

# 24/7

**Our Relentless Pursuit of Market Leadership  
Through Client Service Excellence, Workplace  
Innovation, and Employee Development**

A History of Ryan's 2013 Awards, Recognition,  
and Personal Achievements



**Ryan** 



## DRIVEN BY OUR PURPOSE; GUIDED BY OUR VALUES

Ryan is driven by a core purpose of liberating our clients from the burden of being overtaxed, freeing their capital to invest, grow, and thrive. When a company is overtaxed, job growth is underdeveloped, innovation languishes, and growth suffers. What's next or what could be lacks the economic fuel necessary to take flight.

This is where we come in. We alleviate the tax burdens that weigh our clients down and hold them back. We are driven to reinvent how to master the complexity of the modern tax code. That is our passion. No one knows it better. Where others see rules and regulations, we see opportunity. Where some see codes and constrictions, we see what could be. Where others say "we're done here," we say, "let's get started." We do not rest until we've created value and delivered results that offer relief to our clients and revenue to the bottom line.

Ryan's purpose is shared by every one of our associates and is a key driver of the outstanding performance and many awards and accolades we received over the past year. All of these achievements are the result of our purpose, guided by our seven core values:

### **DRIVE**

Wired to win.

### **INTEGRITY**

Do the right thing.

### **TRUST**

Relationships are everything.

### **MASTERY**

We know what we're doing.

### **CREATIVITY**

We figure it out.

### **ENTREPRENEURIAL SPIRIT**

We are pioneers.

### **GENEROSITY**

We share our success.

I want to personally thank every Ryan associate for living our purpose and values every day, making Ryan one of the most recognized firms in our industry for client service, workplace innovation, employee development, and superior results.

G. Brint Ryan,  
Chairman and CEO



Ryan has been honored with numerous prestigious awards for our innovative work environment, commitment to employee development, and superior client service. This book is a collection of accolades and recognition that demonstrates our relentless pursuit of corporate excellence, workplace innovation, and uncompromising client service.



# WORK-LIFE SEAL OF DISTINCTION

Alliance for Work-Life Progress (AWLP), WorldatWork | GLOBAL

Ryan received the 2013 AWLP Work-Life Seal of Distinction award. This is the second consecutive year that we have received this international recognition.

This award is given to organizations that provide a wide variety of workplace policies, programs, and practices that support employees in all major aspects of work-life navigation. AWLP is a subsidiary of WorldatWork, a not-for-profit organization providing education, research, and conferences focused on global human resources issues.

Kathie Lingle, Executive Director of WorldatWork's AWLP, had this to say in Ryan's win notification letter.

*"Once again, please accept our heartfelt congratulations for demonstrating leadership in workplace strategy that empowers employees to achieve success across life's multiple domains."*

- Kathie Lingle



## WHAT WORKS® AWARDS

Bersin & Associates | GLOBAL

Ryan received the 2013 WhatWorks® Award in the Transforming HR category.

The WhatWorks® Awards recognize organizations around the world that have developed and implemented groundbreaking approaches to HR, learning, and talent, resulting in significant business improvement.

Ryan was selected for our unique *myRyan* program and demonstrated proof of positive impact on the business.







# BEST WORKPLACES IN CANADA

Great Place to Work® Institute of Canada, *The Globe and Mail* | CANADA

Ryan was recognized as one of the 2013 Best Workplaces in Canada by the Great Place to Work® Institute of Canada. Ryan ranked number 27 out of 50 companies in the Large and Multinational category, far out ranking our competitors Deloitte (number 46) and EY (number 41)!

Winning companies demonstrated exceptional workplace cultures based on a comprehensive methodology of employee surveys and rigorous audits measuring organizational credibility, respect, fairness, pride, and camaraderie.



## BEST EMPLOYERS IN THE GREATER TORONTO AREA

Aon Hewitt, Queen's University School of Business | TORONTO

Ryan was named to the 2013 Best Employers in the Greater Toronto Area list, ranking number 22 in the Best Medium and Small Employer category. The primary objective of the “Best Employers” studies is to identify organizations with employees that are truly engaged. “Engagement is a high-level measure of how an organization is doing,” said Neil Crawford, partner at Aon Hewitt human resources consulting firm that conducts the study.

