



CELEBRATING TWENTY-FIVE YEARS

of Client Service Excellence, Workplace Innovation, and Employee Development



A History of Ryan's 2016 Awards, Recognition, and Personal Achievements





25-YEAR HISTORY OF SUCCESS



2016 marked a special milestone in Ryan's history - our 25th anniversary.

24/7



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



We have a lot to be proud of as we look back on 25 years of tax innovation, and we had many fun and exciting activities throughout the year to celebrate. For example, on the 15th of every month—to commemorate our July 15th anniversary—we sponsored employee recognition activities and prizes to honor the many contributions our employees have made throughout our history. The Ryan social media channels regularly posted fun and interesting archives and photos memorializing our 25-year history. We created a Ryan anniversary time capsule to give future Ryan employees a glimpse into our existing Firm culture. Ryan employees around the globe came together for our inaugural RyanShares Day of community service on Thursday, July 14th to live our core value of generosity by working together to make an impact in our local communities across the globe.

We had an exciting year and delivered record revenue and profitability while building the foundation for our next 25 years of growth.

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.

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GLOBAL AWARDS



WORK-LIFE SEAL OF DISTINCTION

Alliance for Work-Life Progress (AWLP), WorldatWork

For the fifth year in a row, Ryan was honored with the International Alliance for Work-Life Progress (AWLP) Seal of Distinction. This prestigious award recognizes organizations that support work-life success. Ryan is one of 117 organizations to earn this honor for 2016. The seal is a unique mark of excellence designed to identify organizational success in work-life effectiveness. Created in 2012, the AWLP Seal of Distinction measures the overall strength of organizations' work-life portfolio and success in creating positive work environments in areas of caring for dependents, health and wellness, workplace flexibility, financial support for economic security, paid and unpaid time off, community involvement, and transforming organizational culture. AWLP is a subsidiary of WorldatWork, a not-for-profit organization providing education, research, and conferences focused on global human resources issues.





BRANDON HALL GROUP EXCELLENCE AWARD – BEST ADVANCE IN EMPLOYEE RECOGNITION

◀ Brandon Hall Group

Ryan's human resources programs have earned the Brandon Hall Group Bronze Award for Excellence in Human Capital Management for Best Advance in Employee Recognition. Ryan's innovative and wildly successful online peer-recognition program, RyanPRIDE, was the focus for this award. The entries were evaluated based on the fit, need, design, and execution of the program by an international panel of independent industry experts, Brandon Hall Group senior analysts, and our executive leadership team. The Brandon Hall Group Excellence Award signifies that an organization's work represents a leading practice in the human capital management function.



NATIONAL AWARDS



BESTEMPLOYER

PLATINUM | CANADA | 2016
BEST SMALL & MEDIUM ORGANIZATIONS

BEST SMALL AND MEDIUM EMPLOYERS IN CANADA

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

Ryan was named to the Platinum Level of the Best Small and Medium Employers in Canada list. This is the highest designation given to a firm by Aon Hewitt, and Ryan was one of only 28 small and medium employers to be recognized at this level. Published in *Canadian Business* magazine, the Aon Best Employers in Canada list publicly recognizes outstanding organizations that have created great work environments. This is the third year that Ryan has made this prestigious list.



BEST WORKPLACES IN CANADA

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

Ryan was again named to the list of 100 Best Workplaces in Canada in the Large and Multinational category, ranking number 17 on the list. This is Ryan's fourth consecutive year to be recognized on this elite list. Ryan also ranked number five in the Best Workplaces for Women category.



KANSAS CITY



BOSTON

COMPANIES THAT CARE HONOR ROLL

Center for Companies That Care



Ryan is one of only 12 companies selected to the Companies That Care 2016 Honor Roll. The Honor Roll is a national list that recognizes 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 sixth consecutive year that Ryan has achieved this distinction.



GREAT PLACE TO WORK®

Elsevier

For the second consecutive year, Ryan's Amsterdam office ranked number four in the Great Place to Work Best Workplaces in the Netherlands Small and Young Enterprise category. Companies that make this list are recognized for exceptional workplace cultures as determined by a comprehensive methodology of employee surveys and rigorous audits measuring organizational credibility, respect, fairness, pride, and camaraderie.





