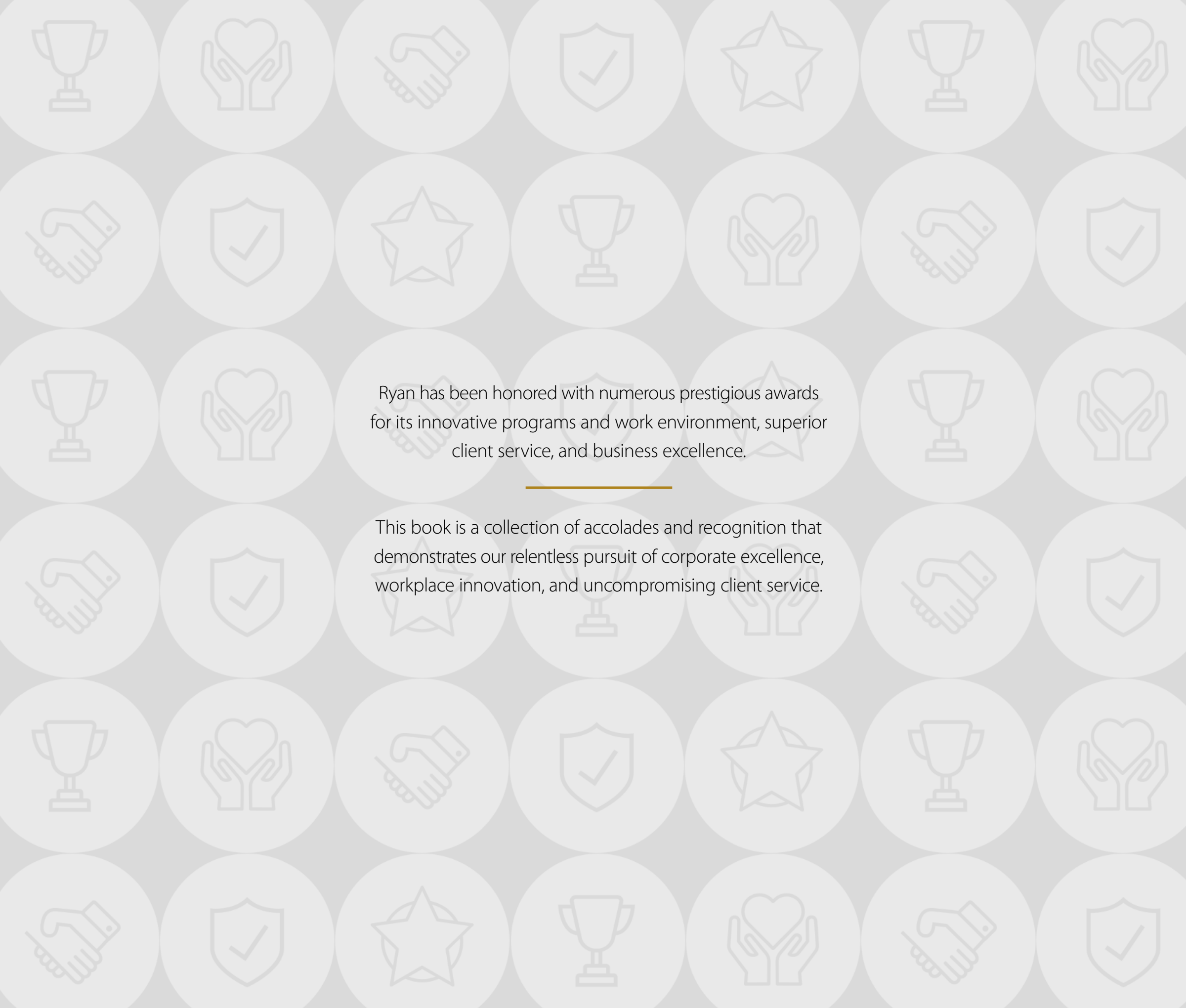




# TWENTY-FOUR SEVEN 2018

A History of Ryan's 2018 Awards, Recognition,  
and Personal Achievements

The background of the entire page is a repeating pattern of light gray circular icons. Each circle contains a simple line-art icon. The icons include: a trophy cup, two hands holding a heart, two hands shaking in a handshake, a shield with a checkmark, and a five-pointed star. These icons are arranged in a staggered grid across the entire page.

Ryan has been honored with numerous prestigious awards for its innovative programs and work environment, superior client service, and business excellence.

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This book is a collection of accolades and recognition that demonstrates our relentless pursuit of corporate excellence, workplace innovation, and uncompromising client service.





Photo Credit: Dallas Business Journal and Jake Dean

# AN UNYIELDING PURSUIT OF EXCELLENCE THROUGH CLIENT SERVICE, WORKPLACE INNOVATION, AND TEAM DEVELOPMENT

As we look ahead to a promising future, 2018 will be viewed as a monumental milestone in our Firm's history. Thanks to all of you, we posted record revenue and profit performance. Your hard work and dedication led to unprecedented growth in account development, talent acquisition, and office expansion.

Think about our journey over the past year. We began 2018 honored as one of *FORTUNE's* 100 Best Companies to Work For® in the United States, and we closed our phenomenal year welcoming two remarkable firms to the Ryan family—Economics Partners and VAT Systems. Together, we will grow our international tax presence in unimaginable ways.

The capital behind both acquisitions was made possible by a \$317 million investment in our Firm by Onex Corporation, which provided a 42% interest in Ryan, now valued at \$1.1 billion. Given Onex's strong track record and focus on internal and external growth, there is no stopping our momentum as we race forward to become a billion-dollar global leader in tax services.

From awards to acquisitions to investments, none of this would have been possible without the most dynamic and dedicated team in the industry. You make it all possible—our tremendous success, sterling reputation, industry-leading client portfolio, and a work environment that is one of the very best in the world.

This book is a glimpse into our tremendous achievements and outstanding performance. These are your awards, Ryan. In 2018, you proved every day that we are the world's best team in tax by living our values with purpose and serving our clients with integrity.

Together, we are pioneering new possibilities for a better tomorrow. Thank you.