This is the second consecutive year that Ryan has made this prestigious list.





# BEST COMPANIES TO WORK FOR IN TEXAS

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

Ryan was named to the 2013 Best Companies to Work for in Texas, ranking number seven in the Large Employer category. This is the third consecutive year Ryan has made this prestigious statewide list that recognizes a select group of employers that are committed to creating better workplaces for their employees.





# BETTER WORKPLACE AWARDS

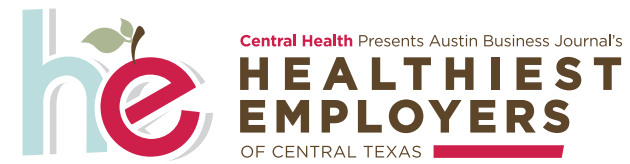
Association of Washington Business | WASHINGTON

Ryan won the 2013 Better Workplace Award in the Continuous Commitment to Innovative Benefit/Compensation Program category from the Association of Washington Business (AWB). Ryan was one of seven Washington companies honored for safety, job training, and benefit programs.

The AWB Better Workplace Awards recognize companies across Washington state that create family-friendly, safe, and positive workplaces that result in higher employee morale and well-being, increased productivity, and reduced turnover.







## HEALTHIEST EMPLOYERS OF CENTRAL TEXAS

*Austin Business Journal* | AUSTIN

Ryan ranked number seven on the *Austin Business Journal's* Healthiest Employers of Central Texas list. This recognition rewards large and small companies that are dedicated to workplace wellness. Ryan achieved this award for the second straight year based on our efforts to improve the health of our employees.



# TOP WORKPLACES IN LOS ANGELES

Los Angeles News Group | LOS ANGELES

Ryan ranked number five on the inaugural 2013 Top Workplaces in Los Angeles list. The Top Workplaces awards program recognizes best places to work in the metro Los Angeles area.

Ryan was one of 15 companies to make the Small Company category list. Companies are evaluated and selected based on employee survey results and measuring qualities such as leadership, career opportunities, workplace flexibility, compensation and benefits, and more.



# PREMIER 100 IT LEADERS

*Computerworld* | U.S.

**Blake Holman**, Senior Vice President and Chief Information Officer, was named one of *Computerworld's* 2013 Premier 100 IT Leaders. Now in its 14th year, this international lifetime award program shines a spotlight on technology and business leaders from a broad range of organizations.

This year's class of Premier 100 IT Leaders includes those individuals who most closely match *Computerworld's* IT Leader Index, a set of common characteristics that top technology and business executives have identified as the essential attributes of an "IT Leader." Those named to the list "display exceptional technology leadership in their organizations, foster ideas and creative work environments, envision innovative approaches to business problems, and effectively manage IT strategies."



COMPUTERWORLD  
**100**  
PREMIER  
IT LEADERS  
HONOREE 2013



COMPANIES THAT CARE HONOR ROLL

Center for Companies that Care | U.S.

Ryan is one of 13 U.S. companies named to the 2013 Companies That Care Honor Roll, a national list recognizing employers for outstanding workplace practices and active community involvement. The selection process for this honor roll includes a careful review of Ryan employee survey data, as well as analysis of key Ryan policies and practices. This is the third consecutive year that Ryan has achieved this distinction.







## BEST PLACES TO WORK

*St. Louis Business Journal* | ST. LOUIS

Ryan was named a finalist in the *St. Louis Business Journal's* 2013 Best Places to Work Small Company category. A total of 25 finalists and winners were selected based on anonymous employee surveys that measure employee engagement, involvement, and satisfaction with their employer.



## THE VALLEY'S HEALTHIEST EMPLOYERS

*Phoenix Business Journal* | SCOTTSDALE

Ryan ranked number ten on The Valley's Healthiest Employers list by the *Phoenix Business Journal*. This recognition rewards large and small companies who are dedicated to workplace wellness. Ryan achieved this award for the second consecutive year based on our efforts to improve the health of our employees.







