Sustainability at Baxter

2012

Employees
Employees

Providing a great place for Baxter’s approximately 51,000 employees worldwide to work and develop is central to the company’s vision. To help employees realize their full potential, Baxter offers a wide range of training and development opportunities as well as comprehensive compensation and benefits. Additionally, the company strives to create an inclusive and diverse work environment that provides employees with the flexibility to manage their work and personal lives.

Baxter’s workplace culture is defined by the shared values, competencies and personal attributes that employees need to succeed. With a common understanding of how to approach their work, Baxter employees know what to expect from one another, and how to achieve great results. These Baxter Leadership Expectations apply to every employee, every day and everywhere at Baxter.

This section covers the following topics:

- Talent Management
- Sustainability Education
- Compensation and Benefits
- Measuring Company Culture
- Global Inclusion and Diversity
- Work-Life

View a chart of Baxter’s Global Workforce.

Talent Management

As part of Baxter’s commitment to being a great place to work and develop, the company believes in giving employees the opportunity to advance their knowledge, expand their talents and see their ideas come to life. Baxter focuses on the following areas to ensure the sustainability of its workforce and to drive a high-performing culture:

- Leadership Expectations
Leadership Expectations

The Baxter Leadership Expectations (see graphic), which provide the foundation for the company’s culture, outline what the company expects of all employees. This framework includes the following:

- **Shared Values** - the beliefs and standards employees bring to their work;
- **Competencies** - the skills and knowledge necessary to achieve goals; and
- **Personal Attributes** - the characteristics and behaviors that enable employees to succeed at Baxter.

The Leadership Expectations are fully integrated into recruiting, development, rewards and assessment practices.

Individual and Corporate Goal Alignment

At Baxter, employees and teams align individual and organizational objectives to ensure that everyone is working to achieve company goals. Individuals and teams companywide establish work plans and set specific, measurable targets to help Baxter achieve its goals.

Succession Management

To ensure a robust leadership pipeline, the company assesses its talent through its organization inventory process. The CEO conducts an annual talent review of Baxter’s business, regional and functional senior talent with the Operations Committee (i.e. senior management) to ensure that the company is meeting its global organizational effectiveness and workforce capability needs. The CEO also reviews development and succession planning with the company’s Board of Directors. The Board of Directors oversees the succession management process to ensure rigor, effectiveness and support of the company’s diversity goals.

The Corporate Governance Committee of the Board of Directors oversees succession planning for the CEO.

Talent Development

Baxter’s career development philosophy emphasizes that development is a combination of work experiences, feedback and relationships, and training.

The company believes that development should be:

- A shared responsibility, owned by each employee, his or her manager and Baxter;
- A process and not an event;
- Focused on goals important to both the employee and Baxter;
Focused on short-term actions as well as long-term career goals; and
Achieved through work experiences, learning from feedback and relationships, and training.

To support this process, Baxter launched the MyCareer@Baxter portal. The portal provides employees with development and planning tools, as well as comprehensive information about performance expectations and goals, training opportunities and jobs at Baxter.

The company also provides a wide variety of training and development resources through ISOtrain, the company’s global training system. ISOtrain provides a course catalog of more than 24,000 computer based and classroom offerings on topics such as Food and Drug Administration regulations, Good Manufacturing Practice guidelines and job specific skills. In 2012, employees globally completed more than 3 million hours of training, an average of 54 hours per employee.

Online learning is available to all employees, with courses offered in up to 20 languages. More than 950 e-Learning programs, including courses offered through ISOtrain, cover topics such as Baxter processes, systems and products; quality; leadership and career development; PC skills; environment, health and safety; pharmacovigilance; project management; and communication. Employees completed more than 199,000 e-Learning courses in 2012. Also see Ethics and Compliance for information on legal and regulatory compliance training.

Additionally, Baxter continually enhances its employee performance assessment process. Managers review employee performance annually, and individual performance contributes to differentiated rewards (see Compensation and Benefits). As part of the annual performance review process, both employee and manager identify strengths and development areas and then conduct ongoing discussions throughout the year. The company also encourages mid-year reviews to track development and performance.

Baxter’s ongoing talent efforts contribute to the engagement and retention of its workforce. Voluntary employee turnover in 2012 was 10.2% globally.

