



# 20 TWENTY-FOUR SEVEN 23

*A History of Ryan's 2023 Awards, Recognition,  
and Personal Achievements*





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.



Chairman and CEO G. Brint Ryan presents at Ryan's 2023 Annual Firm Meeting.

# Together, We Built a Working Culture We Can All Appreciate

In 2023, Ryan celebrated 32 years of high accolades and accomplishments by earning an astounding 46 awards based on culture. Specifically, I'd like to thank the more than 4,800 dedicated team members around the globe, as their honest feedback about the team member experience being created at Ryan is the reason for these recognitions. This year, we achieved notable recognitions in countries all over the world, which represent a wide variety of culture-based awards for our commitment to superior client service and an innovative work environment.

We had the honor of being named as a best place to work in Canada, the United Kingdom, and the United States. Being a best place to work for women, working parents, millennials, and people in cities across the world—combined with recognition as a top company that harbors professional development—not only makes us one of the most awarded companies in our space but also one of the most awarded companies anywhere.

This awards book provides a glimpse into a successful year filled with major growth, team member satisfaction, and professional achievements. I appreciate each Ryan team member for contributing to our shared success throughout an exciting and impactful 2023.

*G. Brint Ryan*

G. Brint Ryan  
Chairman and CEO

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NATIONAL AWARDS





# BEST WORKPLACES™ WITH MOST TRUSTED EXECUTIVE TEAMS

Great Place to Work Institute, Human Resources Professionals Association

We are thrilled to announce that Ryan has been named one of the Best Workplaces with Most Trusted Executive Teams in Canada by Great Place to Work Institute for the first time. This esteemed list acknowledges companies that have exceptional leaders who establish an emotional bond with their organization's culture and employees, while also developing a cohesive and successful strategy across all levels of the company.



Ryan leaders, Sandra Smith, Garry Round, and Kimberly van Vliet, share ideas in a panel discussion for Ryan Canada.





# BEST WORKPLACES™ IN PROFESSIONAL SERVICES

Great Place to Work Institute, *The Globe and Mail*

Ryan has been recognized as one of the Best Workplaces in Professional Services in Canada by Great Place to Work Institute for the seventh consecutive year. This prestigious award is a testament to the unwavering dedication and commitment of our team members who consistently strive for excellence in serving both our clients and each other. We are proud to be acknowledged as one of the Best Workplaces in Professional Services, a distinction that allows us to shine in our space.





Ryan Mississauga team members put together Kynd Heat Relief Kits and Dignity Bags for the people without homes at the Covenant House as their RyanSHARES Day activity.



# BEST WORKPLACES™ FOR INCLUSION

Great Place to Work Institute

Ryan is thrilled to have been recognized as one of the Best Workplaces for Inclusion in Canada by Great Place to Work Institute. The list includes all the companies that have received exceptional employee feedback on their inclusion experience in the workplace. We are incredibly proud to be included among the organizations featured on this list.

# BEST WORKPLACES™ FOR GIVING BACK

Great Place to Work Institute

Ryan has been listed as one of the Best Workplaces for Giving Back in Canada. This recognition acknowledges the efforts of our team members making a positive impact on the broader community. At Ryan, we strongly believe that generosity matters, and we are proud to provide a number of opportunities for team members to give back in ways that matter to them as individuals and bring our team members together. This recognition marks the fifth consecutive year Ryan has been included on this list.







# BEST WORKPLACES™ FOR MENTAL WELLNESS

Great Place to Work Institute, Great People North America

Great Place to Work Institute has placed Ryan on its prestigious list of Best Workplaces for Mental Wellness in Canada for the third time in four years. At Ryan, we are committed to supporting our team members' mental well-being through a robust suite of programs and services that can help them when they need additional support.



Susan Block from Ryan's Mississauga office is ready to make an impact.



# BEST WORKPLACES™ FOR WOMEN

Great Place to Work Institute, Narcity

For the sixth time, Ryan was named one of the Best Workplaces for Women in Canada by Great Place to Work Institute. At Ryan, we strive to foster a work environment that empowers women, promotes their progress and advancement, and offers comprehensive benefits that support their needs throughout their personal and professional journeys.