## HEALTHIEST EMPLOYERS OF HOUSTON

*Houston Business Journal* | HOUSTON

Ryan's Houston office ranked number 11 on the *Houston Business Journal's* Healthiest Employers of Houston list. The Healthiest Employers award program recognizes organizations that are committed to creating a healthy workplace.

HEALTHIEST EMPLOYERS  
OF GREATER CHARLOTTE*Charlotte Business Journal* | CHARLOTTE

Ryan was named a Finalist on *Charlotte Business Journal's* Healthiest Employers of Greater Charlotte list. The Healthiest Employers award program recognizes organizations that are committed to creating a healthy workplace.







# BEST EMPLOYERS IN OHIO

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

Ryan ranked number two in the Large Company category of the 2013 Best Employers in Ohio. This is Ryan's third consecutive win, which is the direct result of favorable survey feedback given by Ryan's Ohio employees.

This statewide survey and awards program is designed to identify, recognize, and honor the best workplaces in Ohio, benefiting the state's economy, workforce, and businesses.



## AWE WORKPLACE EXCELLENCE AND HEALTH AND WELLNESS TRAILBLAZER AWARDS

Alliance for Workplace Excellence | U.S.

Ryan was one of 68 companies to win the 2013 Workplace Excellence award and one of 45 to receive the Health and Wellness Trailblazer award. These awards highlight businesses that promote professional fulfillment and personal wellness at work, at home, and in the community. This is our third consecutive Workplace Excellence win and second Health and Wellness.

AWE has recognized the Washington, D.C. area's best places to work for four years, and in 2013 the competition was expanded to include companies across the United States.



## CAREERBUILDER TOP COMPANIES TO WORK FOR IN ARIZONA

CareerBuilder, Republic Media, and BestCompaniesAZ | ARIZONA

Ryan was named as one of the 2013 CareerBuilder Top Companies to Work For in Arizona.

This inaugural award program from CareerBuilder, Republic Media, and BestCompaniesAZ focuses on identifying the top 50 organizations across Arizona that are creating quality jobs and work environments. Companies make the list based on both employer practices and employee engagement and satisfaction scores.

Ryan was one of 14 companies of more than 1,000 employees to win the award.

HEALTHIEST EMPLOYERS  
OF SACRAMENTO

Sacramento Business Journal | SACRAMENTO

Ryan's Sacramento office was named a Finalist on the *Sacramento Business Journal's* Healthiest Employers list. The awards program recognizes organizations that are committed to creating a healthy workplace.







# CHAIRMAN'S AWARD

Ryan | FIRM

**Jon C. Sweet**, Executive Vice President and Vice Chair, Chief Market Strategy Officer, received Ryan's 2013 Chairman's Award in recognition of his outstanding accomplishment and exemplary service. The Chairman's Award is the highest level of recognition in the Firm and is awarded annually to the associate that best reflects the Ryan core values, while delivering outstanding results.







# INNOVATUS AWARD

Ryan | FIRM

**Lane Spears**, Director, Fraud and Forensic Recovery, received Ryan's 2013 Innovatus Award. This annual recognition is bestowed on an employee who has made an exceptional and meaningful impact to Ryan and/or its client(s) through innovative and creative contributions.



## TOP 100 ACCOUNTING FIRMS

*Accounting Today* | U.S.

Ryan is the seventh largest corporate tax services provider and the largest firm generating 100% of its revenue from tax.





# BEST PLACES TO WORK IN ILLINOIS

*Daily Herald Business Ledger, Human Resources Management Association of Chicago, The Workforce Boards of Metropolitan Chicago, and Best Companies Group | ILLINOIS*

Ryan ranked number six in the 2013 Best Places to Work in Illinois Large Company category. This is the third year Ryan has made the list that recognizes and honors the top companies in the state of Illinois. Ryan was selected after a rigorous two-part evaluation process that included a review of our workplace policies, practices, and demographics, and a comprehensive employee survey measuring Ryan's work environment, culture, and employee pride and satisfaction.



