

24/7

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

2015 *History of Ryan's Awards, Recognition,
and Personal Achievements*



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

24/7



A History of Ryan's 2015 Awards, Recognition, and Personal Achievements



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



2015 marks another year of high accolades for Ryan. Thanks to each one of you, we achieved significant international recognition for our commitment to client service excellence and workplace innovation, while demonstrating the unsurpassed talent and dedication of Ryan professionals around the world.

Significantly, Ryan became the first company ever to requalify for the prestigious International Customer Service Standard Gold Certification. We also received the prestigious designation as one of *FORTUNE'S* Best 100 Companies to Work For® and broke new ground by achieving recognition by the Great Place to Work Institute in three countries.

The true value of our many awards and accolades goes well beyond the pride and recognition it has generated. It is the contributions to our ongoing pursuit of continuous improvement built on the critical employee feedback that you provide through the award survey responses that deliver the most meaningful return. Your feedback drives new programs and policies that continue to shape Ryan into a place where people want to stay and grow.

This awards book is a tribute to the dedicated efforts of all Ryan employees who live by our core values and drive incredible client results, while guiding the development of a world-class work environment that supports professional and personal success. Building an incredible workplace means attracting and retaining the world's most talented professionals, and it's no secret that each of you is the very best at what you do.

Congratulations on all that you've accomplished in 2015. We look forward to continuing to improve Ryan's workplace—your workplace—using your valuable feedback as a blueprint for even greater success moving forward. Thank you!

G. Brint Ryan

G. Brint Ryan,
Chairman and CEO



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.

TABLE OF CONTENTS

GLOBAL AWARDS	2
NATIONAL AWARDS	8
STATE AWARDS.....	30
CITY AWARDS	42
WELLNESS AWARDS.....	56
INDIVIDUAL AWARDS.....	68



GLOBAL AWARDS



WORK-LIFE SEAL OF DISTINCTION

Alliance for Work-Life Progress (AWLP), WorldatWork

For the fourth year in a row, Ryan is a recipient of the international Alliance for Work-Life Progress (AWLP) Seal of Distinction. This recognition is a unique mark of excellence bestowed on companies that are pioneers and leaders in organizational support of work-life success. Ryan is one of 77 organizations to earn this honor in 2015. The AWLP Seal of Distinction assesses the seven categories of work-life effectiveness that comprise a best-in-class work-life portfolio in today's workplace:

- Caring for dependents
- Health and wellness
- Workplace flexibility
- Financial support for economic security
- Paid and unpaid time off
- Community involvement
- 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.



2015 INTERNATIONAL SERVICE EXCELLENCE AWARD – BEST OF THE BEST



International Customer Service Standard

For the fifth time in six years, Ryan is a recipient of the ICCSO International Service Excellence Award. 2015 is the first time that Ryan has been recognized as the Best of the Best winner. Ryan received this prestigious honor from the Customer Service Institute of America (CSIA) for its innovative client service practices and being at the forefront of its industry.

ICSS CUSTOMER SERVICE CERTIFICATION

◀ Customer Service Institute of America

Ryan became the first company to qualify for 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. In 2012, Ryan was the first recipient of this exclusive, three-year accreditation resulting from an extensive review of the Firm's client service and quality management processes. We were honored to be recertified in 2015 following another thorough review of our client service practices and policies.

ICSS has been recognized by the International Standards Accreditation Board and has been adopted by the British Department of Trade and Industry.





NATIONAL AWARDS



THE 50 MOST ENGAGED WORKPLACES AWARD

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.

A panel of expert judges evaluated Ryan’s policies and programs in each of the Eight Elements and included Ryan on the list of top 50 Most Engaged Workplaces for recognizing the importance of workplace culture—implementing enterprise-wide initiatives that support and promote a positive environment.





COMPANIES THAT CARE HONOR ROLL



Center for Companies That Care

Ryan is one of 16 U.S. companies named to the 2015 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 fifth consecutive year that Ryan has achieved this distinction.



BEST SMALL AND MEDIUM EMPLOYERS IN CANADA



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

Ryan was named to the 50 Best Small and Medium Employers in Canada list. This is the second year that Ryan has been included in this impressive group. This highly selective list, produced by Aon Hewitt, was established to identify and honor top Canadian employers, based on the results of employee engagement scores gathered from surveys of each firm's employees, human resources team, and executives.



BEST WORKPLACES IN CANADA

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

Ryan ranked number 15 in the Great Place to Work Best Workplaces in Canada Large and Multinational Category list and number six on the list of Workplaces for Women in 2015. Ryan was also one of six companies to receive special recognition for high survey scores in the "Credibility" and "Respect" sections, reflecting confidence in the competence of its leadership and workplace culture. Ryan's Canadian offices continue to exemplify excellence in all aspects of workplace culture.