# BEST WORKPLACES™ IN CANADA

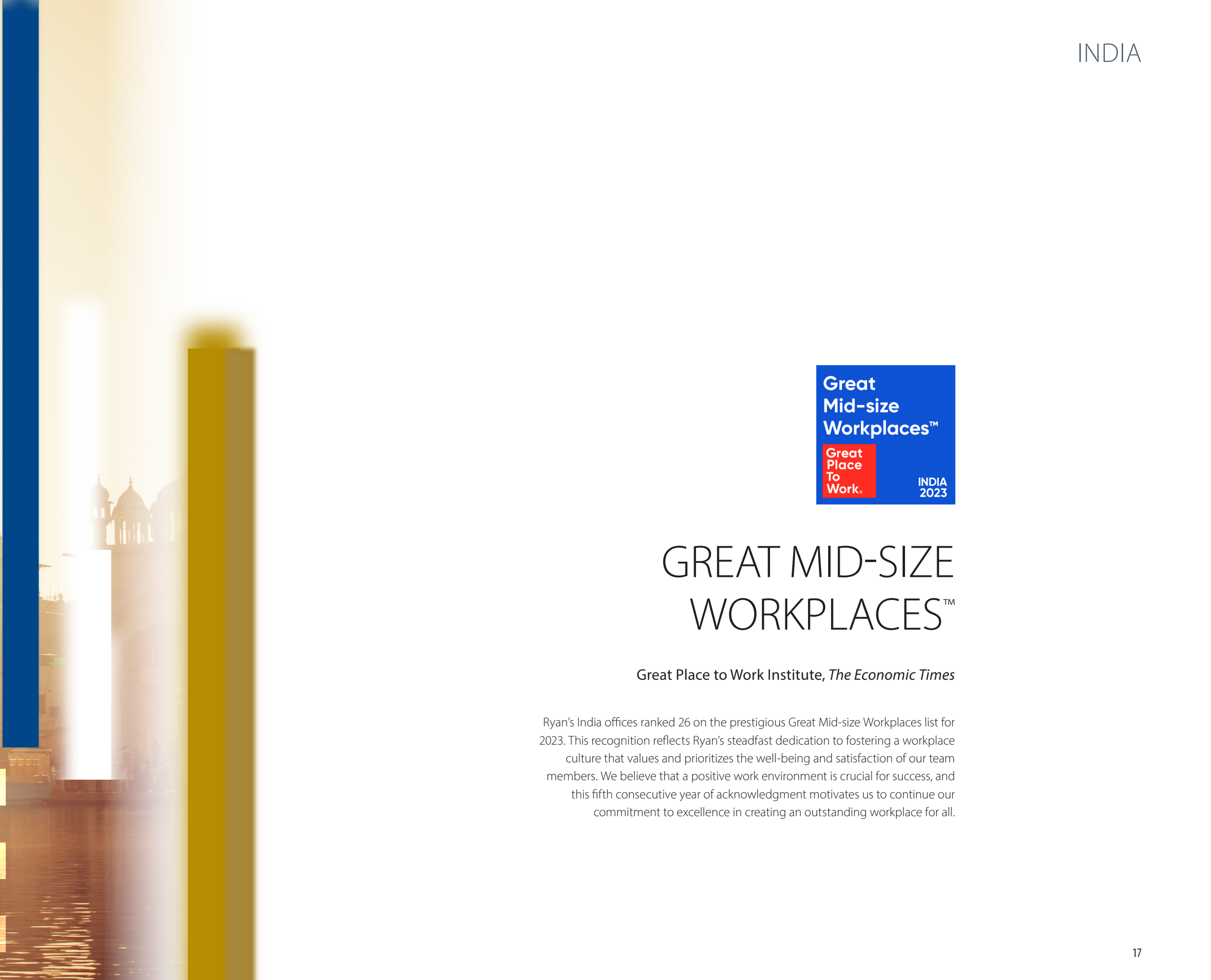
Great Place to Work Institute, *The Globe and Mail*

In 2023, Ryan was recognized by Great Place to Work Institute as one of the Best Workplaces in Canada for the 11<sup>th</sup> consecutive year. We are incredibly proud of our dedication in cultivating a culture of constant growth, resulting in the creation of a dynamic work environment where each member of our team feels empowered and supported by their peers and the organization itself. At Ryan, we strive to encourage ideas, drive innovation, and promote inclusivity for all.