2013 APRIL



# FLORIDA'S BEST COMPANIES TO WORK FOR

*Florida Trend*, Best Companies Group | FLORIDA

Ryan was named one of *Florida Trend's* 2013 Best Companies to Work For in Florida, ranking number 12 out of 36 in the Large Company category. Winning companies are selected based on employee survey results, as well as for progressive benefits and policies. This award program is dedicated to identifying Florida's best employers.







# M&A AWARDS

## M&A AWARDS

*Dallas Business Journal* | DALLAS

Ryan was named a Finalist in the 2013 M&A Awards for the Thomson Reuters Property Tax Services acquisition.

Each year, the *Dallas Business Journal* and the Association for Corporate Growth Dallas/Fort Worth honor the top deals and dealmakers in the world of mergers and acquisitions in North Texas.





## HEALTHIEST EMPLOYERS IN BOSTON

*Boston Business Journal* | BOSTON

Ryan ranked number 13 on *Boston Business Journal's* Healthiest Employers list. The Healthiest Employers award program recognizes organizations that are committed to creating a healthy workplace and improving employee wellness.



## HEALTHIEST EMPLOYERS OF WESTERN PENNSYLVANIA ►

*Pittsburgh Business Times* | PITTSBURGH

Ryan ranked number eight on *Pittsburgh Business Time's* Healthiest Employers list. The Healthiest Employers award program recognizes organizations that are committed to creating a healthy workplace and improving employee wellness. This is the second consecutive year Ryan has made the list.







RYAN WORKING MOTHER OF THE YEAR

*Working Mother* | U.S.

As one of the Working Mother 100 Best Companies, we had the chance to nominate Ryan's own Working Mother of the Year.

**Clara Kippes**, Principal, received Ryan's Working Mother of the Year award and received recognition on stage at the celebration that was held in NYC.

Clara was chosen to represent Ryan by her peers, for being a great mentor to other women.

# WORKING MOTHER 100 BEST COMPANIES

*Working Mother Magazine* | U.S.

Ryan was named one of the 2013 Working Mother 100 Best Companies in the United States, sponsored by *Working Mother* magazine. The Working Mother 100 Best Companies are chosen based on their dedication to making workplace flexibility for working parents a central strategy for business success.

This is first year for Ryan to make this prestigious list, putting our Firm on the radar in a meaningful way as one of the leading family-friendly companies in the United States.





101 BEST AND BRIGHTEST COMPANIES TO WORK FOR™

National Association for Business Resources | ATLANTA

Ryan was selected as one of Atlanta's Best and Brightest Companies to Work For™ in the Medium Business category. This is the second year Ryan has received this award that identifies and honors companies that display a commitment to excellence in their HR practices and employee enrichment. Organizations are assessed based on categories such as communication, work-life success, employee education, diversity, recognition, retention, and more.







# HEALTHIEST EMPLOYERS OF SOUTH FLORIDA

*South Florida Business Journal* | FT. LAUDERDALE

Ryan's Ft. Lauderdale office ranked number four on the Healthiest Employers of South Florida list. This is Ryan's second straight year to make the list that rewards large and small companies that are dedicated to workplace wellness. Ryan achieved this award based on our efforts to improve the health of our employees.





# 101 BEST AND BRIGHTEST COMPANIES TO WORK FOR™

National Association of Business Resources | CHICAGO

Ryan was named one of Chicago's Best and Brightest Companies to Work For™ in the Medium Business category. This is Ryan's second consecutive award win that identifies and honors companies that display a commitment to excellence in their HR practices and employee enrichment. Organizations are assessed based on categories such as communication, work-life success, employee education, diversity, recognition, retention, and more.







#### ◀ BEST PLACES TO WORK IN LOS ANGELES

##### Best Companies Group | LOS ANGELES

Ryan ranked number 13 in the Large Employer category of the Best Places to Work in Los Angeles. This award program is dedicated to identifying and recognizing the best employers in Los Angeles County. This is the fourth consecutive year Ryan has received this recognition.



#### NORTHCOAST 99

##### Employers Resource Council, NorthCoast 99 | CLEVELAND

Ryan was named a NorthCoast 99 winner for the third consecutive year.