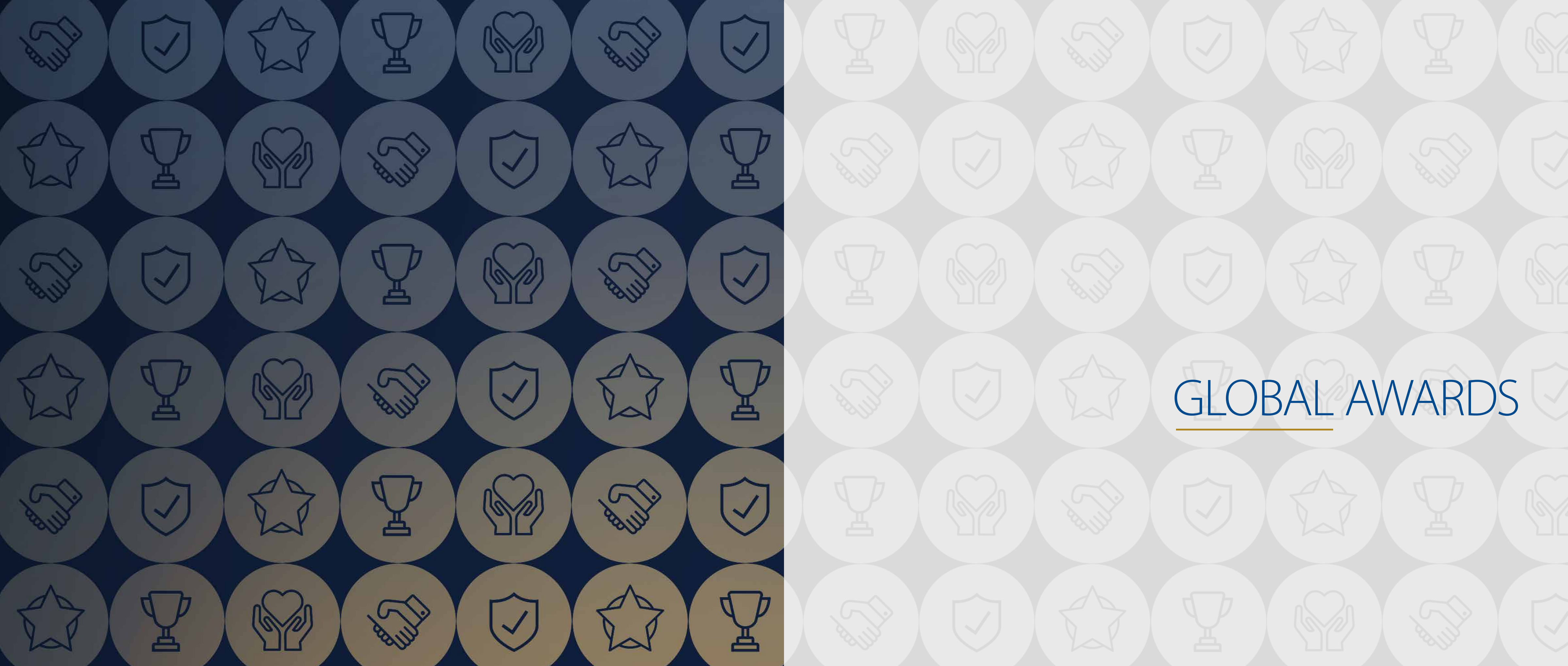
*G. Brint Ryan*

G. Brint Ryan,  
Chairman and CEO

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GLOBAL AWARDS



# ICSS CERTIFICATION

Customer Service Institute of America

In 2018, Ryan became the first company to ever qualify for back-to-back recertification of the prestigious International Customer Service Standard (ICSS) Gold Certification from the Customer Service Institute of America (CSIA), a member of the International Council of Customer Service Organizations. CSIA conducted a rigorous evaluation at multiple Ryan offices for this three-year accreditation. It is an honor to be recognized for our dedication to client service excellence.








