

ALL IN

A History of Ryan's 2017
Awards, Recognition, and
Personal Achievements



ALLIN

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

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



MARKET LEADERSHIP THROUGH CLIENT SERVICE EXCELLENCE, WORKPLACE INNOVATION, AND EMPLOYEE DEVELOPMENT

In 2017, Ryan employees proved that they were ALL IN by delivering another year of outstanding financial performance, backed by numerous international awards and recognitions for client service, workplace excellence, and individual achievements. Our talented tax professionals and associates are the driving force behind our incredible success, and this awards book is a tribute to their dedicated efforts, pursuit of excellence, and commitment to our Ryan purpose and values.

Maintaining Ryan's incredible workplace supports our ability to attract and retain the world's most talented associates, and thanks to you, we have established an industry reputation in tax services as the premier place to work, grow, and succeed. We will strive to continuously improve our work environment using your valuable feedback as a blueprint for even greater success moving forward.

Thanks for being ALL IN, and congratulations on all that you've accomplished in 2017. Onward to One Billion!

G. Brint Ryan

G. Brint Ryan,
Chairman and CEO

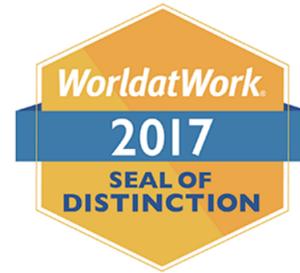
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ALLIN

GLOBAL AWARDS

WORK-LIFE SEAL OF DISTINCTION



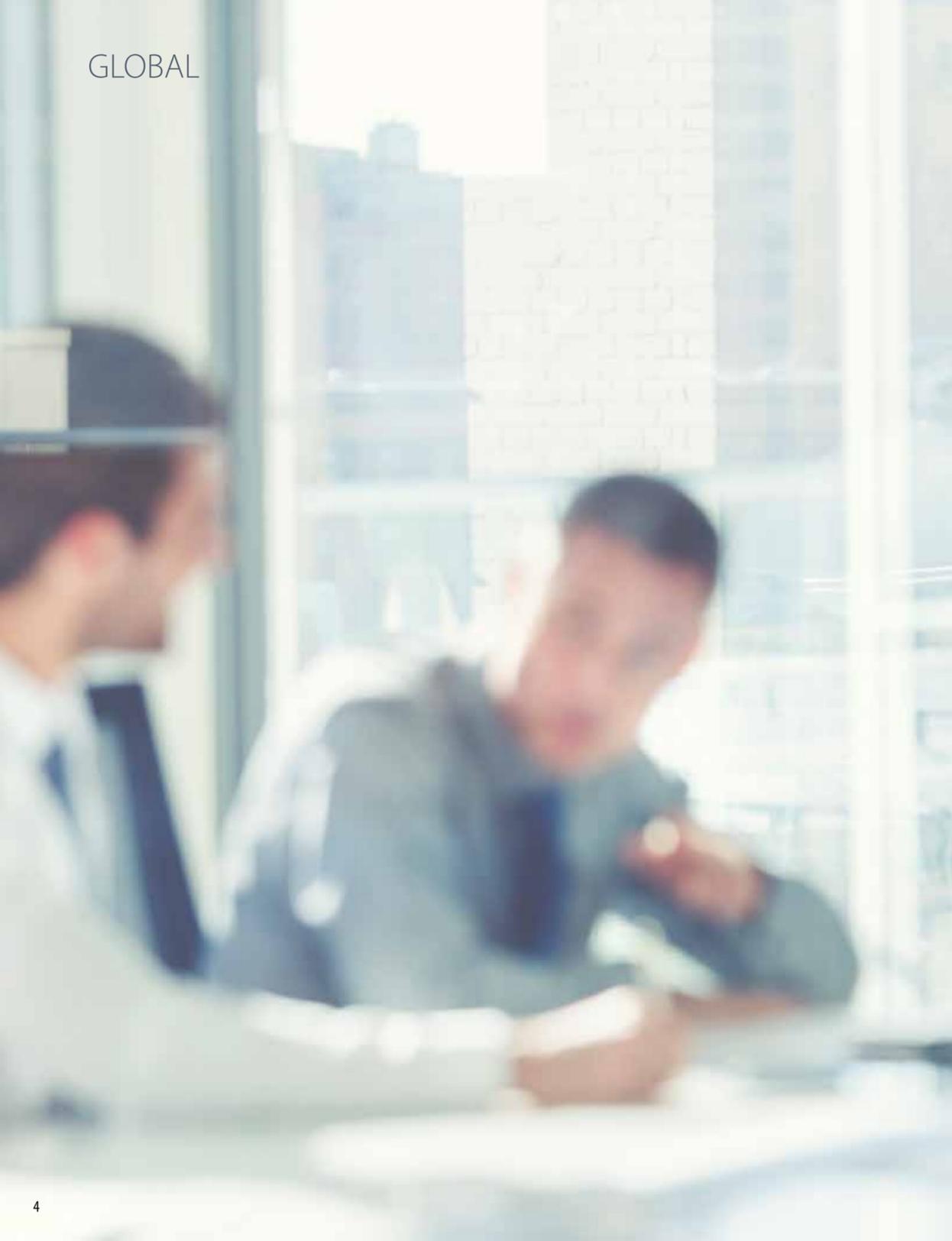
Alliance for Work-Life Progress (AWLP), WorldatWork