This distinguished list, compiled by Great Place to Work® Institute of Canada, was established to identify, recognize, and honor the top companies that offer the best places of employment in Canada. These companies demonstrated exceptional workplace cultures based on a comprehensive methodology of employee surveys and rigorous audits measuring organizational credibility, respect, fairness, pride, and camaraderie.





FORTUNE
**100
BEST
COMPANIES
TO WORK FOR**
2015

“Being selected to the *FORTUNE* 100 Best Companies to Work For® list is the crowning achievement in our effort to attract and retain the finest professionals. I thank every Ryan associate for this honor.”

G. Brint Ryan

FORTUNE 100

FORTUNE

Ryan was selected to the *FORTUNE* 100 Best Companies to Work For® list in 2015. This prestigious recognition program, sponsored by *FORTUNE* magazine and the Great Place to Work® Institute, represents the most definitive employer-of-choice and workplace culture quality recognition a company can receive. This marks the second time that Ryan has been recognized by *FORTUNE*.

The winning companies are selected based on the most extensive employee survey in corporate America. More than 250,000 employees are surveyed on a wide range of workplace programs and benefits.



GREAT PLACE TO WORK®



Elsevier

In our first attempt at participating in the Best Workplaces in the Netherlands program, Ryan ranked number four in the "Small and Young Enterprise" Category list! We are pleased to expand our award-winning workplace culture across the Atlantic. 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. This comprehensive process delivers a representation of the organization from an employee perspective and an overall portrait of the workplace culture.



AWE WORKPLACE EXCELLENCE SEAL OF APPROVAL AWARD

Alliance for Workplace Excellence

Ryan was one of 51 companies to receive the 2015 Workplace Excellence Seal of Approval Award. Workplace Excellence Seal of Approval winners demonstrate outstanding commitment to balanced leadership and the overall success of their workforce. Ryan is a consecutive five-year recipient of this illustrious award. Our innovative workplace programs support a positive culture of excellence and earned the Firm this recognition.





MILLENNIALS BEST PLACES TO WORK

The Center for Generational Kinetics

Ryan was named to The Center for Generational Kinetics Inaugural Millennials Best Places to Work list. This recognition acknowledges Ryan’s leadership, innovation, and commitment to employing the fastest-growing generation in the workforce, and we are proud to create an environment where millennials want to work and build their careers!

BEST WORKPLACES FOR MILLENNIALS



FORTUNE

Great Place to Work® and *FORTUNE* have recognized Ryan as one of the 100 Best Workplaces for Millennials in the country. Ryan earned a spot near the top of the list at number 22. This ranking comes from an anonymous survey of close to 90,000 millennial employees administered by the workplace culture experts at Great Place to Work®.

TOP 100 ACCOUNTING FIRMS

Accounting Today

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



WORKING MOTHER 100 BEST COMPANIES

Working Mother Magazine

Ryan is proud to be named one of the 2015 *Working Mother* 100 Best Companies in the United States. *Working Mother* magazine selects 100 Best Companies to its annual list. A panel of judges, selected by *Working Mother* magazine, reviews an in-depth submission of Ryan's benefits and programs focusing on how they impact women and working mothers in particular. This is Ryan's third consecutive recognition by *Working Mother* based on our dedication to making workplace flexibility for working parents a central strategy for business success.



50 BEST PLACES TO WORK FOR NEW DADS

Fatherly

Ryan was included in the 50 Best Places to Work for New Dads report compiled by *Fatherly*, a digital lifestyle guide for men entering parenthood. This inaugural list highlights the best paternity benefits offered by leading companies in the United States focusing on factors that create a positive workplace for working dads and parents.





BEST WORKPLACES FOR DIVERSITY

FORTUNE

Great Place to Work® and *FORTUNE* have recognized Ryan as one of the 50 Best Workplaces for Diversity in the country. The culture experts at the Great Place to Work® Institute surveyed nearly 70,000 minority employees at more than 600 companies, considering how comfortable minority employees are in the workplace compared to their colleagues and their overall workplace experiences.



DAVE THOMAS FOUNDATION FOR ADOPTION 2015 100 BEST ADOPTION-FRIENDLY WORKPLACES

Dave Thomas Foundation For Adoption

Ryan is honored to be named to the Dave Thomas Foundation For Adoption list of 100 Best Adoption-Friendly Workplaces of 2015. This list recognizes workplaces that support employees who choose to pursue adoption to grow their families. We are proud to be named to this list for the first time in 2015.

FASTEST-GROWING FIRMS CONSULTING MAGAZINE

Consulting Magazine

Ryan was ranked number 35 on *Consulting* magazine's inaugural list of Fastest-Growing Firms in North America. This list ranks consulting firms of all sizes and of any sector by their rate of revenue growth between 2011 and 2014.