 International  
 Service  
 Excellence  
 Awards  
 2018 Winner

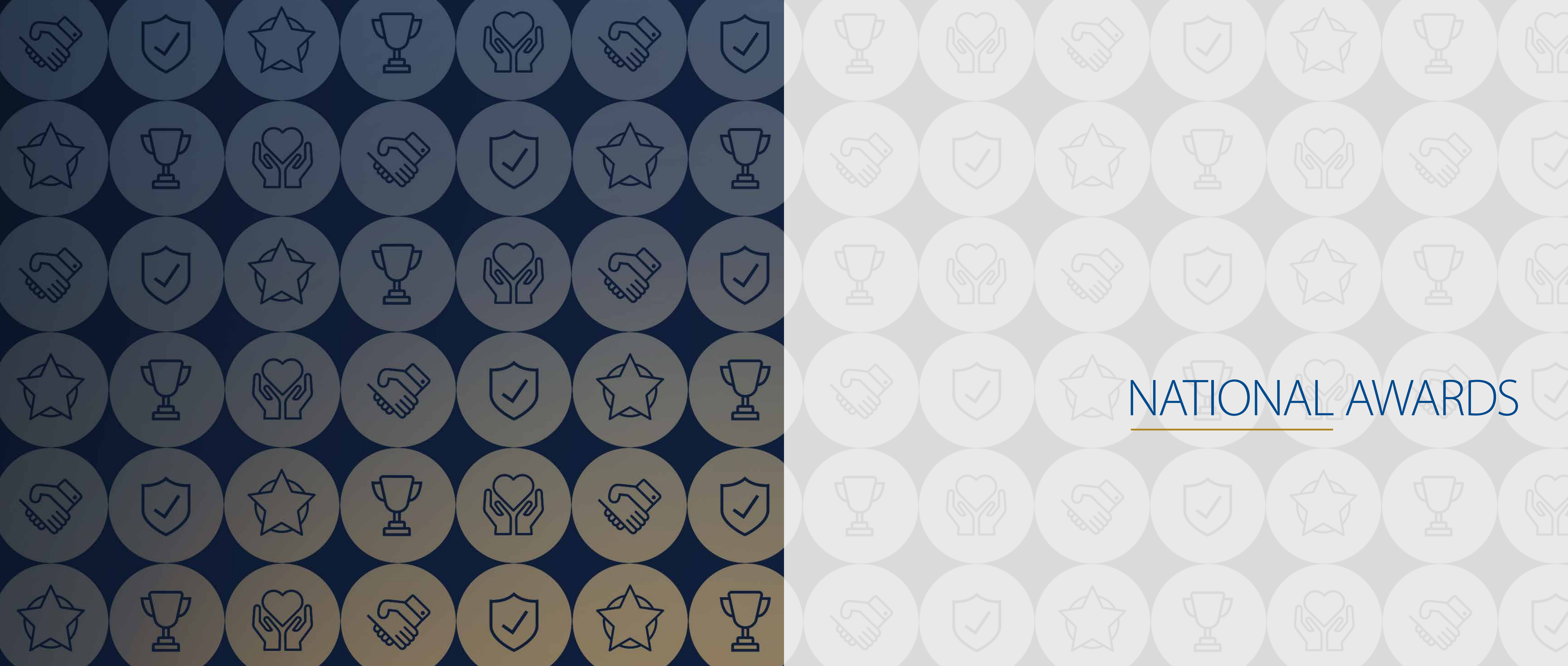


# INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America

As a result of our efforts to enhance client support and service through unique tools and perspectives, Ryan was awarded the 2018 International Service Excellence Award for Customer Service Project of the Year - Continuous Improvement category. Ryan's unwavering commitment to excellence in client service reached new heights in 2018. Spearheaded by a team dedicated to creating a world-class experience for our clients, we kicked off an initiative that will transform the way we interact with our clients.





# NATIONAL AWARDS





# BEST WORKPLACES FOR INCLUSION

Great Place to Work Institute

The experts at the Great Place to Work Institute named Ryan one of the 2018 Best Workplaces for Inclusion in Canada. The Firm focuses on results and works to deliver excellence in client service. Together, we strive to build an inclusive culture that supports all employees regardless of personal characteristics (e.g., gender, ethnicity, age, sexual orientation).





# BEST WORKPLACES FOR PROFESSIONAL SERVICES

Great Place to Work Institute

The Great Place to Work Institute recognized the Canadian offices of Ryan as one of the Best Workplaces in Professional Services for 2018. Ryan's unique culture sets us apart in the professional services industry. We are thrilled to receive this honor for the second consecutive year.

Professional  
Services

**Great  
Place  
To  
Work®**

**2018**

**Best Workplaces™**

CANADA

**Aon®**

## BESTEMPLOYER

PLATINUM | CANADA | 2018  
BEST SMALL & MEDIUM ORGANIZATIONS

# BEST SMALL AND MEDIUM EMPLOYERS IN CANADA

Aon Hewitt, Queen's University School of Business, *PROFIT* Magazine

Once again, Ryan was included on the Best Small and Medium Employers in Canada list at the prestigious Platinum level. This elite ranking is reserved for the top 25% of all Aon survey participants. This year marked Ryan's fifth consecutive year on the list. The Aon Best Employers in Canada study collects data from more than 500 companies in Canada and represents the companies that stand out based on employee feedback.





# BEST WORKPLACES IN CANADA

Great Place to Work Institute, *Globe and Mail*

For the sixth consecutive year, Ryan was recognized as one of the Best Workplaces in Canada, ranking ninth on this highly respected list published in the *Globe and Mail*. Our workplace culture positions employees for professional and personal success, and Ryan is proud to earn a top-10 spot on this list.







# INDIA'S GREAT MID-SIZE WORKPLACES

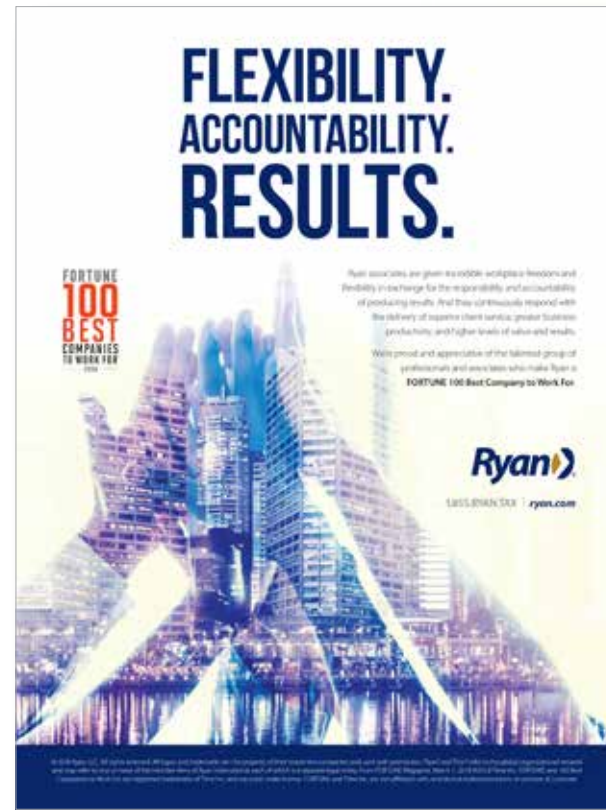
Great Place to Work Institute, *Mint*

For the second consecutive year, Ryan is proud to be named to the list of Great Mid-Size Workplaces in India. This prestigious list recognizes companies that have a high-trust, high-performance culture. Ryan's process is aimed at continuous improvement based on employee feedback, which allows us to maintain our competitive edge.





FORTUNE  
**100  
BEST**  
COMPANIES  
TO WORK FOR®  
2018



# 100 BEST COMPANIES TO WORK FOR

*FORTUNE*

Once again, Ryan was named to the prestigious *FORTUNE* 100 Best Companies to Work For list. This remains the definitive list for companies that innovate and grow while creating the workplace of the future. Ryan's commitment to seeking feedback and working towards continuous improvement creates a world-class employee experience with trailblazing flexibility and industry-leading benefits, making us one of the *FORTUNE* 100 Best in 2018.





# 100 BEST WORKPLACES FOR MILLENNIALS

Great Place to Work Institute, *FORTUNE*

For the third time in four years, Ryan was named one of the 100 Best Workplaces for Millennials in 2018 by the culture experts at *FORTUNE* and Great Place to Work Institute. Ryan's innovative workplace environment resonates with employees of all generations. We are proud to be one of the employers of choice for millennials once again.





**Great Place To Work®**

**Best Workplaces™**  
in Consulting & Professional Services  
USA **2018**

# BEST WORKPLACES IN CONSULTING & PROFESSIONAL SERVICES

Great Place to Work Institute, *FORTUNE*

The Great Place to Work Institute named Ryan one of the Best Workplaces in Consulting & Professional Services. Ryan ranked ninth on the Large Companies list in 2018, which was compiled from employee feedback across a range of topics, including fairness, pride, trust, camaraderie, and respect.