AWE WORKPLACE EXCELLENCE SEAL OF APPROVAL AWARD

Alliance for Workplace Excellence

Ryan was one of 53 companies to receive the 2016 Workplace Excellence Seal of Approval award. This marks the sixth year Ryan has been recognized by the Alliance for Workplace Excellence. Workplace Excellence Seal of Approval winners demonstrate outstanding commitment to balanced leadership and the overall success of their workforce.



50 BEST WORKPLACES FOR FLEXIBILITY

Great Place to Work Institute, *FORTUNE*

Great Place to Work® and *FORTUNE* magazine have recognized Ryan as number one on their list of 50 Best Workplaces for Flexibility in the country. The culture experts at the Great Place to Work Institute surveyed more than 209,000 workers in the U.S. to find 50 employers that are building the workplace of the future. Ryan is proud to be leading the country in innovative workplace flexibility that empowers its employees to achieve professional and personal success.



WORKING MOTHER 100 BEST COMPANIES

Working Mother Media

For the fourth consecutive year, Ryan was named to the prestigious Working Mother 100 Best Companies in the United States list. Each year, *Working Mother* magazine selects its list of 100 Best Companies based on their dedication to making workplace flexibility for working parents a central strategy for business success.





50 BEST WORKPLACES FOR RECENT GRADUATES



Great Place to Work Institute, *FORTUNE*

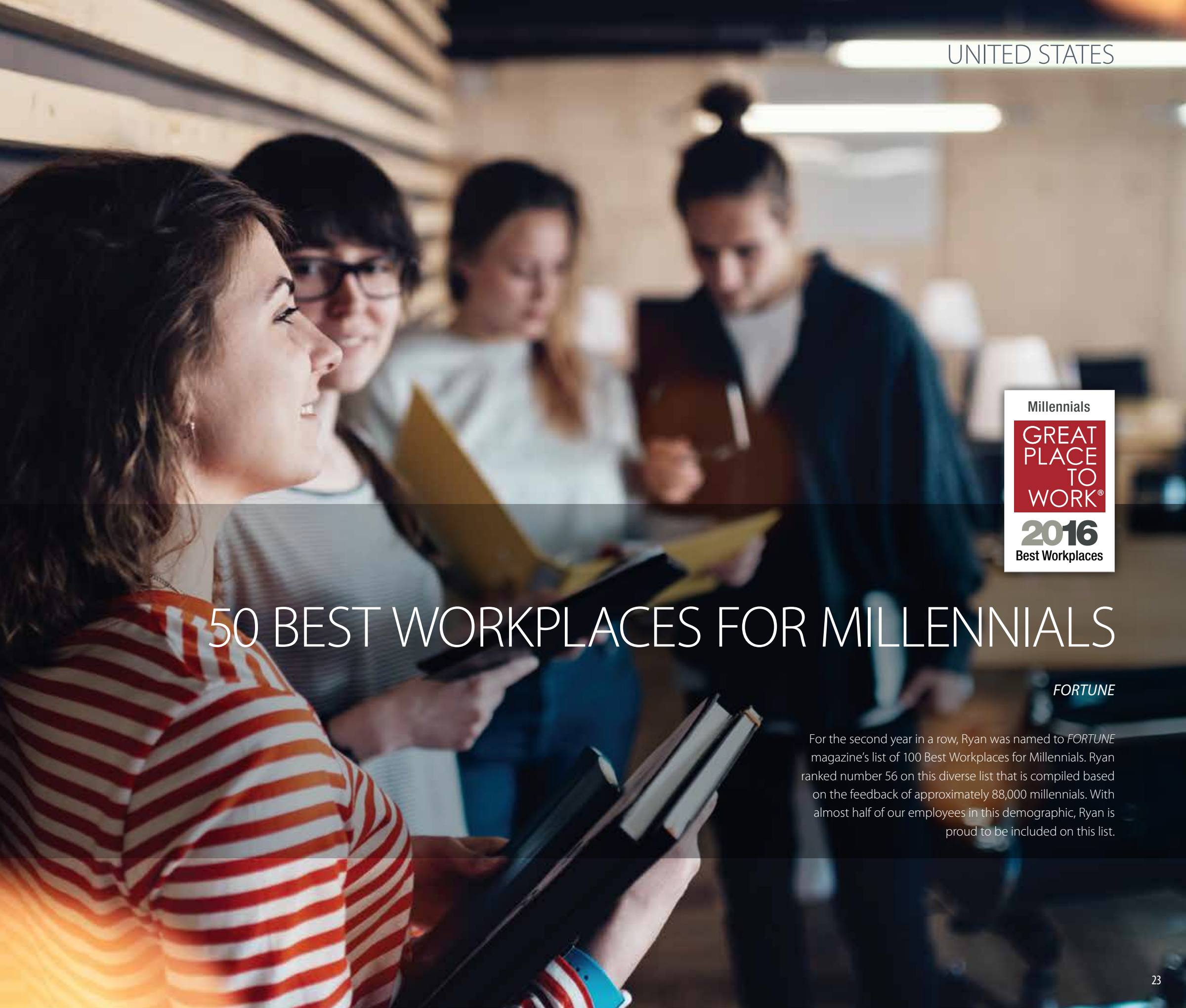
Great Place to Work® and *FORTUNE* magazine have recognized Ryan as one of the 50 Best Workplaces for New College Graduates in the country. Based on feedback from employees of approximately 600 and hiring practices, 50 companies of varying sizes, from a wide range of industries, were selected for this honor. Ryan ranked number 39 on this list.