Ryan was honored to receive the International Alliance for Work-Life Progress (AWLP) Seal of Distinction for the sixth consecutive year. This award recognizes the top tier of organizations that have programs and benefits in place to support work-life success. In 2017, a record 160 organizations earned this recognition.

Launched in 2012, the prestigious Seal of Distinction is awarded to companies that meet defined standards of workplace programs, policies and practices weighted on several factors, such as the complexity of implementation, required organizational resources, perceived breadth of access, and overall level of commitment from leadership.

Judges consider how organizations perform in creating positive work environments in areas of caring for dependents, health and wellness, workplace flexibility, financial support for economic security, paid and unpaid time off, community involvement, and transforming organizational culture. AWLP is a subsidiary of WorldatWork, a not-for-profit organization providing education, research, and conferences focused on global human resources issues.





2017
BEST
AWARD
WINNER

ATD BEST

Association for Talent Development, *ATD Magazine*

The Association for Talent Development honored 40 organizations from Canada, China, Hong Kong, India, Pakistan, Taiwan, the United Arab Emirates, and the United States as winners in the 2017 BEST Awards. Ryan is proud to be one of the global companies on this elite list, who put talent development at the forefront of our business strategy.

Ryan was selected for rapid response micro-learning efforts that were critical to Ryan's success. Ryan's Learning team continues to support all Firm-wide initiatives, working closely as strategic partners to support Ryan's goals and growth.



2017 INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America

The Customer Service Institute of America awarded Ryan the 2017 International Service Excellence Award in the Medium Business category. This honor is bestowed to companies that rise to the top in customer service. The independent experts at the Customer Service Institute conduct a rigorous evaluation of Ryan policies and practices as implemented throughout the organization and evaluate them against the International Customer Service Standard (ICSS). Ryan's unwavering dedication to excellence in client service remains unsurpassed in the industry.



ALLIN

NATIONAL AWARDS



BEST WORKPLACES IN CANADA

Great Place to Work Institute of Canada, *Globe and Mail*

Ryan is proud to again be named one of the 100 Best Workplaces in Canada. Ryan ranked number 18 in the Large and Multinational category, having made the list for five consecutive years.

The Great Place to Work Institute creates this list based on the results of anonymous surveys. Through these surveys, Ryan was also recognized as a Great Workplace for Women (Ryan ranked number 2), and one of ten companies recognized as a Best Workplace for Learning and Development.





Achievers 50
Most Engaged Workplaces™ 2017

50 MOST ENGAGED WORKPLACES™

Achievers

Ryan was selected as one of the 50 Most Engaged Workplaces™ in North America based on its innovative work environment and commitment to the Eight Elements of Employee Engagement™, which include communication, leadership, culture, rewards and recognition, professional and personal growth, accountability and performance, vision and values, and corporate social responsibility. This prestigious award recognizes the top employers in North America that are leaders in employee engagement and innovative workplace practices. Ryan was selected because of its strength in employee engagement, including communication, recognition, vision and values, and corporate social responsibility.



