated and agree to reimburse BAIRD for the remaining \$9500 as follows
 - i. I will repay the \$9500 by allowing BAIRD to pull 3 separate payments, with a minimum payment of at least \$3,167 from my rep code on each quarterly fee billing period, with payment total due before 2/15/2017.
 - ii. I will make all payments to BAIRD via a check payable to BAIRD via a check payable to Baird Financial Services Inc. I will send all such payments to Lisa Melick, Robert W. Baird Inc., 777 East Wisconsin Avenue, Milwaukee, Wisconsin 53202.
 - c. In the event my employment with BAIRD terminates for any reason whatsoever before April 30, 2017, I will immediately repay to BAIRD the following amount: \$19,000 minus any payments I have made to BAIRD pursuant to paragraph 2.
3. My decision to participate in the Program was completely voluntary. BAIRD did not in any way require me to participate in the Program. Participation in the Program is not necessary nor is it a condition of employment.
4. I will pay any and all costs and expenses, including without limitation, reasonable attorney's fees and disbursements incurred by BAIRD in connection with the enforcement of any and all provisions of this Agreement and in regard to any defenses to the Agreement or counterclaims brought in the action to enforce the Agreement.
5. I waive (i) all benefits of any law exempting my property, or any part of it, from attachment, garnishment or execution, and (ii) the right to interpose any defense, set-off counterclaim of any nature or description in any arbitration arising out of or relating to this Agreement in which BAIRD is an adverse party.
6. If I fail to repay BAIRD any monies due under this Agreement, BAIRD reserves the right to pursue all available legal and equitable remedies available to it. To the fullest extent permitted by law, BAIRD will have the right to set off and apply any monies due to it under this Agreement against any and all of the obligations that BAIRD has to me, including but not limited to any compensation or deferred compensation. I authorize and consent to these deductions in accordance with applicable law.



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7. As security for BAIRD'S payment of the \$19,000 I hereby grant to BAIRD and any of its related entities a security interest in and lien on any and all property held or carried in or credited to any and all non-exempt BAIRD Accounts ("Property"). All such Property will be subject to BAIRD'S security interest as collateral for the satisfaction and discharge of my obligations under this Agreement.
8. In enforcing its security interest, BAIRD or any of its related entities has absolute discretion to determine the amount, order and manner in which the Property will be sold, and shall also have all other remedies available to a secured party under the Uniform Commercial Code ("UCC") in addition to all other rights provided by this Agreement or by law. Without limiting any of the foregoing, BAIRD and any of its related entities shall also have the right, at its sole and absolute discretion, to freeze, take possession of or otherwise exercise control over any and all Accounts, without presentment, demand or notice to me, to secure payment of my obligations under this Agreement, such that, among other things, I will not be able to transfer the Accounts or make withdrawals from the Accounts unless and until BAIRD has determined, in its sole and absolute discretion, that I have fully satisfied my obligations under this Agreement. By signing this Agreement, I expressly authorize and consent to this remedy.
9. I expressly acknowledge and agree that BAIRD and any of its related entities will not be liable to me in any way for any adverse tax consequences (for tax effect or otherwise) including, but not limited to, any compensatory, consequential, punitive or other damages, resulting from the liquidation or freezing of any Account.

Contact Information

<input type="text"/>	<input type="text"/>		
First Name	Last Name		
<input type="text"/>			
Company Name			
<input type="text"/>			
Address	City	State	Zip Code
<input type="text"/>	<input type="text"/>		
Business Phone	Alternate Phone		
<input type="text"/>	<input type="text"/>		
Email Address	Alternate Email Address		

I have read, understand and agree to the above terms.

<input type="text"/>
Signature
<input type="text"/>
Full Name
<input type="text"/>
Date