Top Talent Development
In 2012, Baxter hosted its Leadership Powerhouse program for top talent who hold critical leadership roles at the company. Developed in partnership with INSEAD, the program helps participants become effective top-level leaders by developing a global mindset and enhancing their critical and strategic thinking skills. The program, based on collaborative learning and network-building
exercises, focuses on a variety of topics from, marketing strategies for the health sector to leading across cultures and developing into transformational leaders. It also leverages INSEAD’s Global Effective Leader Inventory to measure progress toward the program’s goals and objectives. In 2012, 30 Baxter leaders participated.

Training for Managers
Baxter also provides managers and supervisors with tools and techniques to be effective leaders. The company’s Management Essentials training helps participants develop and refine skills related to accountability, career and development planning, change management, coaching and feedback, communication, critical thinking and problem solving, facilitation, interviewing, and managing conflict and performance. During 2012, more than 1,900 managers completed at least one Management Essentials course.

As managers progress from supervising individuals to leading teams, they face new challenges and demands. In 2012, Baxter held 27 sessions of Leading for Results for experienced managers and directors. It consists of live workshops, online courses and webinars to address aspects of the Baxter Leadership Expectations, including business acumen, motivating and developing others, critical thinking and problem solving, and communication. During 2012, nearly 240 employees completed at least one Leading for Results course.

Baxter’s global online employee mentoring program helps connect mentors and participants based on customized profiles, so they can share experiences and career-related knowledge. As of 2012, more than 1,700 employees have enrolled. Additionally, the Women and Ethnic Minority Mentoring program accelerates the upward movement of top talent women and minorities who are director level and above. The program matches participants with senior leaders from their respective business.

Employee Perspective

*When it comes to my career development, even after 18 years, Baxter continues to provide me with fantastic opportunities to apply my skills, and to learn and develop new skills. What I find most rewarding is that I'm expected to be a leader at Baxter, regardless of the function or role I am in.*

-Hannah, Information Technology Manager, Los Angeles, California, United States

Sustainability Education
To help achieve Baxter’s sustainability goals, the company works to educate and engage employees in its sustainability initiatives. In Baxter’s 2011 Culture Survey, 77% of employees worldwide indicated that the company’s sustainability programs were important to them. The Sustainability Steering Committee reviews survey results to assess progress and identify opportunities for improvement in programs related to the environment, health and safety, inclusion, ethics and compliance, and other areas.

Baxter engages and communicates with employees about its sustainability efforts through various channels, including:

- Quarterly all-employee webcasts during which CEO Bob Parkinson discusses sustainability;
- Regular internal communications about sustainability practices at the company worldwide;
- A sustainability Intranet site that provides success stories, tips and other tools to help engage employees on the company’s sustainability priorities, and the ability for employees to provide feedback and ask questions about sustainability;
- The annually updated Sustainability at Baxter brochure, which is available in several languages and is often shared during new hire orientation sessions;
- Quarterly press releases highlighting achievements posted throughout facilities; and
- Events focused on environmental initiatives and healthy living such as Baxter World Environment Week and BeWell@Baxter, and volunteerism to address local concerns such as healthcare and education.

Employee Perspective

*I’m fortunate to say that my role within Baxter does indeed contribute to a greater good. Every day, I help provide guidance to
the company and its employees who seek to do business with high integrity and in compliance with the law. I feel privileged to work for a company that's considered to be a leader in sustainability.

-Peter, Senior Counsel, Deerfield, Illinois, United States

Compensation and Benefits

A critical component of Baxter’s vision is to be a great place to work and develop. Central to this commitment, Baxter provides its employees with comprehensive compensation and benefits programs. The company’s global total compensation philosophy is to provide market-competitive pay and benefits while rewarding employees for strong individual and business performance.

Baxter’s total compensation package includes base salary and may include incentive pay, such as cash bonuses and stock-based compensation. It also includes comprehensive benefits, which vary by region and country, to help employees meet their healthcare, income-protection, financial, retirement and time-off needs. Through the Employee Stock Purchase Plan (ESPP), Baxter employees can share in the company’s growth. The ESPP allows employees to purchase Baxter common stock each month at a 15% discount through convenient payroll deductions with no brokerage fees, subject to certain limitations. For information on executive compensation, click here.