BEST SMALL AND MEDIUM EMPLOYERS IN CANADA

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

In 2017, Ryan earned the Platinum level of the Best Small and Medium Employers in Canada recognition. The Platinum level is the most prestigious award given to a firm by Aon Hewitt, for having an employee engagement score exceeding 86%. Ryan was one of 28 small and medium employers to be recognized by Aon Hewitt at the Platinum level. The Best Employers in Canada list publicly recognizes outstanding organizations that have created great work environments, with an eye for developing leaders that engage teams and create opportunities for employees' professional and personal growth. This is Ryan's fourth consecutive year to make this list.



BEST EMPLOYER

PLATINUM | CANADA | 2017
BEST SMALL & MEDIUM ORGANIZATIONS



**India's Great
Mid-Size
Workplaces 2017**



INDIA'S GREAT MID-SIZE WORKPLACES

Great Place to Work, Mint

For the first time, Ryan's Hyderabad office was named one of India's Great Mid-Size Workplaces. Only 50 organizations were selected from more than 600 organizations that applied to Great Place to Work® Institute to assess and benchmark their workplace culture.

Companies on this list are recognized for exceptional workplace cultures as determined by a two-part process that includes a rigorous audit of the employee culture and an anonymous employee survey focused on measuring organizational credibility, respect, fairness, pride, and camaraderie.





AWE WORKPLACE EXCELLENCE SEAL OF APPROVAL

Alliance for Workplace Excellence

2017 was the seventh consecutive year that Ryan earned the Workplace Excellence Seal of Approval award. Ryan was one of 47 companies to receive the award. All award recipients undergo a rigorous assessment process led by an independent review panel of business professionals and master- and Ph.D.-level students in the fields of business, industrial and organizational psychology, human resources, environmental science, public health, and diversity and inclusion. Workplace Excellence Seal of Approval winners demonstrate outstanding commitment to balanced leadership and the overall success of their workforce.





COMPANIES THAT CARE HONOR ROLL

Center for Companies That Care

In 2017, 11 companies from 11 industries were named to the Companies That Care Honor Roll, and Ryan is proud to be included in these ranks. The honor roll is a national list recognizing employers for outstanding workplace practices and active community involvement, especially in the areas of education and diversity & inclusion. This is Ryan's seventh year to make the honor roll, which includes a review of anonymous Ryan employee survey data, as well as analysis of Ryan policies and practices that promote employee engagement and community support. This is the sixth consecutive year that Ryan has achieved this distinction.



BEST WORKPLACES IN CONSULTING AND PROFESSIONAL SERVICES

Great Place to Work, *FORTUNE*

Ryan was named one of the 30 Best Workplaces for Consulting & Professional Services, by the Great Place to Work Institute and fortune.com. This list recognizes companies that go above and beyond to give their team members a sense of work-life balance without sacrificing employees' sense of progress, agency, or accomplishment.



BEST WORKPLACES IN DIVERSITY

Great Place to Work, *FORTUNE*

In 2017, Ryan was named one of *FORTUNE* magazine's 100 Best Workplaces for Diversity. This list, based on anonymous employee feedback, recognized employers that provide a workplace with policies and programs that support a diverse workforce, ensuring the opportunities and workplace experience are the same for all employees, regardless of race, gender, ethnicity, or sexual orientation. This is the second time in three years Ryan has been included on this list.

NAFE TOP COMPANIES FOR EXECUTIVE WOMEN



National Association for Female Executives, *Working Mother Magazine*

For the first time, Ryan was included on the prestigious list of Top Companies for Executive Women. This list of just 60 companies represents an elite group that is recognized for outstanding efforts and track record in hiring, developing, and promoting women throughout the organization. NAFE top companies have women in key decision-making roles throughout the organization, providing women a seat at the table and the opportunity to shape the future of the company.





CONSULTING MAGAZINE
2017 FASTEST GROWING FIRMS

FASTEST-GROWING CONSULTING FIRMS

Consulting Magazine

Ryan was included on *Consulting* magazine's Fastest-Growing Consulting Firms list for the third consecutive year. In 2017, *Consulting* magazine recognized the 75 consulting firms that have been able to achieve exceptional success as evidenced by outstanding revenue growth of at least 20% over the past three years.

100 BEST ADOPTION-FRIENDLY WORKPLACES

◀ Dave Thomas Foundation

The Dave Thomas Foundation has again named Ryan to the list of 100 Best Adoption-Friendly Workplaces. This list recognizes companies that provide a robust suite of benefits and policies that support team members who make the decision to grow their families through adoption.