NATIONAL
BEST AND
BRIGHTEST
COMPANIES
TO WORK FOR
WINNER 2015

101 BEST AND BRIGHTEST COMPANIES TO WORK FOR

National Association of Business Resources

For the fourth consecutive year, Ryan was named to the annual National Best and Brightest Companies to Work For list. This honor is granted to companies that are successful in a variety of employee engagement areas, including communication, work-life balance, employee education, diversity, community initiatives, recognition, and retention.

Inc.
5000

INC. 5000

Inc. 5000

In 2015, Ryan made the Inc. 500|5000 list of fastest-growing private companies in America for the fourth consecutive year.





STATE AWARDS

CAREERBUILDER TOP COMPANIES TO WORK FOR IN ARIZONA

CareerBuilder, Republic Media, and BestCompanies AZ

The third annual CareerBuilder's Top Companies to Work for in Arizona award program recognized Ryan as one of the 2015 Top Companies to Work For in the Large Company category. Companies that have achieved top rankings in employer practices, employee engagement, and satisfaction scores are named to this exclusive list. Ryan was one of 75 companies to receive this statewide recognition.



ARIZONA'S MOST ADMIRABLE COMPANIES

Arizona's 2015
**Most Admired
Companies**



AzBusiness bestcompaniesaz



Best Companies AZ, *Arizona Business Magazine*

Ryan was named one of Arizona's Most Admired Companies for the fourth straight year. It is an incredible honor to be included on this list of best employers in the state of Arizona. Ryan's culture and workplace policies were assessed on a broad range of categories, including Workplace Culture, Leadership Excellence, Corporate and Social Responsibility, and Customer Opinion.