NorthCoast 99 is an annual recognition program that honors 99 great workplaces for top talent in Northeast Ohio. Since 1999, the program has been recognizing companies for their ability to maintain great workplaces that support the attraction, retention, and motivation of top performers. Ryan made the list based on employee survey results and careful scrutiny of its policies and procedures.





# ASTD BEST

American Society for Training and Development | GLOBAL

Ryan was selected as a 2013 ASTD BEST award winner, ranking number 13 out of 28 winning organizations in five countries. BEST organizations leverage the learning function as a strategic business tool to achieve enterprise-wide success; they create, support, and champion learning opportunities for results and a learning culture.

Ryan's innovative learning programs were prominently featured in the October 2013 issue of *T+D* magazine.



## BEST PLACES TO WORK



## ◀ Pittsburgh, Western Pennsylvania | PITTSBURGH

Ryan ranked number 33 in the Best Small Company category and number 38 out of 114 in the Overall category of the Best Places to Work in Western Pennsylvania list. This is Ryan's third consecutive win, and companies were selected based on employee survey responses on topics related to work environment, people practices, personal growth and development, leadership, and employee recognition.



## Dallas Business Journal | DALLAS

Ryan ranked number 14 in the Medium Company category of the 2013 Best Places to Work in North Texas. This is Ryan's third consecutive win, and companies make the list based on employee survey responses to questions on topics related to work environment, people practices, personal growth and development, leadership, and employee recognition.





The Dallas Morning News  
**TOP 100**  
 PLACES TO WORK  
 2009 - 2013



# TOP 100 PLACES TO WORK

*The Dallas Morning News* | DALLAS

For the fifth straight year, Ryan's Dallas office received this prestigious award recognizing top employers in Dallas/Fort Worth that have created workplace environments that nurture and respect employees. Ryan ranked number 34 out of 35 in the Midsize Company category and was one of 16 companies to make the list for five straight years. Companies are recognized as Top Workplaces based solely on surveys about the workplace completed by employees.





**SOUTH FLORIDA  
BUSINESS JOURNAL**

# TOP PRIVATE COMPANIES IN SOUTH FLORIDA

*South Florida Business Journal* | FT. LAUDERDALE

Ryan was listed as the 21st largest South Florida private company by the *South Florida Business Journal* in 2013. Ryan's rapid expansion across Florida and its subsequent revenue growth to \$354 million in 2012 earned the Firm's inaugural selection to this premier ranking.





**Arizona's 2013  
Most Admired  
Companies**

**AzBusiness** magazine **bestcompaniesaz**

# ARIZONA'S MOST ADMIRED COMPANIES

Best Companies AZ, *Arizona Business Magazine* | SCOTTSDALE

Ryan was named one of Arizona's Most Admired Companies for the second straight year. With nearly 300 nominations, Ryan is one of 40 winning companies that represent the best employers in the state of Arizona. Ryan was chosen by a select committee from a wide range of industries and judged on a number of categories, including Workplace Culture, Leadership Excellence, Corporate and Social Responsibility, and Customer Opinion.







INC. 5000 - FASTEST-GROWING PRIVATE COMPANIES IN AMERICA

Inc. 5000 | U.S.

Ryan made the 2013 Inc. 500|5000 list of the fastest-growing private companies in America. Ranking 3,605, we moved up 630 places over 2012.



# MOST INNOVATIVE TECHNOLOGY COMPANY LIST

InformationWeek 500 | U.S.

Ryan ranked in the annual listing of the Top 500 Innovators in the United States for the third year in a row.

InformationWeek has recognized the most innovative users of business technology for 24 years. Editors look at companies that use unconventional approaches, including new technologies, models, ways of maximizing business opportunities, and ways of solving complex IT problems. The InformationWeek 500 list is unique among corporate rankings, as it spotlights the power of innovation in information technology, rather than simply identifying the biggest IT spenders.