Ryan Canada team members Bruce Atwood, Michael Adamo, Stephanie Moran, Marianne Pileggi, Sean Beatty, Udit Gupta, Garry Round, Margaryta Lysenko, Neil Adcock, and Kinga Decsey celebrate Ryan's recognition as one of the Best Workplaces in Canada at the Great Place To Work event.





# GREAT MID-SIZE WORKPLACES™

Great Place to Work Institute, *The Economic Times*

Ryan's India offices ranked 26 on the prestigious Great Mid-size Workplaces list for 2023. This recognition reflects Ryan's steadfast dedication to fostering a workplace culture that values and prioritizes the well-being and satisfaction of our team members. We believe that a positive work environment is crucial for success, and this fifth consecutive year of acknowledgment motivates us to continue our commitment to excellence in creating an outstanding workplace for all.





Ryan India team members Chandana Dannada, Rashmika Koyyada, and Manasa Dharmapuri celebrate International Women's Day at the Hyderabad Atria office.



Team members from the Ryan India People Group enjoy an impromptu teambuilding dinner after a long day at work.



## BEST WORKPLACES™ FOR WOMEN

Great Place to Work Institute

We are honored to be included on the 2023 list of Best Workplaces for Women in India. This recognition underscores our steadfast commitment to cultivating a workplace environment that prioritizes the safety, empowerment, and confidence of our women team members, allowing them to build and grow at Ryan.



## BEST WORKPLACES™ FOR MILLENNIALS

Great Place to Work Institute

Being included on this year's Best Workplaces for Millennials in India list is truly an honor. 2023 marks our inaugural appearance on this esteemed list. As an employer, we deeply appreciate the dynamic attributes of the millennial workforce and actively foster an environment that promotes their growth and success.







# UK’s BEST WORKPLACES™

Great Place to Work Institute

Our UK offices have once again been recognized as one of the Best Workplaces in the UK for the third year in a row. 2023 brought big changes for our UK offices and a new size category for this award, and we are incredibly proud that through these changes we continue to create a workplace culture that supports our team members through a dynamic suite of policies and programs.







Ryan's Exeter team comes together at the InFocus educational facility to plant trees for RyanSHARES Day.



# BEST WORKPLACES<sup>™</sup> FOR WOMEN

Great Place to Work Institute

We are delighted to announce that Ryan has been recognized as one of the Best Workplaces for Women in the UK by Great Place to Work Institute. This recognition reflects Ryan's commitment to creating a supportive and adaptable work environment that fosters trust and empowers women to excel in every facet of their lives.





Abigail Courtenay shares a moment with Amy Tice at the Annual Firm Meeting.



# BEST WORKPLACES™ FOR WELLBEING

Great Place to Work Institute

Ryan has been recognized as one of the Best Workplaces for Wellbeing in the UK for the fourth time, ranking 24 on this prestigious list. We continue to invest in every aspect of our team members’ wellbeing, providing various programs and benefits to support their personal and professional growth. This multifaceted approach allows us to move ahead with our team members at every stage of their journey.

# BEST WORKPLACES™ IN FINANCIAL SERVICES & INSURANCE

Great Place to Work Institute



We are pleased that Ryan has been included on the inaugural list of the Best Workplaces in Financial Services & Insurance in the UK. We take great pride in being part of this list that recognizes workplace excellence in our industry. We remain committed to building the number one place to work in tax services around the globe.







Keith Keeley, Araceli Saucedo, Bryce Capers, and Melissa O'Donnell stop by for a quick photo at the Annual Firm Meeting.