# 50 BEST WORKPLACES FOR PARENTS

**Great Place To Work®**

**Best Workplaces™**  
for Parents  
USA **2018**

Great Place to Work Institute, *FORTUNE*

For the first time, Ryan was named to *FORTUNE* magazine's 50 Best Workplaces for Parents in 2018. As many of our employees build their families, we are delighted to offer inventive policies that create a workplace that empowers them to achieve both personal and professional success.



## 100 BEST ADOPTION-FRIENDLY WORKPLACES

Dave Thomas Foundation for Adoption

For the fourth consecutive year, Ryan was named to the Dave Thomas Foundation's 2018 list of 100 Best Adoption-Friendly Workplaces. We know our employees grow their families in diverse ways, and to be able to support them through the adoption process is an honor for all of us at Ryan.

**BEST**  
ADOPTION-FRIENDLY  
WORKPLACE

signature program

**Dave Thomas**  
Foundation *for* Adoption™



## BEST WORKPLACES FOR DIVERSITY

Great Place to Work Institute, *FORTUNE*

For the third time, Ryan was included on the list of Best Workplaces for Diversity as published by *FORTUNE* magazine and the Great Place to Work Institute. This list, based on anonymous employee feedback, recognizes companies that have created an inclusive culture where all employees, regardless of gender, race, age, disability, and sexual orientation have the same opportunities and a voice in the workplace.





# WORKFORCE 100

Workforce

For the first time in the history of the Firm, Ryan was included on the prestigious 2018 Workforce 100 list—the definitive ranking of the world’s top companies for HR. *Workforce* editors develop the list with researchers from the Human Capital Media Research and Advisory Group. Ryan was ranked number 27 overall.



# 75 BEST LARGE WORKPLACES FOR WOMEN

Great Place to Work Institute, *FORTUNE* ►

The Great Place to Work Institute and *FORTUNE* magazine recognized Ryan as one of the 75 Best Large Workplaces for Women. This important list, based on employee feedback, recognizes companies where men and women experience and excel in the workplace equitably.







**FASTEST GROWING  
FIRMS**  
2018

# FASTEST GROWING FIRMS

*Consulting*

In 2018, Ryan was named one of *Consulting* magazine's Fastest Growing Firms. This is Ryan's fourth year to make this list that ranks firms based on their revenue growth over the preceding three years.



# AWE WORKPLACE EXCELLENCE SEAL OF APPROVAL

Alliance for Workplace Excellence

For the eighth consecutive year, Ryan earned the Workplace Excellence Seal of Approval from the Alliance for Workplace Excellence (AWE). Ryan was one of 41 companies that came out on top after a rigorous process that reviews employee survey data, workplace programs, and corporate policies in eight key areas: innovative corporate culture and management practices; family and employee-friendly policies and programs; strong health and wellness initiatives; employee growth and learning opportunities; commitment to corporate, social, and civic responsibility; diversity and inclusion practices; flexible work environment; and safety and security.





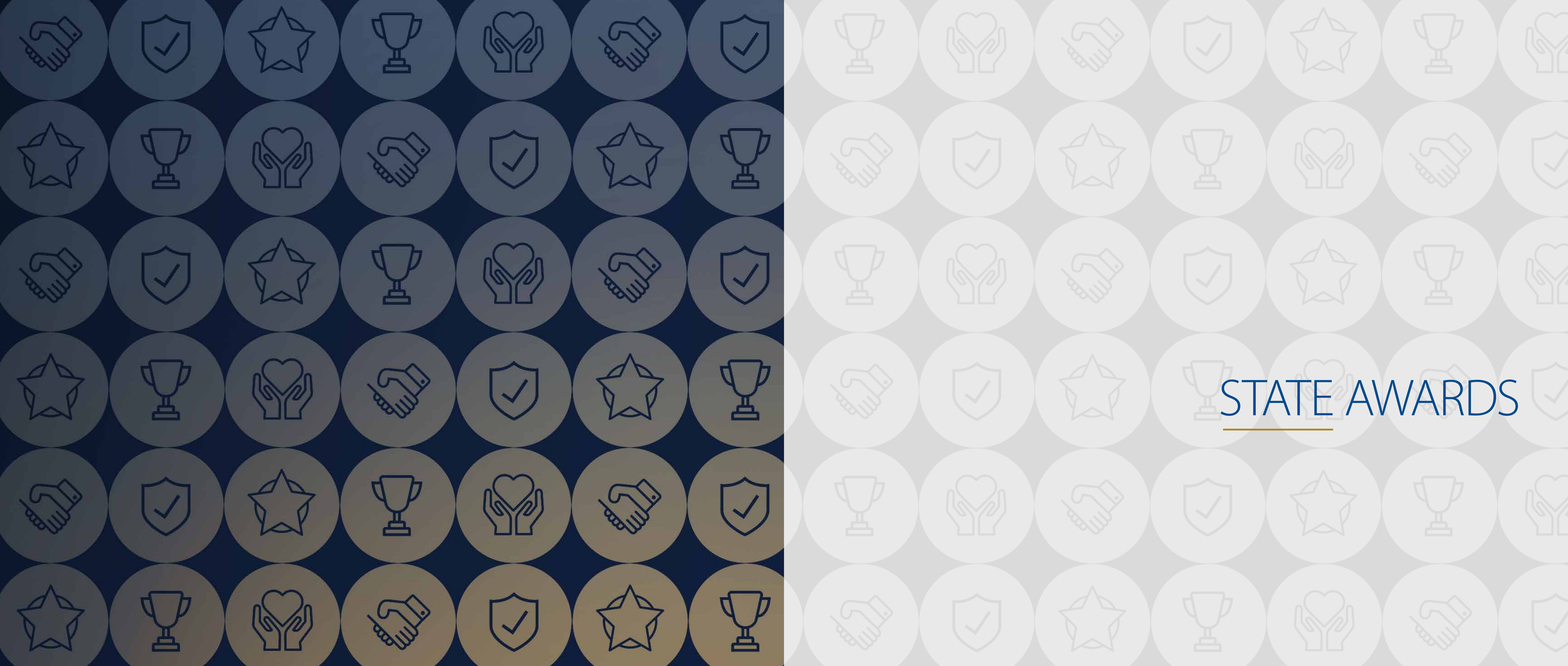
# 50 MOST ENGAGED WORKPLACES<sup>™</sup> IN NORTH AMERICA

## Achievers

Since 2011, Ryan has been on this prestigious list that recognizes workplaces providing innovation and leadership by committing time and resources to keep employees engaged. Recognized companies focus on creating a workplace that embraces eight key elements of engagement: leadership, communication, culture, rewards and recognition, professional and personal growth, accountability and performance, vision and values, and corporate social responsibility.