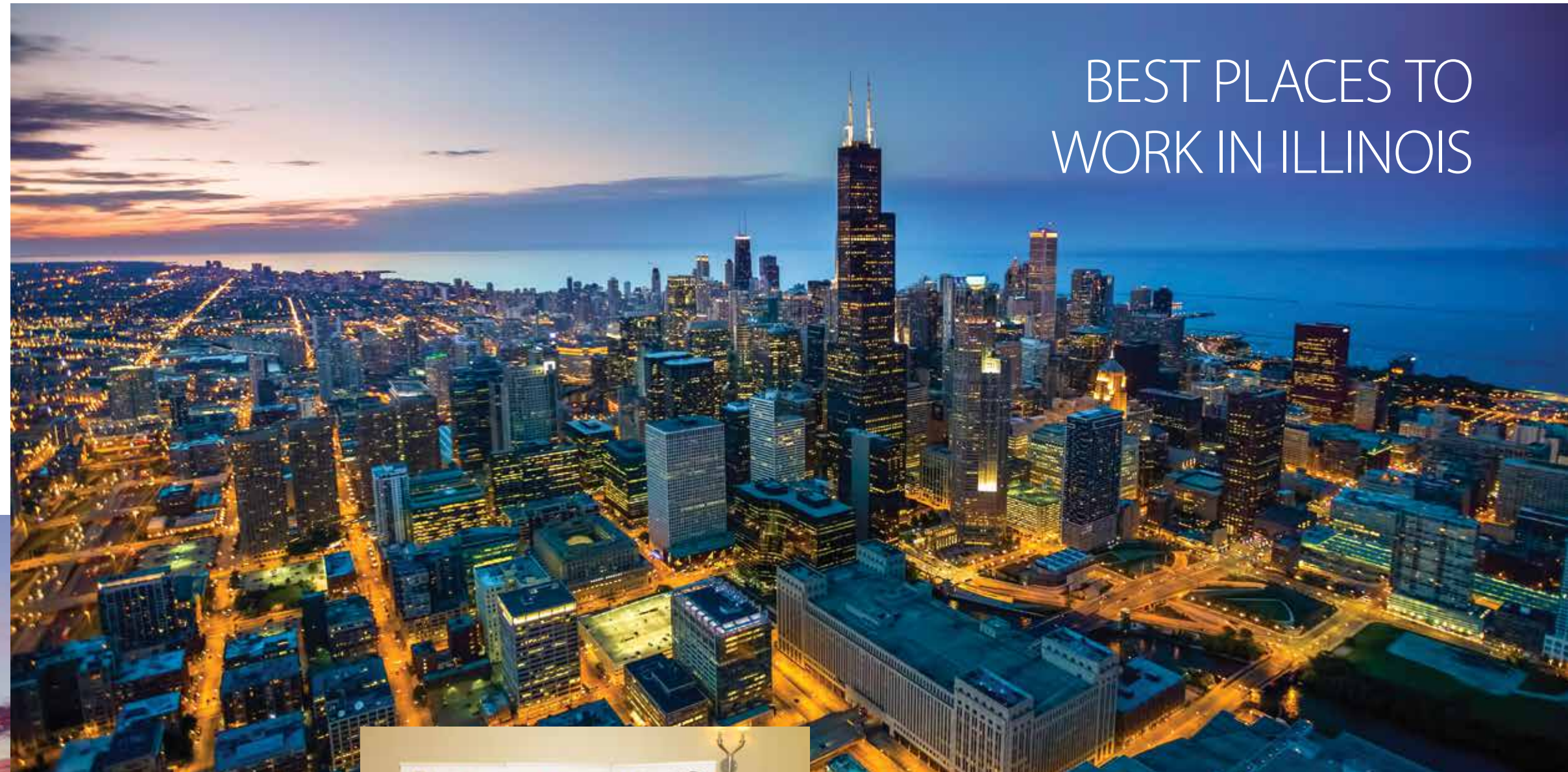
BEST COMPANIES TO WORK FOR IN FLORIDA

Florida Trend, Best Companies Group

For the third consecutive year, Ryan was named to the *Florida Trend's* list of Best Companies to Work For in Florida. Ryan ranked number 18 on the Large Company list. This program honors the best employers in the entire state of Florida, recognizing them for their dedication to workplace excellence.



BEST PLACES TO WORK IN ILLINOIS



Daily Herald Business Ledger, Human Resources Management Association of Chicago, Illinois State Chamber of Commerce, Workforce Boards of Metropolitan Chicago

Ryan ranked number five on the 2015 Best Places to Work in Illinois Large Company category list. This is the fifth straight year Ryan has made this prestigious list. The Best Places to Work program recognizes the top companies statewide. Only 75 companies across the entire state received this honor. Following a rigorous evaluation of Ryan's workplace and benefits, employees are surveyed and companies are recognized based on a comprehensive analysis of all data.

BEST COMPANIES TO WORK FOR IN NEW YORK STATE

Best Companies

Ryan was once again named to the Best Companies to Work for in New York State, ranking number eight in the Large Employer category. Ryan's innovative programs and culture were benchmarked against the best and their effectiveness evaluated based on employee surveys. This statewide survey and awards program is designed to identify, recognize, and honor the best places of employment in New York, whose practices benefit the state's businesses, economy, and workforce.



Best
Companies
to work for
NEW YORK
2015



BEST EMPLOYERS IN OHIO

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

For the fifth consecutive year, Ryan’s Ohio offices were selected as best employers in the state. Based on a combination of feedback from employees and data on Ryan’s robust benefits and programs, this survey recognizes and honors the best employers in Ohio.



BEST PLACES
to work in **PA** 2015

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 earned a spot at number six on the Large Company list of Best Companies to Work for in Pennsylvania. This is Ryan’s fourth consecutive year to be recognized as an employer of choice.





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