BEST
ADOPTION-FRIENDLY
WORKPLACE
signature program
Dave Thomas
Foundation for Adoption.

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STATE AWARDS



TOP COMPANIES TO WORK FOR IN ARIZONA

Republic Media, BestCompaniesAZ

Ryan was named one of the Top Companies to Work for in Arizona in the Large Company category by BestCompaniesAZ. This recognition program identifies companies that have achieved top rankings by creating employer practices and programs that result in incredible success in the area of employee engagement.



100 BEST COMPANIES IN ARIZONA

BestCompaniesAZ

Ryan is proud to be included on the list of 100 Best Companies in Arizona. Ryan was recognized in the "Wings" category for excellence in innovation, empowerment, freedom, and creativity. BestCompaniesAZ selected the premier organizations that create cultures where their employees can soar—doing their best work because they feel supported professionally and personally. They are empowered to make decisions, to innovate, and to contribute to the success of their organizations.



BEST PLACES TO WORK IN ILLINOIS

Daily Herald Business Ledger, Illinois State Chamber of Commerce, MRA-The Management Association, Human Resources Management Association of Chicago, and Small Business Advocacy Council

For the seventh consecutive year, Ryan was selected as one of the Best Places to Work in Illinois. In 2017, Ryan ranked seventh in the Large Employer category. The Best Places to Work in Illinois program recognizes and celebrates the best places of employment in Illinois, benefiting the state's economy, workforce, and businesses in part by creating an excellent employee engagement experience.



BEST EMPLOYERS IN OHIO

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

For the seventh consecutive year, Ryan was recognized as a Best Employer in Ohio by Best Companies Group and the Ohio Society for Human Resource Management. Ryan ranked 12th in the Large Company category. This annual list identifies and honors key employers in the state of Ohio that invest in creating a world-class workplace experience that drives success that benefits the state's economy, its workforce, and businesses.





BEST PLACES to work in PA 2017

BEST PLACES TO WORK IN PA

Best Companies Group, *Central Penn Business Journal*, Pennsylvania SHRM State Council, Pennsylvania Department of Community and Economic Development, Team Pennsylvania Foundation



Ryan was selected as one of the Best Places to Work in Pennsylvania for the sixth consecutive year. Ryan ranked number nine in the Large Company category. This recognition program seeks to identify and honor Pennsylvania companies that engage employees and provide an elite workplace experience. Companies on this list are selected based on anonymous employee feedback and an evaluation of Ryan's workplace policies and practices.



BEST COMPANIES TO WORK FOR IN TEXAS

Texas Monthly, Texas Association of Business, Texas State Council of the Society for Human Resource Management, Best Companies Group

Ryan was named one of the 2017 Best Companies to Work for in Texas, ranking number 16 in the Large Company category. This was the seventh consecutive year for Ryan to be included on this prestigious list that is compiled based on a thorough review of Ryan's benefits and programs and anonymous employee surveys. The Best Companies in Texas program recognizes and honors companies in Texas that achieve success by developing an engaged workforce that is integral to the state's economy.

Texas

GREAT PLACE TO WORK®

2017
Best Workplaces™

BEST WORKPLACES IN TEXAS

Great Place to Work, *FORTUNE*

Ryan is proud to be included on the inaugural list of Best Workplaces in Texas, as compiled by the experts at the Great Place to Work Institute. The 50 companies on this list were selected based on feedback from more than 100,000 employees at Great Place to Work—certified organizations with locations in Texas. The best workplaces in Texas are recognized for creating a workplace experience that supports and engages employees.



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CITY AWARDS



MIDDLE MARKET 50

Dallas Business Journal

2017 marks the third consecutive year that Ryan has been on the *Dallas Business Journal's* Middle Market 50 list. This list is a ranking of public and private companies, whose annual revenue falls between \$25 million and \$750 million, and based on a weighted growth index from 2013 to 2015. In Dallas-Fort Worth alone, middle market companies employ about 1.4 million workers or nearly 40% of the region's workforce.