GOLD STEVIE® AWARD FOR COMPANY OF THE YEAR – FINANCIAL SERVICES

International Business Awards | GLOBAL

Ryan received the international 2013 Gold Stevie® Award for Company of the Year - Financial Services category. The Company of the Year awards recognize the business achievements of entire organizations in a number of industries in more than 60 countries.

Ryan achieved gold-level status for being the top-scoring qualifying entry in our category.







HEALTHIEST EMPLOYER OF THE YEAR

*Tampa Bay Business Journal* | TAMPA

Ryan's Tampa Bay office ranked number two on the Tampa Bay's Healthiest Employers of the Year list. This is Ryan's second year to make the list.



WASHINGTON BUSINESS JOURNAL  
Greater Washington's 2013  
Healthiest Employers

GREATER WASHINGTON'S HEALTHIEST EMPLOYERS OF WASHINGTON, D.C.

*Washington Business Journal* | WASHINGTON, D.C.

Ryan's Washington, D.C. office ranked number eight on the Greater Washington's Healthiest Employers list. The Healthiest Employers award program recognizes organizations that are committed to creating a healthy workplace. This is Ryan's third straight year to make the list.



PBN PROVIDENCE BUSINESS NEWS

HEALTHIEST EMPLOYERS<sup>®</sup>  
of Rhode Island

HEALTHIEST EMPLOYERS OF RHODE ISLAND

*Providence Business News* | RHODE ISLAND

Ryan ranked number six out of nine on the 2013 Healthiest Employers of Rhode Island list. This recognition rewards large and small companies that are dedicated to workplace wellness. Ryan achieved this award based on our efforts to improve the health of our employees. This is our second consecutive win.





SLOAN WORKPLACE FLEXIBILITY AWARD

Families at Work Institute, Society for Human Resource Management, and Alfred P. Sloan Foundation | U.S.

All 27 eligible Ryan offices won the Alfred P. Sloan Award for Business Excellence in Workplace Flexibility. This prestigious award recognizes employers across the U.S. that successfully use workplace flexibility as a strategy to increase workplace effectiveness and yield positive business results.

The Ryan offices recognized as 2013 Sloan Award winners include Atlanta, Austin, Baton Rouge, Boston, Carlsbad, Chicago – Downers Grove, Chicago – Downtown, Cleveland, Columbus, Dallas, Denver, Detroit, Ft. Lauderdale, Glendale, Houston, Kansas City, Los Angeles, Nashville, New York, Philadelphia, Pittsburgh, Providence, San Francisco, Scottsdale, Seattle, St. Louis, and Washington, D.C. Many of this year's winning offices have achieved Sloan recognition four and five years in a row.







# BEST PLACES TO WORK

*Kansas City Business Journal* | KANSAS CITY

Ryan's Kansas City office ranked number three in the Best Places to Work Small Company category list.

Winning companies make the list based on input from employees who rate their companies based on team/manager effectiveness, retention probability, work engagement, and feeling valued. Ryan is a two-time recipient of this award.





National Association of Business Resources | HOUSTON ▶

Ryan was named one of Houston's Best and Brightest Companies to Work For™ in 2013. Hundreds of local companies compete for this prestigious award, and only those with the highest quality HR practices and initiatives are chosen.



101 BEST AND BRIGHTEST COMPANIES TO WORK FOR™

National Association of Business Resources | DETROIT

Ryan's Detroit office was named one of Metropolitan Detroit's Best and Brightest Companies to Work For™ for the second consecutive year. Hundreds of local companies compete for this prestigious award, and only those with the highest quality HR practices and initiatives are chosen.

# 101 BEST AND BRIGHTEST COMPANIES TO WORK FOR™







## BEST PLACES to work in PA<sub>2013</sub>



### ◀ BEST PLACES TO WORK IN PA

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

Ryan ranked number two in the Large Company category of the 2013 Best Places to Work in PA list. Created in 2000, this statewide program is designed to identify, recognize, and honor the best places of employment in Pennsylvania.

This recognition is a direct result of positive employee feedback, as well as an evaluation of our workplace policies, practices, philosophies, systems, and demographics. This is Ryan's second consecutive win.