## STATE AWARDS





## TOP COMPANIES TO WORK FOR IN ARIZONA

Best Companies Group, *azcentral*

Ryan was named one of the Top Companies to Work for in Arizona by *azcentral*. In 2018, Ryan ranked third in the Large Company category based on employee feedback. This is the sixth consecutive year for Ryan to be named to this list.

## BEST PLACES TO WORK IN ILLINOIS



Best Companies Group, *Daily Herald Business Ledger*

For the eighth consecutive year, Ryan was named one of the Best Places to Work in Illinois. Employee feedback is at the heart of this list, and to know our employees fill out anonymous surveys to brag on their workplace culture is a true honor.





## BEST COMPANIES TO WORK FOR IN NEW YORK STATE

Best Companies Group, New York State Society for Human Resource Management

The Society for Human Resource Management (SHRM) uses comprehensive employee surveys to develop the list of the Best Companies to Work for in New York State. Ryan is honored to be included on this list for the fourth time.



## BEST EMPLOYERS IN OHIO

Best Companies Group, Ohio Society for Human Resource Management State Council

Ranking eighth overall as a Best Employer in Ohio is an honor. It is a testament to our values to be included on this list for the eighth consecutive year. Our programs and policies are designed to support employees personally and professionally, and together they are the framework for our workplace success.



**BEST PLACES**  
to work in **PA** **2018**

# BEST PLACES TO WORK IN PA

*Central Penn Business Journal*

For the seventh consecutive year, Ryan was named to the list of Best Places to Work in Pennsylvania. Ryan ranked fourth in the Large Company category, cementing Ryan as an employer of choice in the Keystone State.







# BEST COMPANIES TO WORK FOR IN TEXAS

Best Companies Group, *Texas Monthly*

*Texas Monthly* honored Ryan as one of the best companies to work for in the great state of Texas for the eighth consecutive year. We are proud to be included in the top 10 employers earning this recognition for workplace excellence.







# BEST WORKPLACES IN TEXAS

Great Place to Work Institute, fortune.com

For the second consecutive year, Ryan has been included on *FORTUNE* and the Great Place to Work Institute's list of Best Workplaces in Texas. Ryan's innovative workplace culture is a key part of our success, and we are pleased to be recognized by these industry experts.



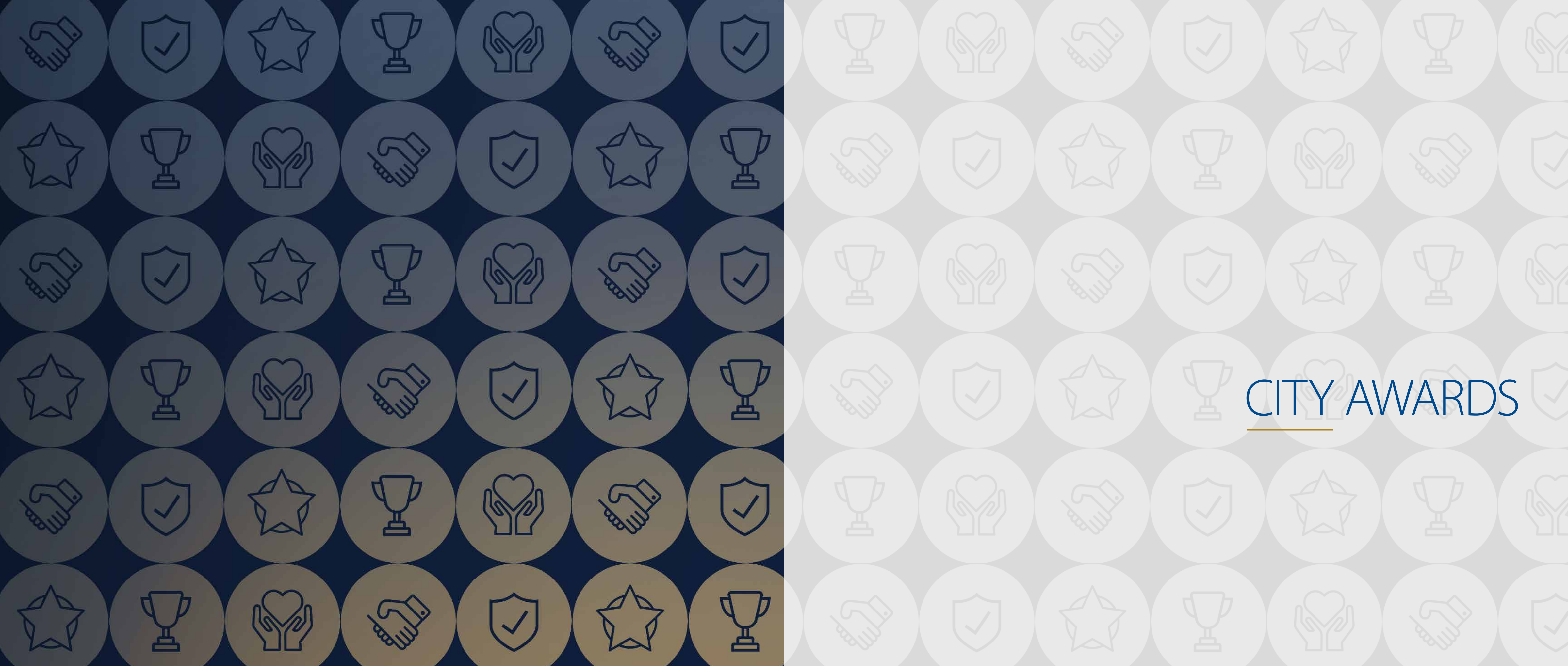
# BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business* ▶

In 2018, Ryan was again named as one of the Best Places to Work in Virginia. This marks the third time Ryan has been included on this list comprised of anonymous employee feedback about workplace culture, benefits, and programs.