Achievers 50
Most Engaged Workplaces™ 2016

50 MOST ENGAGED WORKPLACES™

Achievers

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



50 BEST WORKPLACES FOR MILLENNIALS



FORTUNE

For the second year in a row, Ryan was named to *FORTUNE* magazine's list of 100 Best Workplaces for Millennials. Ryan ranked number 56 on this diverse list that is compiled based on the feedback of approximately 88,000 millennials. With almost half of our employees in this demographic, Ryan is proud to be included on this list.



FASTEST-GROWING CONSULTING FIRMS

Consulting Magazine

For the second consecutive year, Ryan was included on *Consulting* magazine's Fastest-Growing Consulting Firms list. This list is designed to highlight the consulting firms that have seen rapid success as evidenced by exceptional revenue growth of at least 20% over the past three years.



100 BEST ADOPTION-FRIENDLY WORKPLACES

Dave Thomas Foundation

Ryan is again thrilled to be included on the list of 100 Best Adoption-Friendly Workplaces identified by the Dave Thomas Foundation. Companies on this list are recognized for benefits and policies that create a workplace that supports employees who choose to pursue adoption to grow their families.



100 BEST WORKPLACES FOR WOMEN

FORTUNE

Ryan was named to the *FORTUNE* and Great Place to Work® list of 100 Best Workplaces for Women. This list ranks workplaces based entirely upon feedback from more than 137,762 women at Great Place to Work-Certified companies on the experience of women in the workplace and the behaviors that create an environment where women can succeed.





STATE AWARDS



TOP COMPANIES TO WORK FOR IN ARIZONA

◀ CareerBuilder, Republic Media, BestCompanies AZ

Ryan was once again included on the list of Top Companies to Work for in Arizona in the Large Company category. The Top Companies to Work for in Arizona awards program identifies companies that have achieved top rankings in employer practices, employee engagement, and satisfaction scores.



ARIZONA'S MOST ADMIRABLE COMPANIES



BestCompaniesAZ, Arizona Business Magazine

Ryan was named one of Arizona's Most Admired Companies for the fifth consecutive year. It is an incredible honor to be included on this list of best employers in the state of Arizona published in *Arizona Business Magazine*. 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.

