



# TWENTY-FOUR SEVEN 2019

*A History of Ryan's 2019 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.





## RYAN TEAM MEMBERS ARE BUILDING THE LEADING TAX SERVICES FIRM IN THE WORLD

Our philosophy for achieving market leadership is centered around delivering superior client service through the most innovative work environment in our industry. The awards commemorated in this book represent the dedicated efforts of the more than 2,700 global Ryan team members who are living our purpose and values to drive incredible results for our clients and our Firm.

The true benefit of these awards and accolades goes well beyond the pride and recognition generated. It is the critical employee feedback provided through the award survey responses that powers our ongoing pursuit of continuous improvement and enhances our ability to attract and retain the very best talent in the world.

I am proud to proclaim that every Ryan employee is the very best at what they do and pleased that their ongoing commitment to the development of our world-class work culture creates unlimited opportunities for professional and personal success. They are leading our industry into a new era of business productivity built on employee satisfaction while building the leading global brand in tax.

This awards book is a glimpse into 2019's record-breaking year of growth, employee satisfaction, and professional achievements. I appreciate each and every Ryan team member for **contributing to** our success.

G. Brint Ryan,  
Chairman and CEO

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GLOBAL AWARDS



# 2019 INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America

The year 2019 marks the eighth time Ryan has been recognized by the Customer Service Institute of America with the International Service Excellence Award. This year, Ryan was singled out in the Customer-Focused Innovations category. Ryan has a legacy of client service excellence and continually seeks ways to enhance and elevate client service. By leveraging technology and the latest research and tools, Ryan continues to create an unmatched client experience.





2019  
**BEST**  
AWARD  
WINNER



## ATD BEST

Association for Talent Development, *ATD Magazine*

Ryan is proud to again be named to the Association for Talent Development's list of BEST Award winners. This prestigious list of 59 companies from around the world, recognizes leaders in the space of employee development. Ryan, one of only two Texas-based firms, ranked number 26 on this list of companies that span the globe. This is Ryan's sixth time to be recognized.





NATIONAL AWARDS





# BEST WORKPLACES FOR INCLUSION

Great Place to Work Institute

Ryan was once again named a Best Workplace for Inclusion in Canada. This is Ryan's second year to be included with this group of workplace leaders that are recognized for their commitment to equality and fairness, regardless of personal characteristics such as gender, age, and sexual orientation.







## BEST WORKPLACES FOR PROFESSIONAL SERVICES

Great Place to Work Institute

For the third consecutive year, Ryan was named one of the Best Workplaces in Professional Services in Canada. We are proud that our culture and programs empower our team members to achieve unprecedented success professionally and personally.



## BEST WORKPLACES FOR GIVING BACK

Great Place to Work Institute

Ryan is thrilled to be named to the inaugural list of Best Workplaces for Giving Back. This list recognizes companies that make a difference in their communities and where employees feel good about the way their company contributes to the community.





# BEST WORKPLACES FOR MENTAL WELLNESS

Great Place to Work Institute

The culture experts at the Great Place to Work Institute compiled this list of companies that provide a psychologically and emotionally healthy workplace, based on employee feedback and programs offered. Ryan is grateful to its employees for creating this environment and is honored to be on this list.



# BEST WORKPLACES FOR WOMEN

Great Place to Work Institute

Ryan was named one of the Best Workplaces for Women in Canada for the second time. Companies on this list are recognized as workplaces where programs and policies are in place to help women succeed and experience the workplace equitably. Anonymous survey data from employees was used to help create this list.







# BEST WORKPLACES IN CANADA

Great Place to Work Institute, *Globe and Mail*

Our Ryan Canada offices continue to exemplify workplace excellence in all spheres. Recognized for the seventh consecutive year as one of the Best Workplaces in Canada, Ryan ranked seventh on this prestigious list that honors companies that prioritize people and create a culture that works for everyone.



BESTEMPLOYER

PLATINUM | CANADA | 2019  
BEST SMALL & MEDIUM ORGANIZATIONS

# BEST SMALL AND MEDIUM EMPLOYERS IN CANADA

Aon Hewitt, Queen’s University School of Business, *Canadian Business*

Ryan is thrilled to be named once again to the Aon Hewitt Platinum list of Best Small and Medium Employers in Canada. This is Ryan's sixth consecutive year to make the list, which is based on anonymous employee feedback through a survey administered by Aon Hewitt. Organizations on this list are recognized for their accomplishments in employee engagement and effective leadership.