# FORTUNE 100 BEST COMPANIES TO WORK FOR®

Great Place to Work Institute, *Fortune*®

Ryan has once again been recognized as one of *Fortune's* 100 Best Companies to Work For, marking the sixth consecutive year we've received the recognition. We are incredibly honored to earn a spot at number 56 on this prestigious list. At Ryan, we prioritize our people and strive to ensure all our programs and initiatives are designed with team members' best interests in mind. By fostering a culture of continuous improvement, we empower our team members to grow and thrive, as we work to build a Great Place To Work For All™.

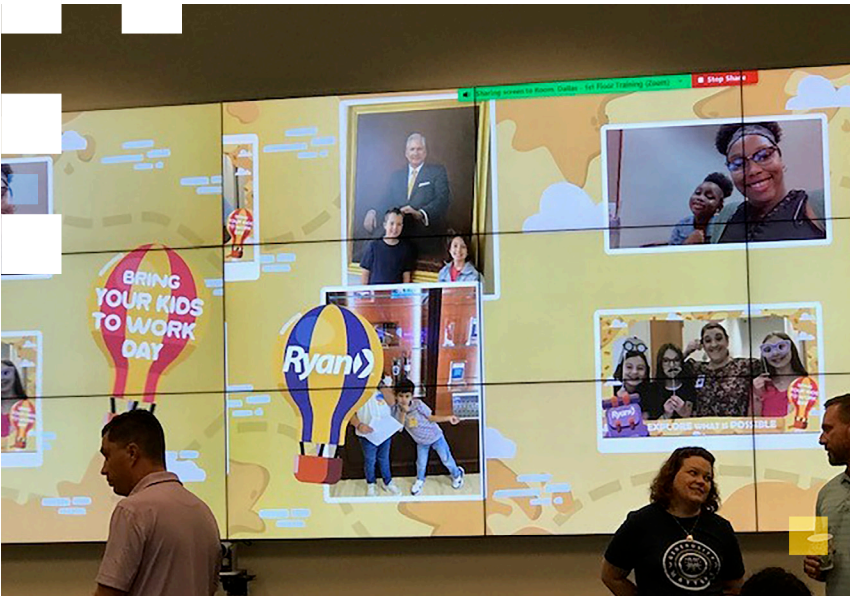




# BEST WORKPLACES™ FOR PARENTS

Great Place to Work Institute

We are delighted to have once again been recognized as one of the Best Workplaces for Parents for the sixth consecutive year. Our commitment to supporting our team members as they navigate the joys and challenges of parenthood remains unyielding. We continue to invest in programs and resources that allow us to be a part of the parenthood journey with our team members.



Amy Lee and other team members in Dallas come together for Bring Your Kids to Work Day.



Jordan Plummer, Krysta Sykes, and Ingrid Cole enjoy rehearsals for the Annual Firm Meeting.

# FORTUNE BEST WORKPLACES IN CONSULTING & PROFESSIONAL SERVICES™

Great Place to Work Institute, *Fortune*®

Ryan is thrilled to have been named one of the top workplaces in the consulting and professional services industry by the experts at Great Place to Work Institute and the publishers of *Fortune* magazine. Our inclusion on this list is a testament to our dedication to nurturing our team members and fostering a positive work environment.





# BEST ADOPTION-FRIENDLY WORKPLACE™

Dave Thomas Foundation for Adoption

Once again, Ryan has been recognized by the Dave Thomas Foundation as a 100 Best Adoption-Friendly Workplace. This is Ryan's ninth consecutive year to be recognized by the foundation, and we ranked 48 on this list. Our suite of inclusive benefits is designed to support and celebrate the myriad of ways team members may choose to grow their families.



# PEOPLE COMPANIES THAT CARE®

Great Place to Work Institute, *PEOPLE*

We are delighted to have been featured on the *PEOPLE* magazine list of Companies That Care. The list recognizes successful companies that have demonstrated outstanding respect, care, and concern for all stakeholders, marking the third consecutive year Ryan has earned this prestigious award. We are encouraged to know that our people-first culture comes to life in meaningful ways.



Christine Levan, Marianne Picardi, Evan Schneider, and Melissa Munoz share their experiences at the Annual Firm Meeting.





Jennifer Whitten leads a team of interns (Sarah Warring, Jack TerHaar, Kavya Venugopalan, Justin Thimmes, Emma Martin, and Trey Medford) on a scavenger hunt during the intern retreat.