BEST PLACES TO WORK IN ILLINOIS



Best Places to Work in 2016
A workplace analysis and competition

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

For the sixth consecutive year, Ryan was named to the 2016 Best Places to Work in Illinois. Ryan ranked sixth in the Large Employer category. This statewide survey and awards program was designed to identify, recognize, and honor the best places of employment in Illinois, benefiting the state's economy, workforce, and businesses.

COOL PLACES TO WORK IN MICHIGAN



Best Companies Group, Crain's Detroit Business

For the second time, Ryan was selected as one of the Cool Places to Work in Michigan, ranking number six on the list. This exciting initiative is dedicated to finding and recognizing Michigan's best employers, and Ryan is honored to be included on this list.

Best
Companies
to work for
NEW YORK
2016



BEST COMPANIES TO WORK FOR IN NEW YORK

Best Companies Group

For the third consecutive year, Ryan was named one of the Best Companies to Work for in New York State. Ryan was one of only 80 companies in the entire state to be honored for its outstanding employee engagement, ranking in the category for large-sized employers with 250 or more U.S. employees. 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 EMPLOYERS IN OHIO

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

Ryan was named one of the 2016 Best Employers in Ohio for the sixth consecutive year, moving up from the nineteenth best employer in the Large Company category last year to sixth this year. The annual list of the Best Employers in Ohio was created by the Ohio Society for Human Resource Management (SHRM) State Council and the Best Companies Group, and recognizes the best places of employment in Ohio benefiting the state's economy, its workforce, and businesses.



BEST COMPANIES TO WORK FOR IN PA

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

For the fifth consecutive year, Ryan was named to the prestigious Best Places to Work in PA list in the Large Company category. 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 Ryan's workplace policies, practices, philosophies, systems, and demographics.





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 sixth consecutive year, Ryan was named one of the 2016 Best Companies to Work for in Texas. This statewide survey and awards program was designed to identify, recognize, and honor the best places of employment in Texas, benefiting the state's economy, workforce, and businesses. Ryan ranked number 16 on the 2016 Best Companies to Work for in Texas Large Company category list.



CITY AWARDS



TOP WORKPLACES IN ATLANTA

Atlanta Journal Constitution

Ryan's Atlanta offices were named one of the 2016 Top Workplaces in Atlanta by the *Atlanta Journal Constitution*. After 275 metro companies were surveyed, winners were selected based on employee feedback in key areas such as company management, benefits, compensation, environment, motivation, and growth opportunities.



TOP WORKPLACES IN AUSTIN

Austin American-Statesman

In 2016, Ryan was again named to the *Austin American-Statesman's* list of Top Workplaces in Austin. Ryan is honored to be included on this list of employers that exemplify workplace excellence based on direct employee feedback of their company management, benefits, compensation, environment, motivation, and growth opportunities. Ryan is a six-time recipient of this award.





BEST PLACES TO WORK IN DALLAS-FORT WORTH



2016 BEST PLACES TO WORK
DALLAS BUSINESS JOURNAL

Dallas Business Journal

Ryan is honored to be included on the *Dallas Business Journal's* list of Best Places to Work in Dallas-Fort Worth. Ryan was one of 100 businesses that were honored for this award based on employee survey responses to questions on topics related to work environment, people practices, personal growth and development, leadership, and employee recognition. This is Ryan's sixth consecutive year to be named to this prestigious list.

NORTH TEXAS LARGEST 100 PRIVATE COMPANIES

Dallas Business Journal

Ryan was named to the *Dallas Business Journal's* North Texas Largest 100 Private Companies list for the fourth consecutive year, ranking the 32nd largest privately owned company.



Dallas Business Journal ▶

For the second consecutive year, Ryan was included on the *Dallas Business Journal's* Middle Market 50 list. This list is a ranking of public and private companies whose annual revenue falls between \$25 million and \$750 million, and based on a weighted growth index from 2013 to 2015.



MIDDLE MARKET 50



HUMAN RESOURCES BEST PRACTICES

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.