Baxter values the health of its employees and their families and recognizes that a healthy, productive workforce is vital to achieving company goals. As part of Baxter’s commitment to employee health and wellness both on the job and at home, Baxter offers many programs and resources to help employees meet their personal goals and family needs (see Work/Life). Additionally, BeWell@Baxter, the company’s health and wellness program, is designed to help employees stay well through education and prevention, take action to make healthy lifestyle changes and deal with chronic or acute conditions.

Measuring Company Culture

![Baxter 2011 Culture Survey (Category Scores)](image)

Every two years, Baxter conducts a companywide survey to gather employee feedback on what is going well and areas where the company needs to make improvements. Approximately 89% of Baxter’s employees worldwide completed the company’s survey in
2011, which was administered in 17 languages. In line with prior survey results, the company’s dedication to quality products and customer focus remain the highest-scoring areas. Baxter will conduct another survey in 2013.

Based on the 2011 survey results, Baxter identified the following areas for improvement:

**Continuous improvement:** Employee feedback reinforced the importance of the company’s 2011 transformation initiative to drive continuous improvement and accountability. These are core to Baxter’s effort to build a culture where every employee continuously evaluates how they can be more efficient and effective in their work.

**Clarity Around Strategy and Innovation:** Employees provided feedback that they want improved clarity about the company’s strategy and more information about how Baxter is driving innovation. The company is addressing this through a variety of internal communication channels.

**Global Inclusion:** While Baxter showed improvement in this area compared to 2009, global inclusion continues to be a focus area for the company. In 2012, as part of a phased global launch, Baxter rolled out The Power of Managing Inclusively, a six-hour instructor-led, mandatory workshop for all managers, supervisors and above. Learn more.

**Employee Perspective**

*Baxter is a great fit for me because each day brings new challenges and opportunities that help me grow personally and professionally. I believe that through our collective efforts, Baxter's legacy of helping save and sustain the lives of millions of people globally will continue to flourish. That's what I want my career to be about and that's why I've chosen Baxter.*

-Will, Senior Marketing Manager, Deerfield, Illinois, United States

**Global Inclusion and Diversity**

Having a diverse employee population (for example, in terms of age, gender, sexual orientation, race, ethnicity or religion) is essential. However, diversity alone does not ensure an inclusive culture. An inclusive organization has policies, programs, processes and systems that foster respect and create a workplace culture in which everyone is valued.

Baxter believes that an inclusive culture and a diverse workforce can contribute to the company’s success and sustainability by driving innovation and creating trusted relationships with employees, customers, suppliers and community partners. This thinking forms the foundation of Baxter’s global inclusion and diversity strategy, which is directly linked to one of the company’s shared values – respect for individuals and the diverse contributions of all. In addition to helping the company attract, motivate and retain a diverse workforce globally, Baxter’s focus in this area helps the company understand and address the diverse needs of our employees, customers, business suppliers, patients and caregivers. Baxter’s global inclusion and diversity strategy focuses on four key areas:

- **Workforce** - building a diverse organization globally;
- **Workplace** - creating an inclusive culture in that values diversity;
- **Communities** - building partnerships with community-based organizations that embrace and support diverse stakeholder groups; and
- **Marketplace** - promoting Baxter’s commitment to inclusion through its brand, customers and supplier relationships.

Learn more about Baxter’s programs and progress in the following areas:

- **Global Inclusion Council**
- **Inclusion and Diversity Training**
- **Business Resource Groups**
- **2011 Business and Regional Initiatives**
Global Inclusion Council

Baxter’s Global Inclusion Council provides thought leadership, guidance and support to enhance the company’s inclusive culture. In collaboration with the Global Inclusion Council, businesses, regions and functions globally develop local inclusion plans. These incorporate Baxter-wide opportunities, in addition to addressing unique local inclusion priorities and requirements. This customized approach recognizes that different geographies have unique needs. The Council works closely with Baxter’s Human Resources Leadership Team and Sustainability Steering Committee, which ensures alignment and support among the company’s senior leadership.

Inclusion and Diversity Training

As part of a phased approach in 2012, Baxter launched ‘The Power of Managing Inclusively’, a six-hour instructor-led, mandatory workshop for all managers, supervisors and above. During the year, more than 2,300 employees completed the training, achieving the company’s 2012 goal to have 25% of the target population complete the workshop.