# BEST WORKPLACES<sup>™</sup> FOR MILLENNIALS

Great Place to Work Institute, *Fortune*®

Ryan has again been recognized as one of the Best Workplaces for Millennials by Great Place to Work Institute, in collaboration with *Fortune*. This marks the seventh consecutive time Ryan has made this prestigious list. We take immense pride in our diverse workforce, comprising individuals from different generations, all committed to delivering exceptional service and value to our clients. The contribution of millennials to our organization’s growth cannot be overstated, and we are thrilled that our benefits and programs continue to support this generation as they enter new phases of their professional and personal lives.



Melinda Wedding, Madeline Kissling, and Ginny Kissling pose for a quick photo at the summer intern retreat.

# BEST WORKPLACES<sup>™</sup> FOR WOMEN<sup>™</sup>

Great Place to Work Institute, *Fortune*®

Great Place to Work Institute’s list of Best Workplaces for Women recognizes employers that create a workplace culture and experience where women are empowered to achieve success. Ryan is thrilled to be on this list for the sixth consecutive year. This remarkable achievement is a clear testament to our unwavering dedication to creating an inclusive and equitable workplace. At Ryan, we provide all team members with the necessary tools and resources to excel in their roles. We are incredibly grateful for this recognition.







Ryan's People Group spends an afternoon volunteering together at Feed My Starving Children.

# AMERICA'S BEST MIDSIZE EMPLOYERS

Forbes

We are pleased to once again be included on America's Best Midsize Employers list by Forbes magazine. Ryan remains committed to fostering and upholding a top-tier work environment that not only draws in but also retains top-tier professionals within the professional services sector. This list is based on a random, unsolicited survey of team members, and we are humbled that we have earned this recognition.



Raven Buckman, Samuel Camacho (summer intern 2023), and Kenneth Thompson from our Houston office enjoy some time volunteering at Buffalo Bayou.





Ryan's 2023 intern class

# VAULT TOP 100 INTERN PROGRAMS

Vault.com

In recent years, Ryan's campus recruiting efforts have reached unprecedented levels, revolutionizing our summer internship program into an incredibly valuable, challenging, and rewarding opportunity for our interns. It comes as no surprise that, for the second consecutive year, Ryan has been included on Vault's list of Top 100 Intern Programs.







# ACHIEVERS 50 MOST ENGAGED WORKPLACES™ IN NORTH AMERICA

## Achievers

Ryan has once again been recognized by Achievers as one of the 50 Most Engaged Workplaces in North America. This recognition serves as a testament to our steadfast dedication to fostering an engaged workforce supported by benefits and programs designed to help team members grow and thrive. This marks the 10<sup>th</sup> time Ryan has been included on this prestigious list, which showcases companies that are at the forefront of workplace culture innovation and leadership. We are proud to be counted among the top 50 organizations in this field.



Sean Evans in our Scottsdale office works with the team to assemble boxes during a volunteer shift at St. Mary's Food Bank.



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STATE AND PROVINCIAL AWARDS





Team members in Arizona take time out of their schedules to give back at the St. Mary's Food Bank for RyanSHARES Day.



# TOP WORKPLACES IN ARIZONA

Energage, *azcentral*

For the 11<sup>th</sup> consecutive year, Ryan has been recognized as one of the Top Workplaces in Arizona by Energage and *azcentral*. Ryan ranked 42 on this statewide list, and we consider it a true honor to be included among outstanding employers renowned for creating an exceptional work environment.





# BEST COMPANIES TO WORK FOR IN FLORIDA

Workforce Research Group, *Florida Trend*

2023 marks the seventh time Ryan has been recognized as one of the Best Companies to Work for in Florida. For this prestigious list, Workforce Research Group, in partnership with *Florida Trend*, carefully selected employers that are setting the bar for workplace excellence with a people-first culture. Ryan ranked number two in the Large Company category. We extend our heartfelt gratitude to our dedicated and devoted Florida team, whose commitment to excellence has contributed to Ryan’s distinction as a premier workplace in the Sunshine State.