WHEN WORK WORKS

(Formerly known as the Alfred P. Sloan Award for Excellence in Workplace Effectiveness and Flexibility)

When Work Works National Partners, Families and Work Institute (FWI), Society for Human Resource Management (SHRM), along with regional community partners

Thirty-three Ryan offices were selected as 2016 When Work Works award winners based on employee feedback and programs that support effective workplace strategies to increase business and employee success. This prestigious award, part of the national When Work Works project, administered by the Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM), recognizes employers of all sizes and types across the country. The 33 Ryan offices recognized include Arlington, both Atlanta offices, Austin, Bellevue, Boston, Burlington, Carlsbad, Cedar Rapids, Chicago, Cleveland, Dallas, Denver, Detroit, Downers Grove, Ft. Lauderdale, Glendale, Houston, Irvine, King of Prussia, Los Angeles, Minneapolis, Nashville, New York, Overland Park, Pittsburgh, Providence, Sacramento, Salt Lake City, San Antonio, San Francisco, Scottsdale, and Tampa.





INDIVIDUAL AWARDS



RYAN WORKING MOTHER OF THE YEAR

Working Mother Media

Ryan was named one of the 2016 Working Mother 100 Best Companies in the United States. This is Ryan's fourth time to be recognized on this list, and Ryan's Director, Senior Corporate Counsel, **Cynthia Price**, was selected as Ryan's Working Mother of the Year. Cynthia is about getting the job done—no excuses. Whether she is leading in the legal department or in her blended family of seven, she's a superstar and is Ryan's 2016 Working Mother of the Year.



INNOVATUS AWARD WINNER

Ryan

Steve Dudgeon, *Manager* in our Houston Office, received Ryan's 2016 Innovatus Award for his dedication to the continual development of innovative solutions. Steve's contributions have made the Severance Tax practice at Ryan more efficient, more effective, and have expanded the overall earning potential of the practice while still maintaining a superb level of client service. His pioneering reframing of the United States Federal Royalties Review allowed for a vastly expanded reach and new client service opportunities. Steve was then able to build this service line from the ground up; including developing the processes and procedures with the Office of Natural Resources Revenue for how these reviews would be conducted.



ADMINAWARDS™

ADMINAWARDS, FINALIST

Core24

Ryan's own **Jen Klingmann** was selected as a finalist for the Dallas AdminAwards in the Above the Call Receptionist category. Jen radiates Ryan's core values of Drive, Integrity, Trust, Mastery, Creativity, Entrepreneurial Spirit, and Generosity in everything she does.



TOP FEMALE EXECUTIVE, FINALIST

Addison Magazine

Ryan's own President of Global Shared Services, **Delta Emerson**, was selected as a finalist for *Addison Magazine's* Top Female Executive. This award honors outstanding female executives that are driving success at their companies with innovative ideas, hard work, and persistence, all while giving back to the community.



40 UNDER 40, HONOREE

Fort Worth Business Press

Kathy Weaver, Ryan's Chief Human Resources Officer, was named to the *Fort Worth Business Press* 40 Under 40 list. This prestigious list recognizes 40 honorees each year, all under the age of 40, destined for success based on striking accomplishments in their fields.



DALLAS 500, HONOREE

D CEO Magazine ▶

G. Brint Ryan, Chairman and CEO of Ryan, was named to the Dallas 500 by *D CEO* magazine for the second year in a row. The Dallas 500 celebrates the most influential leaders in North Texas and provides an engaging, personal look at the people across 60 categories that make Dallas such a powerful economic force.



The background is a dark blue gradient with horizontal streaks of light in shades of blue and yellow. There are numerous small, glowing particles scattered throughout, creating a sense of motion and energy. The overall aesthetic is futuristic and high-tech.

WELLNESS AWARDS



AWE HEALTH AND WELLNESS SEAL OF APPROVAL

Alliance for Workplace Excellence

Ryan was again selected to the elite group of companies earning the Alliance for Workplace Excellence Health and Wellness Seal of Approval. Ryan was one of 37 companies to receive this recognition. The Health and Wellness Seal of Approval recognizes employers for programs and benefits that support their commitment to employees' health and wellness.