For the fifth consecutive year, Ryan was named to the 2015 Best Companies to Work for in Texas Large Company category list. Ryan was ranked number ten and was one of 100 Texas companies honored after a rigorous two-part evaluation of workplace policies, practices, and demographics followed by an employee survey that assesses workforce engagement and the effectiveness of these policies.



BEST PLACES TO WORK IN VIRGINIA

Virginia Business Magazine, Best Companies Group

In the 2015 Best Places to Work in Virginia program, Ryan ranked number six in the Large Company category. This is our second year to win this highly selective award designed to identify, recognize, and honor top companies in the state. The program celebrates these best places to work for benefiting the state's economy, workforce, and business environment.



CITY AWARDS



TOP WORKPLACES IN AUSTIN

◀ *Austin American-Statesman*

Ryan was once again named one of the 2015 Top Workplaces in Austin, ranking number 22 in the Small Employers category. Top employers in the Greater Austin area are identified based exclusively on employee feedback. Ryan is a five-time recipient of this award, winning in 2010, 2011, 2012, 2014, and 2015.



NORTHCOAST 99

Employers Resource Council, NorthCoast 99

For the fifth consecutive year, Ryan was named a NorthCoast 99 winner. This recognition is the premier workplace honor in Cleveland and surrounding areas. 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.



BEST PLACES TO WORK IN DALLAS

Dallas Business Journal

Ryan was recognized for the fifth consecutive year as one of the Best Places to Work in Dallas in 2015. Ryan ranked number nine in the Large Company category. Only 100 companies in the Dallas area are selected based on employee feedback on the workplace culture, employee engagement, and company benefits and programs. 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.



TOP 100 PLACES TO WORK IN DALLAS

The Dallas Morning News

For the seventh straight year, Ryan’s Dallas office received this prestigious award recognizing top employers in Dallas/Fort Worth. Top employers are recognized for their commitment to workplace excellence and employee success and have earned a spot as an employer of choice. Ryan is only one of nine companies to make the list for seven straight years.



DALLAS MIDDLE MARKET 50

Dallas Business Journal

Ryan was named to the inaugural Dallas Middle Market 50 list published by the Dallas Business Journal. The Middle Market 50 is a ranking of public and private companies whose annual revenues fall between \$25 million and \$750 million, and based on a weighted growth index from 2012 to 2014.