Since 2011, all Baxter employees have completed a companywide training designed to educate employees on how they can contribute to an inclusive culture at Baxter. In 2012, Baxter again required employees to add an inclusion goal as part of their individual goals for the year. Similar to 2011, Baxter’s senior executives were held accountable for fostering an inclusive work environment, and hiring and promoting qualified diverse candidates.

Business Resource Groups

Business Resource Groups (BRGs) provide a forum for employees to develop skills, experience valuable cultural connections and support key business initiatives. These groups support Baxter’s business goals and aim to enhance personal growth and multicultural understanding, while strengthening relationships among employees and with customers, business partners and community partners. In 2012, Baxter launched three additional BRGs: the African-American Leadership Council, the Asian Leadership Network, and the Baxter Equality Network(supporting inclusion of LGBT professionals and allies). The company’s other BRGs include Building Women Leaders and Latinos@Baxter, and the Female Talent Matters BRG in Baxter’s Europe, Middle East and Africa (EMEA) region. Each BRG is sponsored by a members of Baxter’s Operations Committee.

2012 Business and Regional Initiatives

Baxter’s BioScience business: BioScience launched Women in Lifetime Leadership (WILL) for employees in the EMEA region. WILL seeks to create a dynamic forum to develop leadership skills and advance the careers of women by providing education and networking opportunities. WILL aims to develop women leaders who champion and support inclusion and diversity efforts across Baxter. Additionally, the business launched a recognition program for individuals and teams who promote a culture of inclusion and diversity.

Baxter’s Medical Products business: Medical Products launched an inclusion and diversity task force that includes 19 representatives from the business’s franchises, regions and supporting functions. The team has been active in creating new vehicles to engage and educate employees, partnering with business leaders to embed inclusion and diversity principles into business processes such as R&D and business development, and has played a prominent role in several key external events. Additionally, the task force has partnered with Baxter’s BRGs to focus on the acquisition, development and retention of women and diverse talent within Medical Products. Both Baxter’s BioScience and Medical Products businesses continue to expand the Women and Ethnic Minority Mentoring program.

Baxter’s EMEA region: During the year, the region added a fifth category to its prestigious Presidents Award to specifically recognize individual or team efforts in the area of inclusion and diversity. In Austria, Baxter launched an intergenerational inclusion initiative called “Boomers and Millennials,” matching Baxter employees who are recent college graduates with senior, long-term Baxter
employees to facilitate exchange of ideas on how the different generations can collaborate effectively and learn from each other.

**Baxter’s Asia Pacific region:** The region continued its focus on Building Talent Edge (BTE), which aims to create a gender balance in critical leadership positions across 14 countries where Baxter operates. Gerald Lema, region head, Japan, spoke at the prestigious 2012 Catalyst Awards Conference sharing insight on how to maintain the success of the BTE initiative. In 2012, two countries within the region were recognized by their respective governments for their inclusion and diversity efforts. Baxter Korea received the “Best Family Friendly Management Company” award by the country’s Ministry of Gender Equality and Family, recognizing Baxter’s commitment to work/life balance. Every year, the Ministry recognizes the top 10 companies that promote effective approaches to creating a family-friendly work environment. The Australian government’s Equal Opportunity for Women in the Workplace Agency (EOWA) recognized Baxter with the Employer of Choice for Women citation in 2012. The EOWA publicly acknowledges organizations for their efforts in making gender diversity a strategic imperative, promoting flexible working arrangements, ensuring men and women can access opportunities to develop their careers, and ensuring gender pay equity.

**Baxter’s Latin America and Canada (LAC) region:** In 2012, the region sponsored its first annual Inclusion and Diversity Week. Throughout the week, teams across the region participated in a variety of activities including town hall meetings, volunteer opportunities and training sessions. At the São Paulo, Brazil manufacturing facility, both hearing and hearing-impaired employees participated in a training session that covered topics such as the use of sign language in the workplace. Efforts in Cuernavaca, Mexico, included a photo exhibition designed to drive awareness around the contributions and unique needs of Baxter employees with disabilities.

**Fair and Equal Opportunity for All Employees**

Baxter is committed to equal opportunity for all employees, and recognizes that every individual’s unique background and experiences contribute to a successful organization.