# INDIA'S GREAT MID-SIZE WORKPLACES

Great Place to Work Institute, *BW BusinessWorld*

For the third year in a row, our Hyderabad office was named as one of the Great Mid-Size Workplaces in India. The experts at the Great Place to Work Institute recognize organizations that have created a culture focused on creating a high-trust environment that ultimately results in a high-performance culture. Companies on this list were featured in a special publication of *BW BusinessWorld*.



FORTUNE  
**100**  
**BEST**  
 COMPANIES  
 TO WORK FOR®  
 2019

# 100 BEST COMPANIES TO WORK FOR®

FORTUNE

In 2019, Ryan earned its highest-ever ranking on the *FORTUNE* 100 Best Companies to Work For® list. Ryan ranked number 52 on this internationally renowned list of leaders in workplace excellence. Ryan remains committed to seeking insight from employees and providing programs and benefits that are industry-leading, creating a culture that empowers its employees to achieve personal and professional success.







# AMERICA'S BEST MID-SIZE EMPLOYERS

*Forbes*

For the first time, Ryan was named to *Forbes* America's Best Mid-Size Employers. This list was compiled based on anonymous feedback collected by research partner Statista from employees across the country.





# 75 BEST WORKPLACES FOR MILLENNIALS

Great Place to Work Institute, *FORTUNE*

Ryan was again recognized as one of the 75 Best Workplaces for Millennials in 2019 by *FORTUNE* magazine and the Great Place to Work team. Ryan has received this recognition for the fourth time in five years. We are proud to create a culture of innovation and trust that resonates with our millennial team members.







## 50 BEST WORKPLACES FOR PARENTS

Great Place to Work Institute, *FORTUNE*

We are thrilled to again be named as one of *FORTUNE* magazine's 50 Best Workplaces for Parents. We know that the most impactful workplace leaders make sure employees are surrounded with robust benefits and innovative programs that support them and their families.



## BEST WORKPLACES IN CONSULTING AND PROFESSIONAL SERVICES

Great Place to Work Institute, *FORTUNE*

Ryan ranked number 10 on the 2019 list of Best Workplaces in Consulting and Professional Services as published by *FORTUNE* magazine and the culture experts at the Great Place to Work Institute. Ryan employees appreciate the transparent leadership and the opportunity to innovate and share ideas, creating unprecedented levels of engagement and ownership.







## ADOPTION-FRIENDLY WORKPLACE — ADOPTION ADVOCATE

Dave Thomas Foundation for Adoption

In 2019, Ryan was named an Adoption Advocate by the Dave Thomas Foundation for Adoption for its programs and benefits that support the foundation's belief that every child deserves a permanent home and loving family.



## 100 BEST WORKPLACES FOR DIVERSITY

Great Place to Work Institute, *FORTUNE*

Ryan was named a Best Workplace for Diversity by *FORTUNE* magazine and its research partner, Great Place to Work Institute. This is the fourth time Ryan has been included on this prestigious list that recognizes companies that create an equitable workplace experience for all employees, regardless of gender, race, age, disability, and sexual orientation.



# 75 BEST LARGE WORKPLACES FOR WOMEN

Great Place to Work Institute, *FORTUNE*

For the third time, Ryan was named to the *FORTUNE* list of 75 Best Workplaces for Women. The experts at Great Place to Work Institute compile this list based on employee feedback through anonymous surveys. We are proud to be an industry leader in creating an exceptional workplace for women.



## AWE WORKPLACE EXCELLENCE SEAL OF APPROVAL

### Alliance for Workplace Excellence

Ryan was recognized by the Alliance for Workplace Excellence (AWE) with the Workplace Excellence Seal of Approval in 2019. This marks the ninth consecutive year for Ryan to receive this award that recognizes leaders in eight key areas of workplace innovation and excellence: innovative corporate culture and management practices; family and employee-friendly policies and programs; strong health and wellness initiatives; employee growth and learning opportunities; commitment to corporate, social, and civic responsibility; diversity and inclusion practices; flexible work environment; and safety and security. Ryan was one of 38 companies to make this elite list.