TOP WORKPLACES IN HOUSTON

Houston Chronicle

For the third time in six years, Ryan was named to the *Houston Chronicle's* Top Workplaces list. Ryan ranked number 36 in the Midsize Company category in 2015. Companies are recognized as Top Workplaces based solely on surveys about the workplace completed by employees on a broad range of workplace experiences, including culture, benefits, employee development, and growth opportunities.



BEST PLACES TO WORK

◀ *South Florida Business Journal*

Ryan was recognized as a Best Place to Work in South Florida for the first time in 2015. We ranked number eight out of 15 companies in the Small Company category. Ryan was one of only 40 companies from a field of 200 to be recognized as a best place to work based on employee feedback.





BEST PLACES TO WORK IN LOS ANGELES

Best Companies Group, *Los Angeles Business Journal*

For the sixth consecutive year, Ryan was named to the *Los Angeles Business Journal's* Best Places to Work in Los Angeles list. Ryan ranked number 18 on the Large Company category list in 2015. Ryan was honored to be selected as one of the top 100 companies out of more than 400,000 based in Los Angeles County. Best Places to Work are selected based on a comprehensive review of workplace programs and benefits and employee feedback.

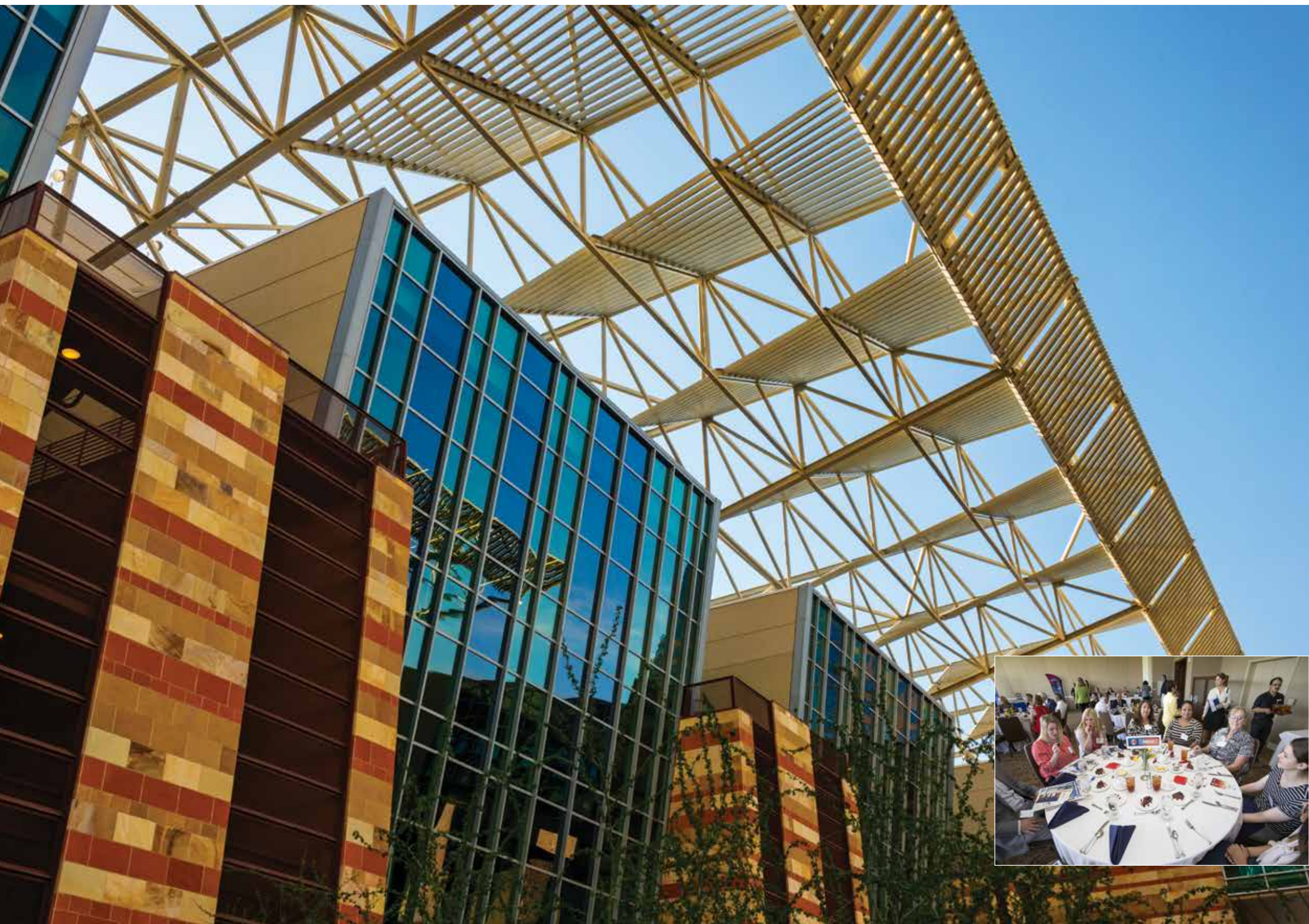


Best Companies Group, *Crain's New York Business* ►

For the second consecutive year, Ryan was named to the prestigious list of 100 Best Places to Work in New York City as published in *Crain's New York Business*. The annual compilation is based on an anonymous employee survey conducted with the Human Resources Association of New York, the Society for Human Resource Management, and Best Companies Group. Ryan's innovative workplace environment, supported by rich benefits, was repeatedly cited by employees who completed the survey.

BEST PLACES TO WORK IN NEW YORK CITY





BEST PLACES TO WORK IN WESTERN PENNSYLVANIA

Pittsburgh Business Times

For the fifth consecutive year, Ryan was named to the Best Places to Work in Western Pennsylvania list. Ninety-five companies were selected based on employee survey responses on topics related to work culture, people practices, personal growth and development, leadership, and employee recognition. Ryan ranked number 27 on the list in the Small Company category.



HR BEST PRACTICES AWARD

◀ *Phoenix Business Journal*

Ryan is a two-time recipient of the *Phoenix Business Journal's* Human Resources Best Practices Awards. This program recognizes human resources programs, such as our industry-leading *myRyan* flexible workplace program, which have had a positive impact on employees and the overall organization. Ryan was one of only nine companies to receive this honor.

BEST PLACES TO WORK IN SACRAMENTO

Sacramento Business Journal

Ryan was named an honoree on the *Sacramento Business Journal's* 2015 Best Places to Work program list – Micro category. This is Ryan's first year to be named to this prestigious list dedicated to identifying and recognizing Sacramento's best employers. Only the top 40 companies in the Sacramento area received this honor.



2015 BEST PLACES TO WORK
SACRAMENTO BUSINESS JOURNAL



BEST PLACES TO WORK

Best Companies Group, San Diego Business Journal

For the first time, Ryan's San Diego office was selected as one of the 100 Best Places to Work in San Diego. Ryan ranked number 14 on this list in the Large Company category.



WELLNESS AWARDS



HEALTHIEST EMPLOYERS OF SOUTHEAST MICHIGAN

Crain's Detroit Business

Ryan was named to the Honor Roll of Southeast Michigan's Healthiest Employers list. The awards program recognizes organizations that are committed to creating a healthy workplace. Ryan's commitment to employee health and well-being has earned us a spot on this list.



HEALTHIEST EMPLOYERS OF DENVER

◀ *Denver Business Journal*

Ryan ranked number four in the Small Business category of the *Denver Business Journal's* Healthiest Employers competition. The Healthiest Employers Award recognizes companies that have made a commitment to make wellness a reality for their employees.



HEALTHIEST EMPLOYERS OF NASHVILLE

Nashville Business Journal

Ryan is proud to have been selected to the 2015 Healthiest Employers of Nashville list. Finalists and winners were chosen based on a dedication to employee health and wellness with the use of innovative programs and robust benefits.