DALLAS BUSINESS JOURNAL



2017 BEST PLACES TO WORK

BEST PLACES TO WORK IN DALLAS-FORT WORTH

Dallas Business Journal

For the seventh consecutive year, Ryan was named to the *Dallas Business Journal's* list of Best Places to Work in Dallas-Fort Worth. The *Dallas Business Journal* selects the list of top employers based on information provided in anonymous workplace surveys. Employees are asked a variety of questions about their workplace experience to identify employers that are leading the way in workplace innovation in North Texas.





TOP WORKPLACES IN AUSTIN

Austin American-Statesman

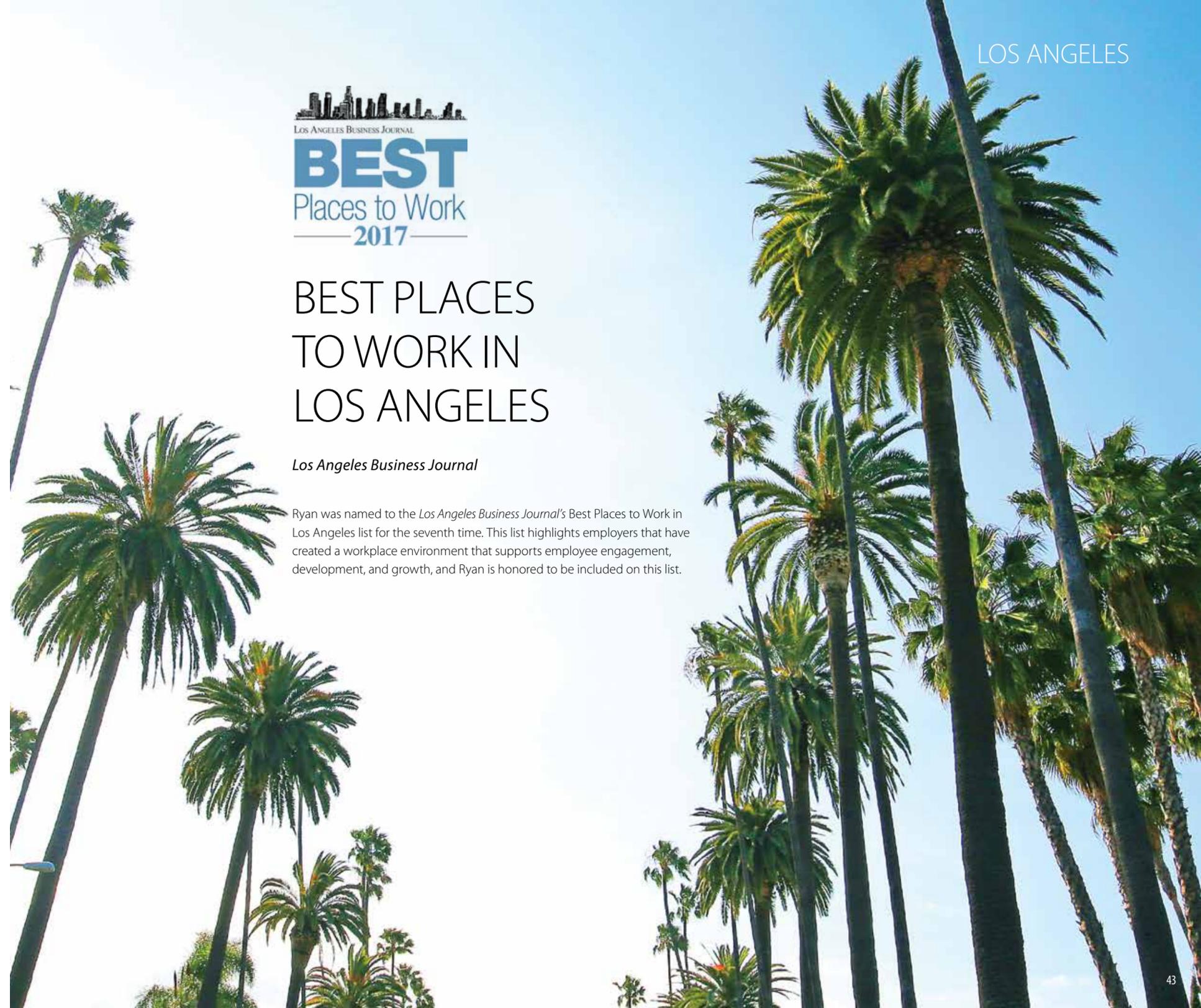
For the seventh time, Ryan's Austin office was named one of the Top Workplaces in Austin by the *Austin American-Statesman*. This prestigious list recognizes employers that have tremendous success in the workplace through the use of innovative programs, benefits, engagement channels, and continuous improvement. Austin-area employees were surveyed anonymously to identify these top workplaces.