Discrimination in hiring, promotion and all other employment decisions on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, gender identity or expression, veteran status or any other basis protected by federal, state or local laws is prohibited. Baxter’s global operations comply with applicable laws around the world. Employees are encouraged to raise any issues or concerns through one of the channels outlined in Baxter’s “Prohibition of Workplace Harassment” policy.

The tables below illustrate Baxter’s ethnic and gender diversity at various levels in the company.

<table>
<thead>
<tr>
<th>Board and Executive Leadership Diversity</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
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<tbody>
<tr>
<td><strong>Ethnic (% non-white of total)</strong></td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>Board of Directors</td>
<td>7.7%</td>
<td>7.7%</td>
<td>7.7%</td>
<td>8.3%</td>
<td>23.1</td>
</tr>
<tr>
<td>Executive Management*</td>
<td>11.1</td>
<td>11.1%</td>
<td>17.7%</td>
<td>11.8%</td>
<td>12.5%</td>
</tr>
<tr>
<td><strong>Gender (% female of total)</strong></td>
<td></td>
<td></td>
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<tr>
<td>Board of Directors</td>
<td>15.4%</td>
<td>15.4%</td>
<td>15.4%</td>
<td>16.7%</td>
<td>23.1%</td>
</tr>
<tr>
<td>Executive Management*</td>
<td>27.8%</td>
<td>27.8%</td>
<td>17.6%</td>
<td>17.6%</td>
<td>18.8%</td>
</tr>
</tbody>
</table>

*The data set of Executive Management has been expanded to align with Executive Management listed in Baxter's Annual Report on Form 10-K filling with the U.S. Securities and Exchange Commission.

<table>
<thead>
<tr>
<th>Gender Diversity at Baxter (% Female Globally)</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vice President and Above</td>
<td>18.5%</td>
<td>19.2%</td>
<td>19.8%</td>
<td>21.5%</td>
<td>21.4%</td>
</tr>
</tbody>
</table>
**Supplier Diversity**

Baxter works to develop mutually beneficial relationships with small and diverse suppliers. The company plans to continue expanding the diversity of its supplier base to reflect the demographics of Baxter’s customers. See Supplier Diversity for more information.

**Awards**

Several leading organizations have recognized Baxter for its inclusion and diversity efforts in 2012:

- 250 Best Companies to Work for in Mexico - Great Places to Work Institute
- Best Companies to Work for in Spain - Actualidad Económica
- Best Family Friendly Management Company - Korea Ministry of Gender Equality and Family
- Employer of Choice for Women-Australian Government, Equal Opportunity for Women in the Workplace Agency-Australia
- Family Friendly Company Conciliation and Equality Certificate (Portugal) - MasFamilia Foundation
- Unique Award-J-Win Diversity Awards from Japan Women's Innovative Network-Japan

Click here for a comprehensive list.

**Employee Perspective**

“It is very rewarding to know that the work I do contributes to Baxter's mission. I work with a diverse group of people who share the common goal of improving healthcare for everyone. As a manager, I’m directly involved with evaluation and qualification of materials used in Baxter products. My team has tested virtually every Baxter product currently on the market to help ensure our products are safe. Our innovative approach to working with patients and doctors to understand how our products are used helps us to develop products that improve patients’ quality of life.”

- Deborah, Research Manager II, Research, Round Lake, Illinois, United States

**Work/Life**

Baxter believes that managers and employees share the responsibility to achieve a healthy blend of work, personal and family life.

Baxter’s global operations collaborate with external organizations, as appropriate, to develop and implement work/life programs. All of the programs and resources listed below are available in the United States and many are available globally:

- Adoption assistance and reimbursement;
- Alternate work arrangements;
- Back-up/emergency child and elder care;
- Child care support options;
- Dependent-care flexible spending accounts;
- Educational assistance;
- Eldercare management services;
- Employee assistance and counseling programs;
• Lactation rooms;
• Resource and community referrals to local service providers for family, financial and work issues; and
• Webinars on topics such as stress management and parenting (in English but offered worldwide).

More than 30 percent of eligible employees (regular employees working at least 20 hours a week) used one or more of these programs in 2012. Baxter estimates conservatively that it realizes more than $5.30 of benefit for every dollar invested in work/life programs through reduced absenteeism and enhanced productivity. This estimate is based on employee surveys and program utilization data to compare the value of estimated employee time saved to the total cost of the program.