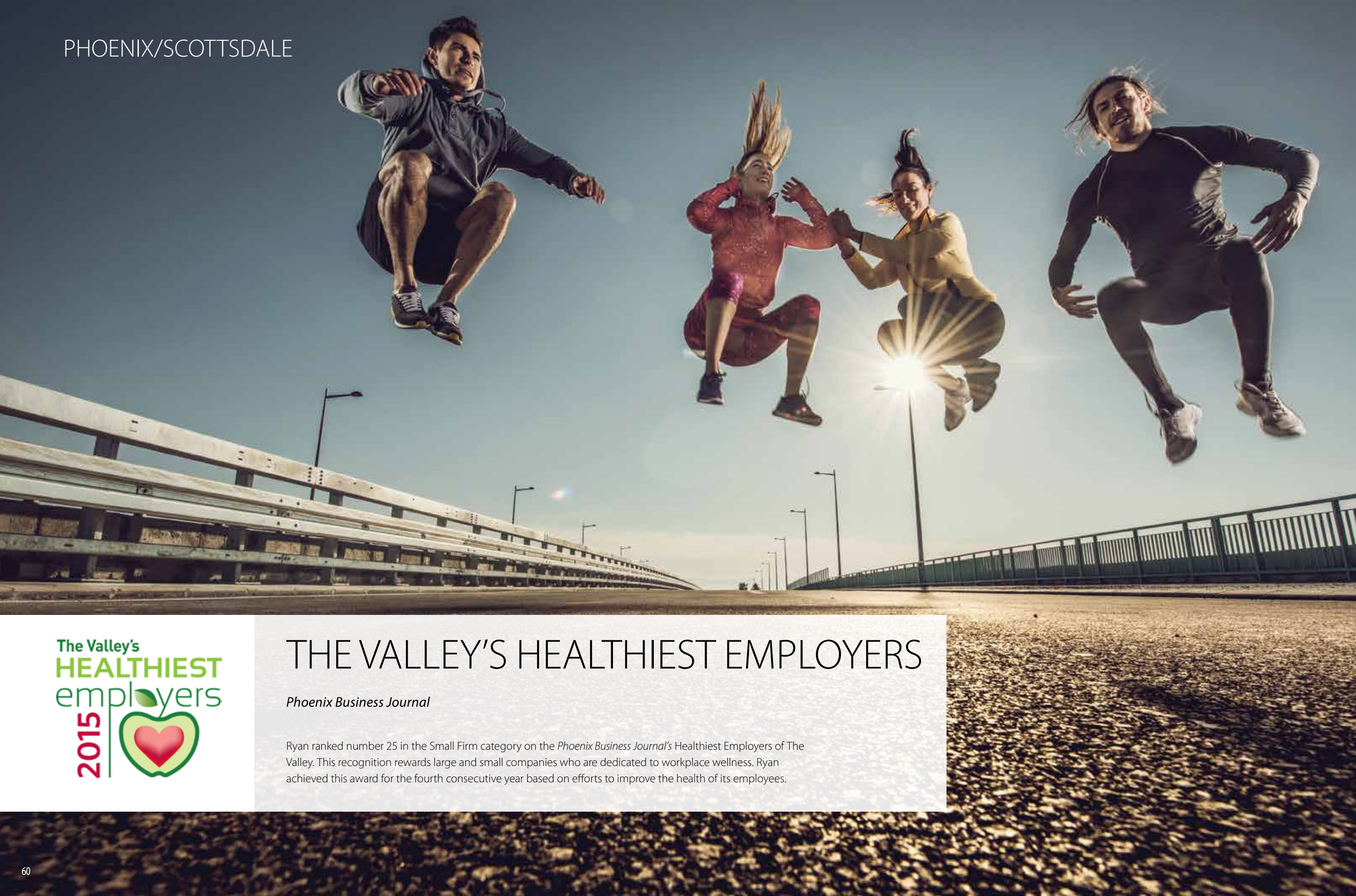


HEALTHIEST EMPLOYERS OF GREATER PHILADELPHIA

Philadelphia Business Journal ►

Ryan was named a Finalist on *Philadelphia Business Journal's* Healthiest Employers of Greater Philadelphia list. This list recognizes employers that provide a robust array of health and wellness benefits. 2015 was Ryan's second consecutive Healthiest Employers of Greater Philadelphia recognition.





THE VALLEY'S HEALTHIEST EMPLOYERS

Phoenix Business Journal

Ryan ranked number 25 in the Small Firm category on the *Phoenix Business Journal's* Healthiest Employers of The Valley. This recognition rewards large and small companies who are dedicated to workplace wellness. Ryan achieved this award for the fourth consecutive year based on efforts to improve the health of its employees.



HEALTHIEST EMPLOYERS OF SACRAMENTO

Sacramento Business Journal

The *Sacramento Business Journal* named Ryan as an honoree in its Healthiest Employers program. The Sacramento Healthiest Employers program spotlights employers that go the extra mile to create a workplace that promotes health and wellness. This marked Ryan's third consecutive recognition.





Greater Washington's
**Healthiest
Employers 2015**

GREATER WASHINGTON'S HEALTHIEST EMPLOYERS

Washington Business Journal

Our Washington D.C. area offices were named to the Greater Washington Healthiest Employers list. The Healthiest Employers awards program recognizes organizations that are committed to creating a healthy workplace by implementing innovative programs and robust benefits that yield results. This is Ryan's fifth straight year to make the list.



AWE HEALTH AND WELLNESS TRAILBLAZER

Alliance for Workplace Excellence

Ryan was one of 32 companies to receive the Health and Wellness Trailblazer Award in 2015. The Health and Wellness Seal of Approval recognizes employers that demonstrate an outstanding commitment to their employees' health and wellness—and have led the way by developing and implementing innovative programs.



NATIONAL BEST AND BRIGHTEST IN WELLNESS WINNER

National Association of Business Resources

For the third consecutive year, Ryan was named to the National Best and Brightest in Wellness™ list. The Best and Brightest in Wellness™ program highlights companies that promote a culture of health and wellness.



FIT FRIENDLY

American Heart Association

Thirteen Ryan offices received 2015 Gold-level “Fit-Friendly” certifications by the American Heart Association (AHA). 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 throughout the organization.