BEST PLACES TO WORK IN LOS ANGELES

Los Angeles Business Journal

Ryan was named to the *Los Angeles Business Journal's* Best Places to Work in Los Angeles list for the seventh time. This list highlights employers that have created a workplace environment that supports employee engagement, development, and growth, and Ryan is honored to be included on this list.



ALLIN

INDIVIDUAL AWARDS



DALLAS 500, HONOREE

D CEO Magazine

For the third consecutive year, G. Brint Ryan, Chairman and CEO of Ryan, was named to the Dallas 500 by *D CEO* magazine. This elite list recognizes leaders in Dallas-Fort Worth who shape the business landscape in North Texas and beyond.



DISTINGUISHED BUSINESS LEADER

Texas Association of Business

Ryan Chairman and CEO, G. Brint Ryan, was honored by the Texas Association of Business as its 2017 Distinguished Business Leader. This prestigious award goes to individuals changing the landscape of Texas business and making a lasting impact across the state. Mr. Ryan joins the ranks of other notable Texas business leaders, including T. Boone Pickens, Dick Cheney, Herb Kelleher, and Ebby Halliday to name a few.



glassdoor
2017 HIGHEST RATED CEOs
Employees' Choice

HIGHEST RATED CEOs

Glassdoor

In 2017, G. Brint Ryan, Chairman and CEO of Ryan, was recognized as one of the highest rated CEOs on glassdoor.com. Mr. Ryan was ranked number 44 out of the 100 chief executives in the Large Company category. He was the highest ranked CEO in Dallas-Fort Worth and the second highest rated CEO in the entire state of Texas. His impressive approval rating of 93% was based on the anonymous and voluntary reviews of current and former employees throughout the past year. Comparatively, among the 700,000 companies reviewed on glassdoor.com, the average CEO approval rating is 67%.



WINGS OF EAGLES

University of North Texas

G. Brint Ryan, Chairman and CEO of Ryan, was honored with the 2017 Wings of Eagles Presidential Award by the University of North Texas (UNT). This is the university's most prestigious award presented by the president to the alumnus who has made a transformative impact on the university, embodying engagement, generosity, and affinity to UNT. Mr. Ryan graduated from UNT with Bachelor's and Master's degrees in UNT's five-year accounting program in 1988. He serves on a number of UNT advisory boards and is fulfilling his second term as chairman of the UNT System Board of Regents.





CHAIRMAN'S AWARD

Ryan

At our 2017 Annual Firm Meeting, the Chairman's Award was awarded to **Matt Travis**, Principal and Practice Leader of our Severance Tax practice. Matt was chosen for his relentless pursuit of excellence while making Ryan's Severance Tax practice the largest of its kind in the industry today. Upon receiving the award, Matt promptly donated the monetary portion of the recognition to Ryan's intern program where he began his career.

INNOVATUS AWARD

Ryan

In 2017, **Whit Pepper**, Senior Vice President, Business Development, was awarded Ryan's Innovatus Award, which is a recognition bestowed on an employee who has made an exceptional and meaningful impact to Ryan and its clients through innovative and creative contributions. Whit was recognized and honored for his significant contribution to reframing our Client Management model, which continues to be a dramatic overhaul built for Ryan's future growth.