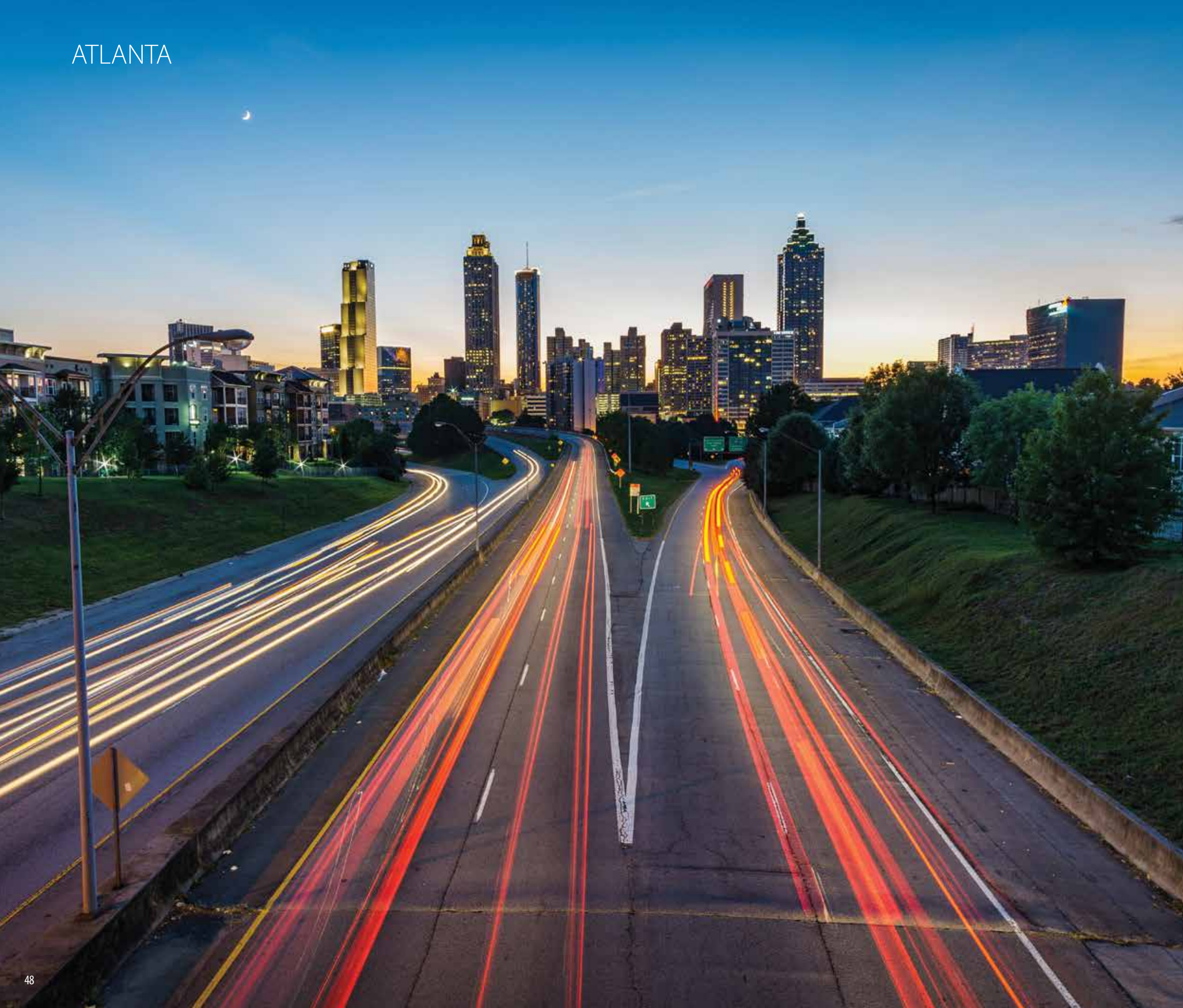






CITY AWARDS





**TOP  
WORK  
PLACES  
2018**

**AJC** The Atlanta  
Journal-Constitution

# TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

For the second time in three years, Ryan's Atlanta office was named as one of the Top Workplaces in Atlanta for 2018. Ryan is pleased to be included on this prestigious list that promotes our culture and the employee experience we provide.





TOP  
WORK  
PLACES  
2018

Austin American-Statesman  
statesman.com

## TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

For the eighth time in nine years, Ryan's Austin office was named as one of the Top Workplaces in Austin. This employee recognition makes up the definitive list of choice employers in the Austin area.





# BEST WORKPLACES IN CHICAGO

Great Place to Work Institute, [fortune.com](https://fortune.com)

Fortune.com included Ryan on its list of Best Workplaces in Chicago. The culture professionals at the Great Place to Work Institute, in partnership with *FORTUNE*, created this impressive list, showcasing employers that stand out from the crowd in the Windy City.