CONSECUTIVE YEARS WON

6 DALLAS

4 ATLANTA
AUSTIN
BOSTON
CHICAGO

HOUSTON
LOS ANGELES
SCOTTSDALE

1 CARLSBAD
CLEVELAND
DENVER
DETROIT
NASHVILLE

The background features a series of overlapping, semi-transparent blue geometric shapes, primarily triangles and parallelograms, creating a sense of depth and movement. These shapes are arranged in a way that suggests a perspective view of a modern architectural structure or a digital interface. The colors range from light sky blue to deep navy blue. At the bottom, a solid dark blue horizontal bar spans the width of the image, providing a contrasting base for the white text.

INDIVIDUAL AWARDS



CHAIRMAN’S AWARD

◀ Ryan

Ginny Buckner Kissling, President, U.S. Operations and Principal, was awarded the 2015 Chairman’s Award in recognition of her outstanding accomplishments and exemplary service, going far above and beyond in delivering exceptional service for her clients. The Chairman’s Award is the top level of recognition in the Firm and is awarded annually to the associate that best reflects the Ryan core values while delivering outstanding results.

“Ginny’s loyalty, personal dedication, and model leadership have contributed significantly to Ryan’s record revenue and client satisfaction scores,” said G. Brint Ryan, Chairman and CEO of Ryan. “Her deep commitment to the values upheld by the Firm represents the pinnacle of professional excellence.”

“Ginny’s loyalty, personal dedication, and model leadership have contributed significantly to Ryan’s record revenue and client satisfaction scores.”

G. Brint Ryan



INNOVATUS AWARD

Ryan

Vince Pierce, Senior Vice President, Chief Strategy Officer, received Ryan’s 2015 Innovatus Award for his ground-breaking work in aligning a vast array of strategic initiatives and harnessing the full force of Ryan’s Leadership and Management team to drive towards executing the Firm’s enterprise strategy. In a short period of time, Vince was able to identify key programs that would have immediate impact on the business and collaborate with a variety of teams to achieve maximum results.

DALLAS BUSINESS JOURNAL
**Women in
Business**
2015 AWARDS

WOMEN IN BUSINESS AWARD

Dallas Business Journal

Ryan's own President of Global Shared Services, **Delta Emerson**, was named a 2015 *Dallas Business Journal* Women in Business Honoree. Now in its seventh year, the highly selective Women in Business Awards program recognizes and celebrates outstanding local women business leaders who are making a difference in their industries and communities.





taxnotes



2015 TAX PERSON OF THE YEAR NOMINEE

taxnotes

Ryan's **Gerry Ridgely** is featured in Tax Analysts Year in Review: The 2015 Tax Person of the Year piece, for challenging Circular 230's section 10.27 prohibition against charging contingent fees in *Ridgely v. Lew*.



RYAN WORKING MOTHER OF THE YEAR

Working Mother Media

For the third year in a row, Ryan was named one of the 2015 *Working Mother* 100 Best Companies in the United States. We had the chance to nominate Ryan's own Working Mother of the Year—**Kelly Opferman**, Director, Sales and Use Tax, in our Pittsburgh office.



WOMEN IN TAX

International Tax Review

International Tax Review - Women in Tax: Ryan's **Ginny Buckner Kissling**, President, U.S. Operations and Principal; **Helen Lemmon**, Principal; **Suzanne den Breems**, Principal in Ryan's Amsterdam office, were featured in the inaugural edition of *International Tax Review's Women in Tax Leaders Guide*, which recognizes influential women in tax around the world making strides in a traditionally male-dominated field.



The University of Texas at Arlington College of Business

Ryan's own **Kathy Weaver**, SVP, CHRO, was recognized by The University of Texas at Arlington College of Business. Kathy received the Business Alumni Award for Outstanding Early Career Achievement. Kathy is a recent graduate of UT-Arlington, earning an Executive MBA and Graduate Certificate in Asian Business Studies in 2014.

OUTSTANDING EARLY CAREER ACHIEVEMENT



“Ryan Chairman and CEO, G. Brint Ryan, is to be commended for his continued leadership in setting the gold standard for client service. Ryan’s client service culture and commitment to delivering the highest level of client satisfaction and results stand as a sterling example for global companies looking to establish competitive advantage through an unwavering commitment to clients.”

Christine Churchill,

Executive Director, CSIA and Vice President of the ICCSO



2015 INDIVIDUAL INTERNATIONAL SERVICE EXCELLENCE AWARD FOR CUSTOMER SERVICE CEO OF THE YEAR

International Customer Service Standard

The Customer Service Institute of America (CSIA) has once again awarded **G. Brint Ryan**, Chairman and CEO of Ryan, the prestigious International Customer Service 2015 CEO of the Year Award. This award is given to recognize him for outstanding leadership at the helm of a firm that exemplifies superior client service. The CSIA is the body delegated by the International Council of Customer Service Organizations (ICCSO) to manage the International Service Excellence Awards.

