

## Baird Investment Management Mid Cap Growth Investment Team

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### **Chuck Severson, CFA**

Senior Portfolio Manager

Mr. Severson joined Baird in 1987 and has 27 years of investment experience. He has been a Senior Portfolio Manager on BIM's mid cap growth strategy since its inception in 1993. He covers industrials and software. Mr. Severson earned a Master of Science Degree in Finance in 1987 and BBA degree in 1982 from the University of Wisconsin – Madison where he was a member of the Applied Security Analysis Program. He earned the Chartered Financial Analyst designation in 1991.

### **Ken Hemauer, CFA**

Co-Senior Portfolio Manager

Mr. Hemauer joined Baird in 1994 and has 20 years of investment experience. He currently serves as Co-Portfolio Manager for BIM's mid cap growth product. He covers financial services and consumer discretionary. Prior to joining BIM he spent seven years in Baird's sell-side Equity Research Department as a Senior Analyst leading the coverage of financial institutions. Mr. Hemauer has both a BBA and Master of Science degree in Finance from the University of Wisconsin-Madison where he was a member of the Applied Security Analysis Program. He earned the Chartered Financial Analyst designation in 1995.

### **Douglas Guffy**

Senior Research Analyst

Mr. Guffy joined Baird in 2004 and has 30 years of investment experience. He currently serves as a Research Analyst for the mid cap growth strategy covering energy. Before joining BIM, he spent over 9 years as an analyst and portfolio manager with American Express Financial Corp. in Minneapolis. Prior to that, he was an equity analyst for Banc One Investment Advisors in Columbus, OH. Mr. Guffy earned his BA in Economics and Government from Anderson University and his MBA from Ball State University.

### **Reik Read**

Senior Research Analyst

Mr. Read joined Baird in 2000 and has 16 years of investment experience. He currently serves as Director of BIM and a Research Analyst covering electronic manufacturing and business services. Prior to joining BIM, he spent 11 years with Baird in the equity research department. Reik's experience also includes working as a management consultant with Ernst & Young. He also ranked second in the Electronics category by Forbes in 2008. Mr. Read earned both a B.S. in Economics and an M.B.A. at the University of Wisconsin – Madison.

### **Jonathan Good**

Senior Research Analyst

Mr. Good joined Baird in 2006 and has 13 years of investment experience. He currently serves as a Research Analyst covering health care and information technology. Before joining BIM, Mr. Good worked at Gartmore Global Investments as an equity analyst for their Global Health Sciences Fund. Prior to joining Gartmore, he spent five years at William Blair & Company as an equity research associate covering Biotech, Lifesciences, Diagnostics and Orthopedics. Mr. Good earned a degree in Applied and Biomedical Sciences from the University of Pennsylvania, and earned his MBA from the Kellogg School of Management at Northwestern University.