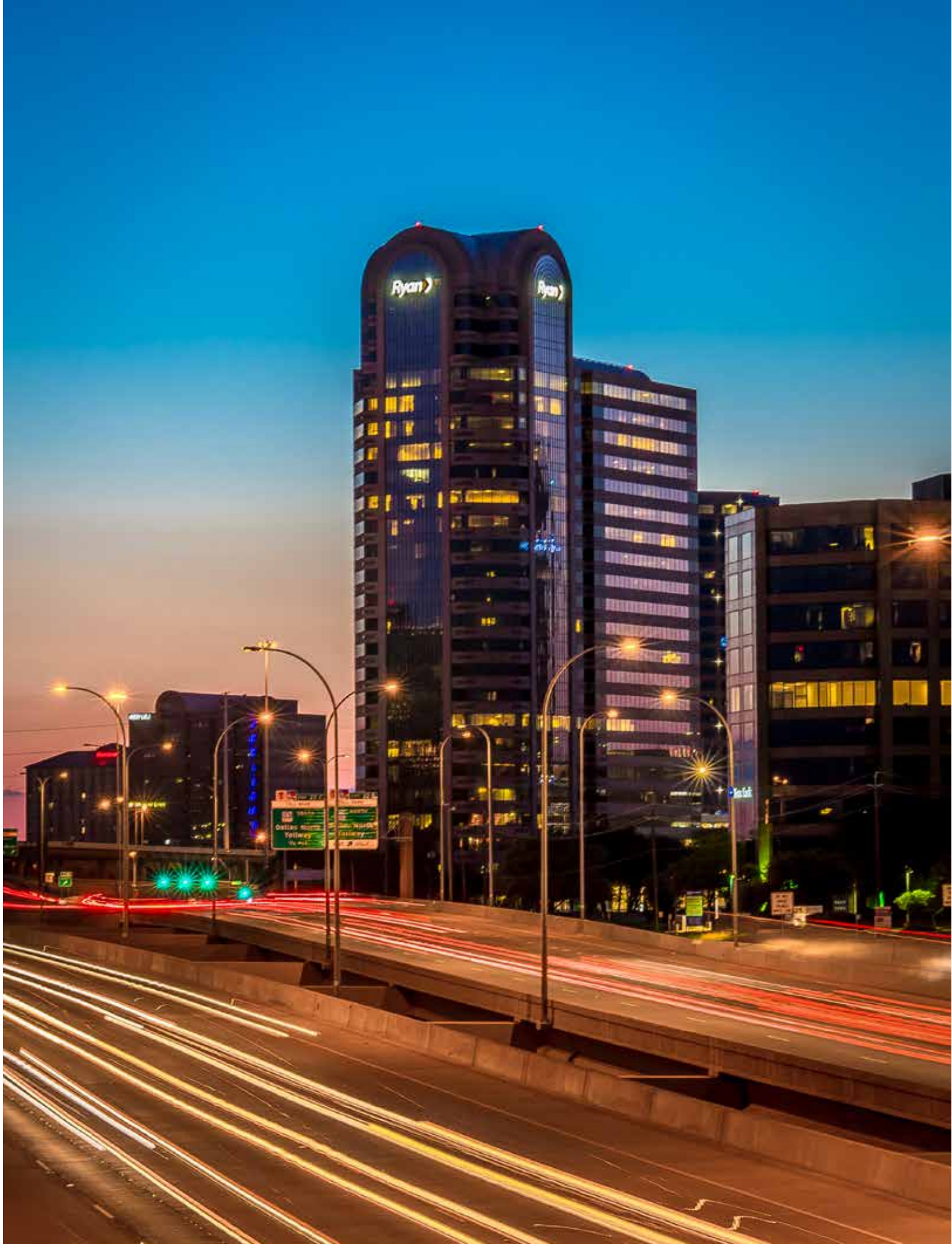


DALLAS BUSINESS JOURNAL  
**B P t W**  
2018 BEST PLACES TO WORK

# BEST PLACES TO WORK IN DALLAS

*Dallas Business Journal*

This year marks the eighth consecutive year our Dallas office was recognized as one of the Best Places to Work in Dallas. This prestigious list of top employers in the North Texas area recognizes employers that create an innovative workplace and keep employees happy and engaged. We could not be prouder to be ranked third overall in the Large Company category.





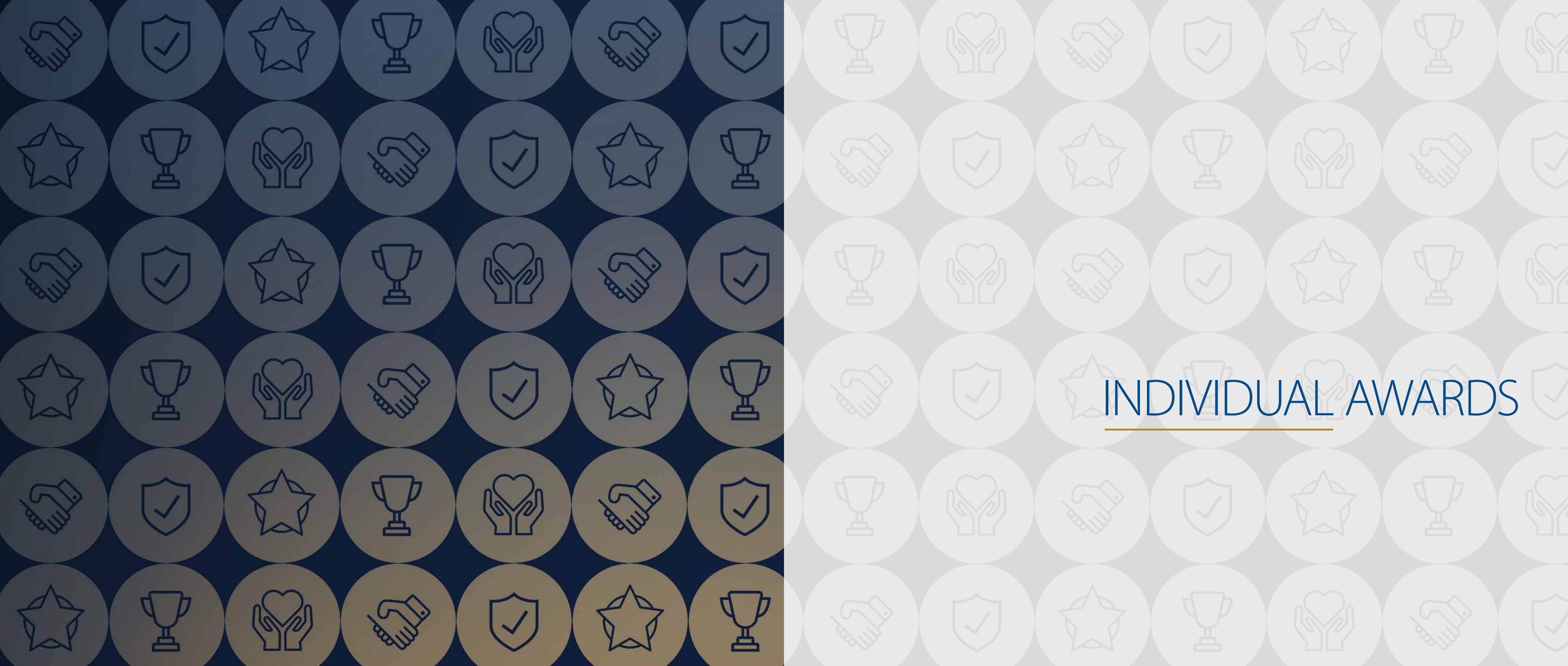


# BEST PLACES TO WORK IN LOS ANGELES

*Los Angeles Business Journal*

For the eighth time, Ryan was named one of the Best Places to Work in Los Angeles. This recognition is based on an independent review of Ryan's programs and benefits. We are honored to be included among the outstanding companies based in the greater Los Angeles area.