**BEST  
EMPLOYERS  
IN OHIO**  
2023 CRAIN'S CLEVELAND BUSINESS

BEST EMPLOYERS  
IN OHIO

Best Companies Group, *Crain's Cleveland Business*

We're number one! Ryan is thrilled to be included on the Best Employers in Ohio list for the 13<sup>th</sup> consecutive year, coming in as THE Best Employer in Ohio in the Large Company category for the second year in a row. This prestigious list is compiled by Best Companies Group and *Crain's Cleveland Business*, and we are honored to be included in this group of companies committed to prioritizing their employees and fostering a people-centric environment.

Ohio team members Ryan Jones, Andrew Donaldson, Chuck Britton, Matt Pellegrino, Austin Victor, Dilan Hirani, Jason Case, and Ashley Jones volunteer at Euclid Food Pantry in Cleveland for RyanSHARES Day.



BEST WORKPLACES<sup>™</sup>  
IN ONTARIO

Great Place to Work Institute

Ryan has again been recognized as one of the Best Workplaces in Ontario. This is Ryan's fourth consecutive year to be included on this list of top employers setting the bar for workplace excellence in Ontario. We are proud to be recognized as one of the standout companies in the region by Great Place to Work Institute.



BEST PLACES  
to work in **PA** 2023

BEST PLACES TO WORK  
IN PENNSYLVANIA

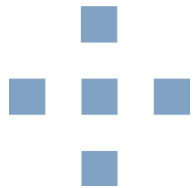
Best Companies Group, *Central Penn Business Journal*

Ryan's Pennsylvania offices have once again been recognized by Best Companies Group as one of the Best Places to Work in Pennsylvania for the 12<sup>th</sup> year in a row. This year, we are proud to have earned the number two ranking in the Large Company category for the second consecutive year. Our dedicated teams in King of Prussia, Philadelphia, and Pittsburgh have consistently exceeded expectations in fostering a positive, award-winning work environment.



Ryan team members from our Philadelphia and King of Prussia offices join together to watch the Annual Firm Meeting.





Team members in our Dallas office volunteer for a shift at the North Texas Food Bank for RyanSHARES Day.

# FORTUNE BEST WORKPLACES IN TEXAS™

Great Place to Work Institute, *Fortune*®

We are delighted to have been recognized as one of the Best Workplaces in Texas by Great Place to Work Institute and *Fortune* magazine for the seventh consecutive year. It is a great honor for us to earn the fifth place ranking on this prestigious list of top employers in the great state of Texas. Ryan's commitment to creating a people-first culture, where all team members can grow and thrive, begins in our home state where almost half of our U.S. team members reside.







# BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business*

For the eighth consecutive year, Ryan has been named one of the Best Places to Work in Virginia. This recognition is a reflection of our commitment to workplace excellence and a culture that supports our team members, enabling them to excel in every facet of their lives.



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CITY AWARDS





# TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

In 2023, Ryan was named one of the Top Workplaces in Atlanta. This marks the fifth year Ryan has been included on this very competitive list of elite workplaces. Ryan ranked 42 on the list this year, a testament to Ryan’s commitment to our team members and their success.



Team members from our Atlanta office volunteer at the Atlanta Community Food Bank for RyanSHARES Day.



Christopher Owes and Madison Bailey volunteer on RyanSHARES Day with a smile.





Ryan's Austin team members make an impact at the Central Texas Food Bank.



# TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

Ryan has once again earned a spot on the prestigious *Austin American-Statesman* list of Top Workplaces in Austin, marking our 13<sup>th</sup> time being recognized on this list. We are honored to be acknowledged as a leading workplace in Austin for the 10<sup>th</sup> consecutive year. Our team in Austin is proof-positive of the impact a people-first culture can have on Ryan and our team members.





# BEST PLACES TO WORK IN CHICAGO

Best Companies Group, *Crain's Chicago Business*

We are thrilled that our Chicago offices have once again been recognized as one of the Best Places to Work in Chicago. This year, Ryan ranked 10 in the Large Employer category of this very competitive program in one of the nation's fastest-growing markets. Our Chicago offices exemplify Ryan's commitment to prioritizing our people and their well-being and success in all spheres of life.