ADMIN AWARDS

CORE24 | DALLAS

CORE 24  
**ADMIN**  
AWARDS

**Ashley Wood**, Executive Assistant, was named a 2013 Finalist at the Core24 Admin Awards in Dallas. Now in its second year, this highly selective program honors admin assistants serving executives in leading companies in Dallas. Ashley was one of five Finalists in the Achiever Award category that recognizes admins who have successfully managed and completed a significant project that had a positive company-wide impact. Ashley's work on last year's Annual Firm Meeting was spotlighted in her nomination.







IRISH AMERICA BUSINESS 100

Irish America Magazine | U.S.

**G. Brint Ryan** was named a 2013 Honoree in *Irish America* magazine's Business 100. The annual Business 100 honors the best and the brightest Irish-American and Irish-born leaders representing some of the most innovative and influential companies and corporations in the world.



# MICHIGAN'S HEALTHIEST EMPLOYERS.

Priority Health with *Crain's Detroit Business* and MiBiz | METRO DETROIT AND TROY

Ryan's Detroit and Troy offices ranked number eight on Michigan's Healthiest Employers list. The Healthiest Employers awards recognize organizations that are committed to creating a healthy workplace and improving employee wellness.







## Dallas Business Journal

### ◀ TOP 100 PRIVATE COMPANIES IN DALLAS

*Dallas Business Journal* | DALLAS

Ryan ranked number 39 out of 100 on the 2013 *Dallas Business Journal's* Top Private Companies.

BEST AND  
BRIGHTEST™  
COMPANIES  
TO WORK FOR  
WINNER 2013

# 101 BEST AND BRIGHTEST COMPANIES TO WORK FOR™

National Association of Business Resources | U.S.

Ryan was named a 2013 National Best and Brightest Companies to Work For™ winner. This is our second consecutive year to receive this national honor.

In addition to employee survey feedback, nationally recognized winners are assessed on categories such as communication, work-life success, employee education, diversity, community initiatives, recognition, and retention.





NATIONAL  
BEST AND  
BRIGHTEST  
IN WELLNESS  
WINNER 2013

NATIONAL BEST AND BRIGHTEST IN WELLNESS WINNER

National Association of Business Resources | U.S.

Ryan was named a 2013 National Best and Brightest in Wellness™ winner. This inaugural program honors U.S. companies that recognize and celebrate quality and excellence in worksite health promotion.



INC. HIRE POWER AWARD

Inc. | U.S.

Ryan ranked number 16 out of 100 on the 2013 Inc. Hire Power Award list. This places Ryan among the top private business job creators in the United States.



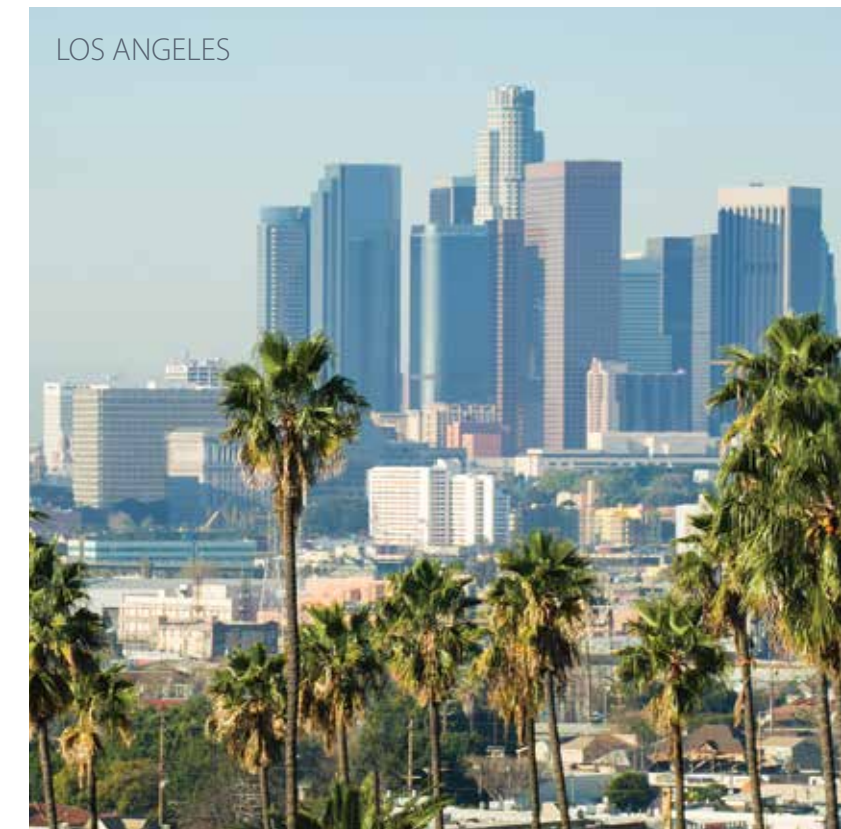
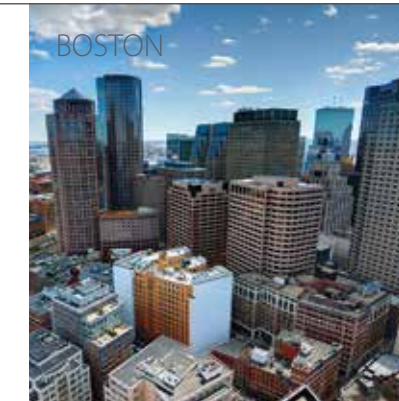