# INDIVIDUAL AWARDS





# CHAIRMAN'S AWARD

## Ryan

In 2018, the Chairman's Award was presented to **Kristi Bryant** at the Annual Firm Meeting. On the 10-year anniversary of *myRyan*, it was fitting to recognize Kristi for her role in helping Ryan develop our industry-leading workplace flexibility program. After 10 years, *myRyan* remains one of the cornerstones of Ryan's workplace and culture, positioning Ryan as a leader in workplace innovation.



# INNOVATUS AWARD

Ryan

The 2018 recipient of the Innovatus Award was **Nathan Hutchings**, Senior Consultant in the Fuels and Excise Tax practice. Nathan was recognized for his groundbreaking research in gasoline refining and blending, specifically the use of butane identified for tax purposes as an alternative fuel. This discovery led to a reinterpretation of the tax codes, sizeable potential savings for existing clients, and several new engagements.







# MOST ADMIRED CEO

*Dallas Business Journal*

**G. Brint Ryan** was one of the CEOs recognized on the *Dallas Business Journal* inaugural list of North Texas Most Admired CEOs in 2018. This prestigious collection of Dallas/Fort Worth executives includes selected honorees based on votes by the honorees themselves. Brint was also the recipient of the Readers' Choice award for the Banking and Financial Services and Insurance category. The *Dallas Business Journal* established this program to recognize leaders who run their business with integrity and acumen and are an inspiration to employees and their community.





# 40 UNDER 40

## 40 UNDER 40

Dallas Business Journal

**Josh Cohen**, Principal and Practice leader of Ryan’s largest practice area—Transaction Tax—was named to the *Dallas Business Journal’s* 40 Under 40, 2018 Class. This list recognizes Dallas’ brightest stars, and Josh is certainly the epitome of the best Dallas has to offer. Josh is a proven leader known for creating pioneering solutions to our clients’ taxing problems.

# ADMIN AWARDS

## ADMIN AWARDS

AdminAwards

**Kathy Bracamontes**, Executive Assistant to Ryan’s Chief Operating Officer Ginny B. Kissling, was named one of the finalists for the 2018 Dallas Admin Awards in the Leadership Award category. Her ability to handle anything and everything that comes her way is admirable. She is truly a role model to all her colleagues at Ryan. Even though her role has evolved, she always makes time for those that need help and guidance.

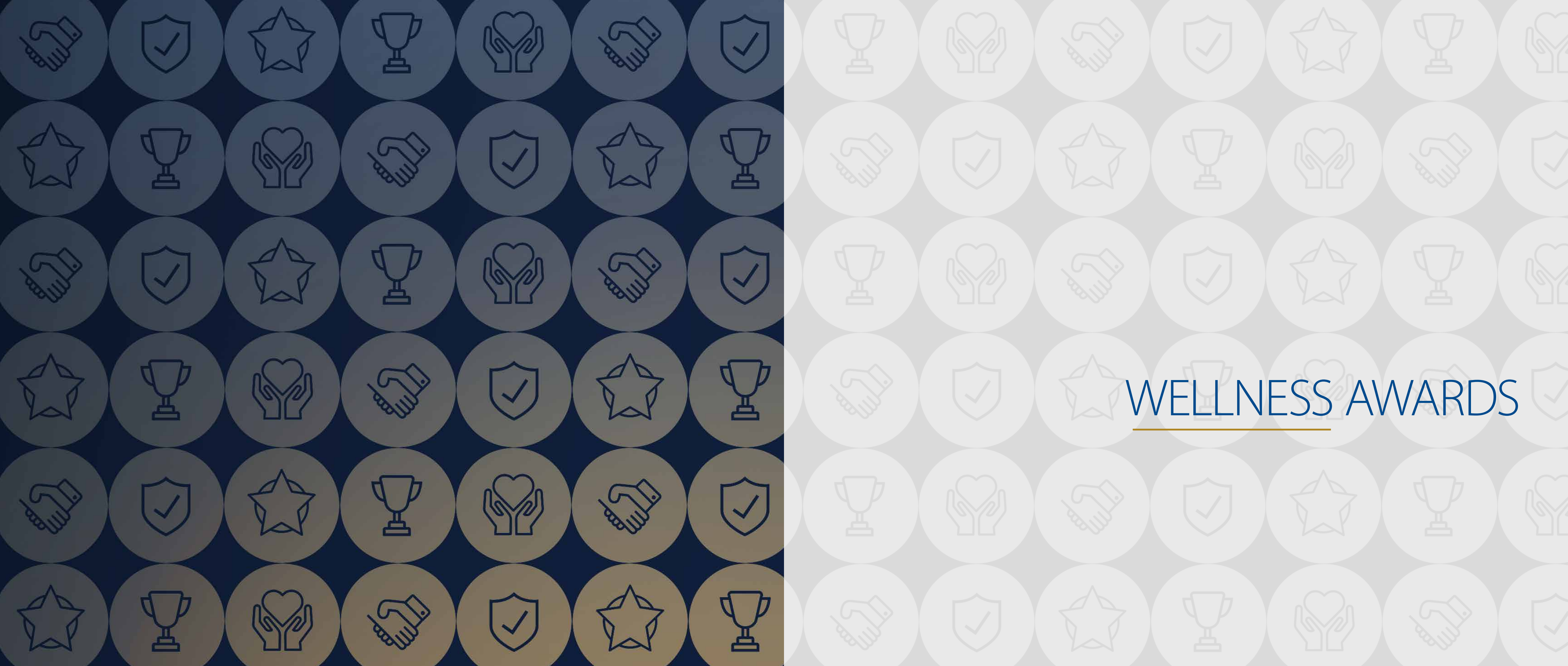


# MERGERS AND ACQUISITIONS



Senior Director **Stephanie Grossman** was recognized by *D CEO* as one of the finalists in the Attorney Dealmaker of the Year category. Before joining Ryan, Stephanie spearheaded the divestiture of four lines of business in three countries.





# WELLNESS AWARDS





# AWE HEALTH AND WELLNESS SEAL OF APPROVAL

## Alliance for Workplace Excellence

For the sixth time, Ryan was named a Health and Wellness Trailblazer by the Alliance for Workplace Excellence (AWE). This program recognizes employers that put an emphasis on wellness by creating innovative programs and providing benefits supporting healthy choices for employees.