Alternate Work Arrangements

Alternate work arrangements help to meet employees’ needs for flexibility while supporting Baxter’s business goals. The company’s Alternate Work Arrangement Proposal Kit assists employees and managers in reviewing the steps required for proposing and reviewing requests for flexibility within the scope of an existing position.

Determining the most appropriate alternate work arrangement typically takes into account the employee’s job requirements, personal needs, and work performance, as well as business needs and goals.

Employee Perspective

“I joined Baxter while completing my master’s degree in physics. I received a friendly welcome, on-the-job training and a work schedule that was very accommodating to my intense research schedule. What I’ve discovered is that there are a number of ways to be creative and contribute at Baxter. There’s an atmosphere of inclusion, where everyone’s ideas are valued and respected.”

- Michael, Quality Associate II, BioLife Plasma Services, Deerfield, Illinois, United States

Case Study: "Bax" to School: Building Skills, Changing Lives

Partnering with colleges and universities, Baxter offers manufacturing employees training opportunities to build fundamental life skills as well as necessary job skills, and prepare for new challenges in the workplace.

Since 2008, Baxter’s Los Angeles manufacturing facility has provided over 1,100 of their approximately 1,500 employees with customized training, at no cost to the employee. This has been made possible through a strong workforce development partnership established with Los Angeles Valley College (LAVC).

During scheduled shutdown periods, employees receive training in various topics such as computer applications, conflict resolution, decision making, ergonomics, lean manufacturing, presentation skills, problem solving, team building and workplace/effective communication. Employees who completed general education courses during extended shutdowns received course credit towards an Associate’s degree. In addition to receiving training, Baxter employees also spend time volunteering with non-profit community organizations as part of the program.

LAVC also recruits new manufacturing technician talent for Baxter. More than 80 manufacturing technicians have been hired as temporary employees through a 5-week Manufacturing Technician Bridge Training Academy program established to develop and train unemployed individuals who wish to interview and work at Baxter.
Maggie Roudsari was unemployed two years ago when she started classes in the bridge program. Impressed with her commitment and performance, Baxter offered her a temporary manufacturing role after she completed four weeks of learning. She then quickly qualified for a full-time job, operating centrifuges to separate proteins from plasma to make life-saving and sustaining products for Baxter's BioScience business.

"I knew what to expect when I began to work for Baxter," she said. "I was set up to succeed. I could come in and shine, and grow with the company and keep learning."

Today, Maggie is continuing her class work, including taking a biology course about proteins, and plans to pursue a degree in BioScience Technology through LAVC during the next two years.

"I've never encountered a company that offered so much knowledge and support to help me grow individually and professionally," she said. "And Baxter is great at promoting from within, which means more opportunities."

Since 2007, Baxter's Mountain Home, Arkansas, plant has offered "BaxTech" - in partnership with Arkansas State University-Mountain Home - to grow manufacturing skills and help employees move into Production Technician roles. Instructors from the university and Baxter employees teach classes onsite at the plant.

Approximately 12 employees are chosen yearly to complete 174 hours of training, which includes a range of communication, math and technical courses. Five classes have graduated so far.

Mountain Home Plant Manager Glenn Burney is a believer in BaxTech. "BaxTech focuses on the new technologies coming into our plant. This allows employees to receive training and knowledge before they move into these more technical roles."

At Baxter's manufacturing facility in Cleveland, Mississippi, employees have been able to pursue on-site management and general education classes toward both a management certification and bachelor's degree through Delta State University. Ten employees have taken advantage of the on-site classes since 2011.

Baxter also has partnered with Mississippi Delta Community College on a technical assessment for maintenance personnel. The assessment results have been used to develop a customized curriculum to help employees build the necessary technical skills to support our growing technology needs.

Around the world, Baxter provides a wide variety of training and development resources for manufacturing and other employees to apply to their current role and develop their careers. Baxter also offers educational assistance and tuition reimbursement that varies based on location.

"Our focus in Manufacturing on training and development makes employees and the company stronger." Burney said, "It allows our employees the opportunity to learn the new skills needed for these processes and positions the employees and the plants for the future."