# FIT-FRIENDLY WORKSITE

American Heart Association® | U.S.

Eight Ryan offices received 2013 Gold-level Fit-Friendly certifications by the American Heart Association® (AHA) including Atlanta, Austin, Boston, Chicago, Dallas, Houston, Los Angeles, and Scottsdale. Special kudos go to our Dallas office for achieving this recognition for three consecutive years!

The AHA Fit-Friendly program recognizes employers for their progressive leadership in going above and beyond when it comes to employee health. Ryan achieved gold-level status by meeting a minimum set of entry criteria and offering employees physical activity support, increasing healthy eating options at work, and promoting a wellness culture.





**Achievers****50 Most  
Engaged  
Workplaces™**

# THE 50 MOST ENGAGED WORKPLACES™ AWARD



◀ Achievers | CANADA

Ryan made the 50 Most Engaged Workplaces™ in Canada list based on our innovative work environment and commitment to employee engagement. This annual national award recognizes top employers that display leadership and innovation in engaging their employees. This is our second consecutive win in Canada.



Achievers | U.S.

Ryan was named one of the 50 Most Engaged Workplaces™ in the United States based on our innovative work environment and commitment to the Eight Elements of Employee Engagement™, which include communications, leadership, culture, rewards and recognition, professional and personal growth, accountability and performance, vision and values, and corporate social responsibility. This is our third consecutive win in the U.S.





# INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America | GLOBAL

Ryan received the 2013 International Service Excellence Visionary category award from the Customer Service Institute of America (CSIA). Ryan earned this prestigious honor for its innovative client service practices and being at the forefront of its industry. This is only the second time that the CSIA has presented this coveted award to a company. It was last awarded in 2011.

The CSIA is the body delegated by the International Council of Customer Service Organizations (ICCSO) to manage the International Service Excellence Awards. These awards are the world's peak customer service awards, with organizations and individuals that excel in service around the globe being nominated in a variety of categories to recognize their commitment to customer service excellence.



*"This is Ryan's fourth consecutive win of an International Service Excellence Award. This is an amazing accomplishment. It proves that Ryan is not simply satisfied leading the pack, but that Ryan wants to remain in front and lead the way in the industry. It was determined that Ryan would be presented with the Visionary award based on the sheer dedication that Ryan has to improving the tax consulting industry. Through unwavering standards, client focus, and outstanding team members, Ryan continues to seek and implement opportunities to improve and has made exceptional strides and sets the benchmark in the industry. Ryan has truly redefined the tax consulting arena. Congratulations again on your fourth consecutive win of an International Service Excellence Award!"*

– Christine Churchill Burke,  
Executive Director of the  
Customer Service Institute of America