Ryan Chicago and Downers Grove offices join together to volunteer at Feed My Starving Children in Aurora for RyanSHARES Day.







# BEST PLACES TO WORK IN DALLAS-FORT WORTH

Quantum Workplace, *Dallas Business Journal*

For the 13<sup>th</sup> consecutive year, Ryan has been named one of the Best Places to Work in Dallas-Fort Worth. We are incredibly proud to have earned the number two spot on this list in the Extra-Large Company category. We are honored to have a consistent presence in the top-five companies on this list, showcasing that our commitment to workplace excellence and a people-first culture grows with us. Being recognized as one of the best workplaces in the thriving North Texas region, where our global headquarters is located, is truly humbling.



Dallas office team members Ryan Lobato, Tiffany Cooks, Marilyn Robbins, Carol Chapple, Sharon Hayes, Kristi Bryant, Maher Maso, Mary Gall, and Kennisha McDowell represent Ryan at the Best Places to Work in North Texas event.





Team members from our Dallas office, including Chief Operating Officer Ginny Kissling (in the birthday hat), spend the morning volunteering at the North Texas Food Bank.



Jordan Montgomery, Sharon Lowry, Aaron Hatter, Julie Evans, Kathryn McBride, Jennifer Petty, and Christy Ky spend time packing meals at Feed My Starving Children for RyanSHARES Day.

# NORTH TEXAS PRIVATE COMPANIES

Dallas Business Journal

Ryan is pleased to be included on this list of notable companies in the Dallas/Fort-Worth (DFW) area. Ryan ranked 14 on the *Dallas Business Journal's* list of private companies in DFW. This list ranks companies headquartered in the area based on 2022 revenue.





# TOP WORKPLACES IN HOUSTON

Energage, *Houston Chronicle*

This year marks the sixth time Ryan has achieved the honor of being included on the *Houston Chronicle's* list of Top Workplaces in Houston. Our exceptional work culture sets the benchmark in our industry, and this serves as validation of our efforts based on direct feedback from our team members.



Ryan Houston team members spend their day organizing and packing donations for "Undies for Everyone" for RyanSHARES Day.





# BEST PLACES TO WORK IN LOS ANGELES

Workforce Research Group, *Los Angeles Business Journal*

Ryan has once again been recognized as one of the Best Places to Work in Los Angeles for the 13<sup>th</sup> time. Ryan ranked third in the Large Company category, and we could not be more pleased to be seen as an employer of choice in the Greater Los Angeles area. Our programs, policies, and culture create a framework for team members to achieve success.





Our New Orleans office partnered with the Baton Rouge office for RyanSHARES Day, ending with a teambuilding lunch.

# BEST PLACES TO WORK IN NEW ORLEANS

Best Companies Group, *New Orleans City Business*

For the first time, Ryan was named one of the Best Places to Work in New Orleans by *New Orleans City Business*. We are honored that our people-first culture resonates with team members across the globe and our ability to create an environment where team members can thrive moves with us as we grow.







Ryan New York team members enjoy a successful day of building playrooms for children at the University Settlement at Brooklyn.



# BEST PLACES TO WORK IN NEW YORK CITY

Best Companies Group, *Crain's New York Business*

Ryan has once again been recognized as one of the Best Places to Work in New York City. This is Ryan's fourth consecutive year on this list of top-tier employers. We are extremely proud to be included in this prestigious group of companies in one of the most competitive markets globally.





# BEST PLACES TO WORK IN WESTERN PENNSYLVANIA

Quantum Workplace, *Pittsburgh Business Times*

*Pittsburgh Business Times* has recognized Ryan as one of the Best Places to Work in Western Pennsylvania for 2023. We are honored to be a part of this prestigious list for the ninth time. Ryan is proud to be recognized as a top-tier employer of choice in the Greater Pittsburgh area.







Team members come together in Carlsbad to organize a cleanup at the local lagoon.



