Values that bring us together

As an organization and individually as professionals, BAI believes it’s important to have values that guide our behavior, build a better workplace environment and help us live our mission.

A culture that supports and inspires

BAI offers a diverse, inclusive and engaging workplace culture – fostering a workforce where every person is energized and committed. Team members are enabled to reach their full potential by focusing on professional development and doing work that has an impact. You’ll have opportunities to participate in cross-functional teams and collaborate regularly with colleagues. Career development at BAI takes many forms, such as training, special projects, stretch assignments and opportunities to learn from industry thought leaders and your colleagues.

**Trust** earned by delivering on our commitments and treating each other with respect. The integrity of our work and the strength of our relationships is critical to maintaining trust.

**Passion** for excellence, so that we produce our best effort at all times. We care about our work, our clients and each other in order to make a positive difference for the financial services industry.

**Collaboration** with influential thought leaders and colleagues, to bring the most relevant insights and perspectives to the industry. We believe that by working together, sharing ideas and strategies, we can all be better.

**Forward-thinking** to anticipate future trends, because our clients rely on us to keep them prepared for what’s coming in the industry. We believe innovation is about being ahead of the curve and using our work to drive positive change.

Diversity and Inclusion

At BAI, we actively seek and welcome diversity. We know we’re stronger as a company when we respect and incorporate the viewpoints and beliefs of everyone on our team. By creating a culture of inclusion, we benefit from the enthusiastic engagement of our team members.

That’s why we look for people who:

- Want to help others succeed, whether it’s BAI clients or their fellow team members
- Are curious about the financial services industry, because that curiosity is what leads to discovering new, powerful insights
- Have diverse backgrounds and points of view
- Are comfortable giving and receiving constructive feedback

“BAI cares about its employees. It makes a point of keeping them informed and listens to feedback.”
Health Benefits
Providing a variety of health benefits on your date of hire assures that you will have the resources to take care of yourself and your family.

BAI offers:
• BlueCross BlueShield Medical Insurance
• Dental and Vision Insurance
• Pre-tax deductions that include: health and dental premiums and flexible spending accounts for health and dependent care

Benefits for a better tomorrow

BAI’s greatest asset is our people. Providing value, rewarding our team and offering benefits for a better future are just a few of the ways we try to prove that.

BAI SMART Plan
We want employees to have the support they need to plan ahead, so we offer opportunities to grow your money for the future and reach your personal financial goals.

• ⁴⁰¹(k) – Offered after 30 days of service, BAI matches 100% of the employee’s first 6% of pre-tax contributions
• BAI Qualified Contribution Account – Eligible employees receive a discretionary annual contribution to their SMART Plan account of up to 3% of base earnings and other eligible pay

Insurance Paid by BAI
We add peace of mind by paying for several insurance programs.

• Life and AD&D Insurance
• Long-Term and Short-Term Disability Insurance

Employee Assistance Program
BAI offers an Employee Assistance Program so you can access confidential counseling on personal issues, plus assistance with legal, financial and family matters.

“I love how BAI offers a generous benefits package and various other perks for a better future.”
A rewarding workplace

At BAI, we take our work seriously, but more importantly we want everybody to enjoy being here. Here’s how we help create a positive and productive work environment.

Office Locations
With offices in two major cities, we understand the challenges of commuting to work. BAI offices are conveniently located in the financial district of the Chicago Loop close to public transportation, and right off I-270 in St. Louis. In Chicago, we offer tax savings on your qualified commuting expenses.

Dress for Your Day
Dressing right is important, and so is being comfortable. Dress to suit your daily work environment and schedule. Wear more casual attire depending on your responsibilities and interactions for the day.

Fitness Center
Healthy employees are happy employees. Our Chicago and St. Louis office buildings offer a fitness center, available for you to use at no charge.

Summer Hours
Summer weekends are especially wonderful. We close our offices early every Friday in July, so you can enjoy more of your summer days.

Education Assistance Program
We place a high value on training, education and personal development. For employees taking additional college or graduate school courses, we’ll assist with your tuition up to four courses a year.

Activities, Food & Fun
We make it a priority to have an enjoyable and fun workplace. From the complimentary beverages in the break room to our annual BAI Week summer celebration, we strive to create an environment where your hard work is comfortable and rewarding.

Giving Back
We believe it’s important to give something back to our communities. The BAI Community Connectors group organizes events and opportunities to volunteer throughout the year.

“BAI has a functional, happy workplace where the commitment to excellence is strong and the mission is easy to connect to. I feel that I make a difference.”
Take time off

We provide an array of paid holidays, vacation days and personal days for you to unwind and experience a quality of life that’s personally rewarding.

Paid Holidays
BAI observes these special days each year by closing our offices:

- New Year’s Day
- Martin Luther King Jr. Day
- Presidents’ Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Thanksgiving Day
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year’s Eve

Vacation Days
Taking time off to recharge and relax is important, so we offer vacation days that increase based on years of service.

Personal Days
Sick days, family emergencies, and unplanned situations occur, which is why BAI offers eight days a year for personal time off.

Flexible Schedules
Flexibility in your work schedule is important, so BAI offers flexible working hours to create a schedule that accommodates your needs.