ALLIN

WELLNESS AWARDS

UNITED STATES



UNITED STATES



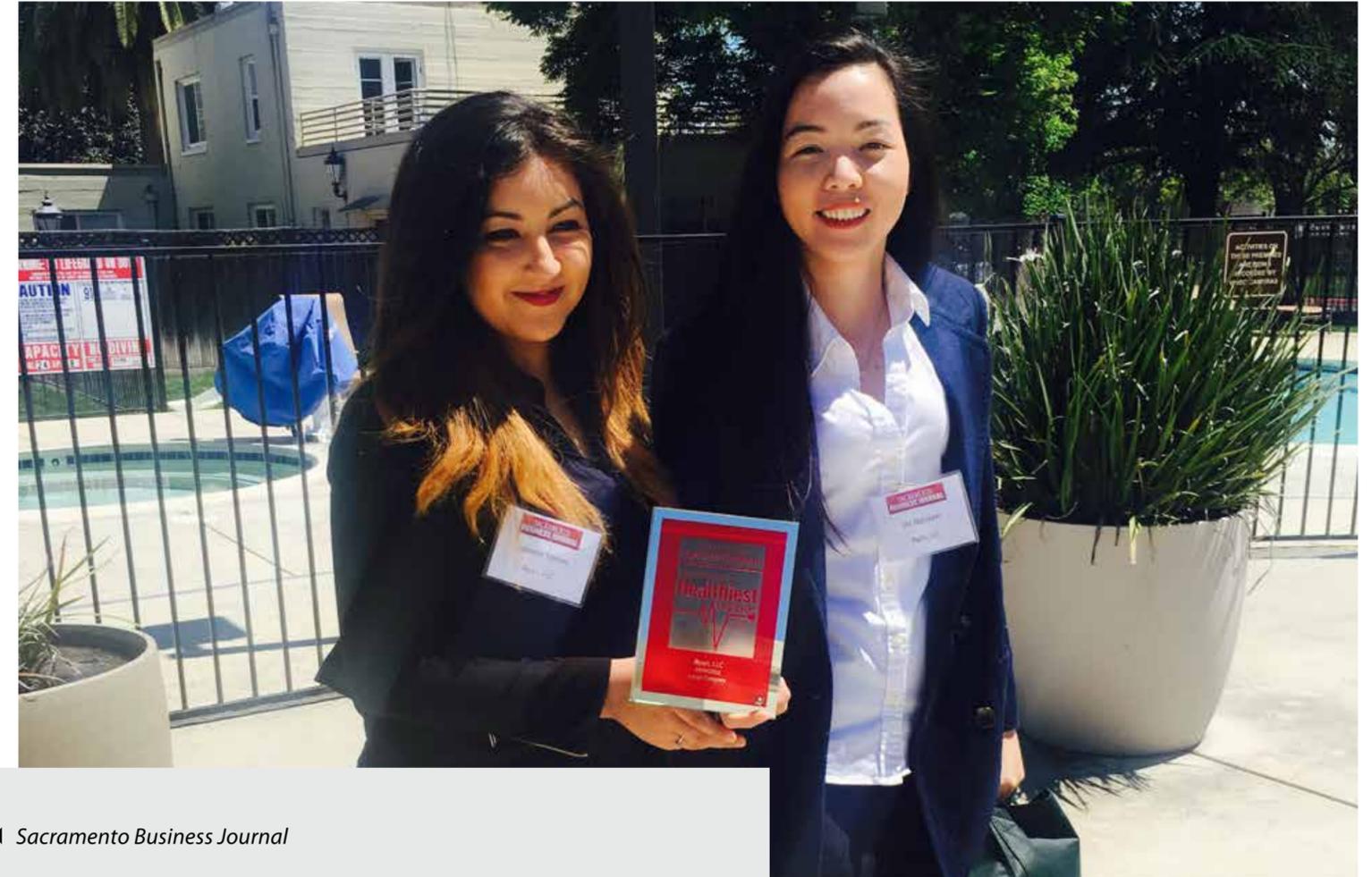
AWE HEALTH AND WELLNESS SEAL OF APPROVAL

Alliance for Workplace Excellence

Ryan was one of 36 companies to earn the Alliance for Workplace Excellence Health and Wellness Seal of Approval. This recognition identifies companies that create programs and benefits that support their commitment to employees' health and wellness.



HEALTHIEST EMPLOYERS
IN SACRAMENTO



◀ *Sacramento Business Journal*

Ryan was named to the *Sacramento Business Journal's* list of Healthiest Employers. Sacramento's Healthiest Employers spotlights organizations that go the extra mile to create a workplace that promotes health and wellness.

2017 SACRAMENTO BUSINESS JOURNAL
HEALTHIEST
EMPLOYERS



HEALTHIEST EMPLOYERS IN RHODE ISLAND

Providence Business News

The *Providence Business News* selected Ryan as one of the Healthiest Employers in Rhode Island. The Healthiest Employers program recognizes companies that develop programs that support team members' health and wellness.