# BEST PLACES TO WORK IN SAN DIEGO

Workforce Research Group, *San Diego Business Journal*

*San Diego Business Journal*, in collaboration with Workforce Research Group, compiles a list of the Best Places to Work in San Diego. Ryan has once again been included on this list, earning third place in the Mega Employer category for 2023. Making this list reaffirms our commitment to fostering a workplace that prioritizes the growth and well-being of our team members, enabling them to flourish both personally and professionally.



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INDIVIDUAL AWARDS





# TOP GLOBAL CISOs IN THE WORLD

*Cyber Defense Magazine*

**Jim Motes**, Ryan’s Chief Information Security Officer (CISO), was recently recognized as a recipient of the prestigious Top Global CISOs in the World award for 2023, sponsored by *Cyber Defense Magazine*. CISOs play a crucial role as the initial line of defense in the digital realm, and we are happy to have Jim on our team.



*Jim Motes – Chief Information Security Officer*



*Melissa Munoz – Principal, Credits and Incentives*

# ALBUQUERQUE 2023 WOMEN OF INFLUENCE

*Albuquerque Business First*

We are incredibly proud that **Melissa Munoz**, Principal, Credits and Incentives, has been named to the Albuquerque 2023 Women of Influence list by *Albuquerque Business First* magazine. Every year, the magazine recognizes remarkable individuals who consistently use their influence to support and advance economic interests to help New Mexico grow. Melissa began her career as a consultant with Ryan in 2007, and it has been a privilege and honor to watch her grow into an incredible leader.





Ryan Chairman and CEO G. Brint Ryan greets guests entering the G. Brint Ryan College of Business at the University of North Texas.



G. Brint Ryan – Chairman and CEO



Ginny B. Kissling – Global President and Chief Operating Officer

# DALLAS BUSINESS HALL OF FAME

Junior Achievement™ of Dallas

Ryan Chairman and CEO **G. Brint Ryan** was inducted into the 25<sup>th</sup> Annual Dallas Business Hall of Fame by Junior Achievement of Dallas for 2023. Each year, the Junior Achievement of Dallas Business Hall of Fame celebrates and honors the achievements of our community's most influential business and philanthropic leaders, and we continue to be inspired by Brint's leadership.

# D CEO DALLAS 500

D CEO

*D Magazine's* executive publication, *D CEO*, recognized Chairman and CEO **G. Brint Ryan** and Global President and Chief Operating Officer **Ginny B. Kissling** as part of the prestigious Dallas 500 list. *D Magazine* compiles this list of inspiring leaders who are shaping business in North Texas.







Joe Mileti – Senior Vice President,  
Corporate Development

# CHAIRMAN’S AWARD

Ryan

Joe Mileti, Senior Vice President, Corporate Development, was recognized with the Chairman’s Award for his accomplishments leading Ryan’s mergers and acquisitions efforts, closing an unprecedented 12 acquisitions in 2022. Joe was able to lead his team as we successfully targeted and acquired a wide cross-section of companies, changing the future of Ryan.



Joe Mileti is recognized with the Chairman’s Award at Ryan’s Annual Firm Meeting.





*Brooke Keene receives the Innovatus Award at the Annual Firm Meeting.*



# INNOVATUS AWARD

## Ryan

Ryan's Innovatus Award is given to a team member for creatively applying or interpreting a tax code provision resulting in a significant tax recovery for a client, creatively re-engaging a client or prospect, or developing a tool, process, or best practice that results in significant quality or service improvements. Ryan yet again had two winners for this year's Innovatus Award.

**Brooke Keene**, Senior Vice President, Chief Experience Officer, was recognized for her diligence, passion, and contribution in creating Ryan's Client Data Portal from scratch. Brooke, along with her team, spent more than three years leading this pivotal project to success. Thanks to her hard work, we now have more than 10,000 clients live on the portal, which has become a cornerstone of Ryan's client service.



*Sam Guevara is recognized with the Innovatus Award at the Annual Firm Meeting.*



**Sam Guevara**, Principal, Vice Practice Leader, Tax Technology, was recognized for his expert knowledge of the marketplace development, which led him to launch an entirely new service line—Hotel Occupancy Tax. Thanks to Sam, Ryan was able to develop the nation's only end-to-end hotel occupancy tax managed service and consulting practice.