FASTEST GROWING  
FIRMS

FASTEST-GROWING FIRMS

*Consulting*

For the fifth consecutive year, Ryan was named one of the Fastest-Growing Firms by *Consulting* magazine. The editors at *Consulting* magazine compile this list of 52 firms based on revenue growth from 2015 to 2018.

glassdoor

2019 **BEST PLACES TO WORK**  
EMPLOYEES' CHOICE

GLASSDOOR BEST PLACES TO WORK

Glassdoor

Ryan was named a Best Place to Work by Glassdoor in 2019. This list recognizes U.S. employers that rise to the top based on anonymous reviews and ratings from current and former employees. Ryan ranked an impressive number 21 on this list, with an overall average rating of 4.4.





# 50 MOST ENGAGED WORKPLACES™ IN NORTH AMERICA – ELITE 8

## Achievers

Ryan was again recognized as one of Achievers 50 Most Engaged Workplaces. This is the eighth consecutive time Ryan has been honored by Achievers, but in 2019, we were also named to the prestigious Elite 8, in the category of Professional and Personal Growth. We are thrilled to be included in this best-of-the-best list and to be recognized as one of the eight most engaged workplaces in North America.







STATE AWARDS





## BEST COMPANIES TO WORK FOR IN FLORIDA

Best Companies Group, *Florida Trend*

Ryan is thrilled to be included on *Florida Trend's* 2019 Best Companies to Work for in Florida list. This is Ryan's fourth time to be included on this list of organizations that are actively focused on creating a great workplace culture. We are proud to be recognized by *Florida Trend* and Best Companies Group.



## BEST PLACES TO WORK IN ILLINOIS

Best Companies Group, *Daily Herald Business Ledger*

Ryan was again recognized as a Best Place to Work in Illinois in 2019. This is Ryan's ninth consecutive year to make this defining list that recognizes leaders in workplace innovation and culture. Ryan has been in the Top 10 Best Places to Work in Illinois for all nine years, ranking seventh in 2019.



## TOP COMPANIES TO WORK FOR IN ARIZONA

Best Companies Group, *azcentral*

Each year, *azcentral* and Best Companies Group recognize the Top Companies to Work for in Arizona based on anonymous employee feedback. In 2019, Ryan was named to this list of workplace leaders for the eighth consecutive year.





## BEST COMPANIES TO WORK FOR IN NEW YORK STATE

Best Companies Group, New York State Society for Human Resource Management

For the fifth year, Ryan was recognized as one of the Best Companies to Work for in New York State in 2019. The Society for Human Resource Management (SHRM), in partnership with Best Companies Group, compiles the list based on a robust evaluation of employee feedback and workplace practices.



## BEST EMPLOYERS IN OHIO

Best Companies Group, *Crain's Cleveland Business*

Ryan is thrilled to be named one of the Best Employers in Ohio for the ninth consecutive year. Ryan ranked fifth on this prestigious list that recognizes companies based on how and what their employees have to say. We are proud to be honored for creating a world-class workplace environment.







CENTRAL PENN BUSINESS JOURNAL  
**BEST PLACES**  
 to work in **PA** 2019

# BEST PLACES TO WORK IN PENNSYLVANIA

*Central Penn Business Journal*

For the eighth consecutive year, Ryan was named one of the Best Places to Work in Pennsylvania. In 2019, Ryan ranked ninth in the Large Company category, marking its seventh year as a top-10 honoree.







# BEST COMPANIES TO WORK FOR IN TEXAS

Best Companies Group, *Texas Monthly*

In 2019, Ryan was again named to the list of Best Companies to Work for in Texas. Ryan has been honored on this list for nine years, and we are incredibly proud of our legacy of workplace excellence.





**Best  
Workplaces™**  
in Texas

**Great  
Place  
To  
Work®** USA  
2019

## BEST WORKPLACES IN TEXAS 2019

Great Place to Work Institute, fortune.com

For the third consecutive year, Ryan was named one of the Best Companies to Work for in Texas by *FORTUNE* magazine, based on surveys and research conducted by the Great Place to Work Institute. We are proud that through these programs we are able to seek insight from employees and use that feedback to help create programs and perks that are the workplace of the future.

## BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business*

*Virginia Business* and Best Companies Group recognized Ryan as one of the Best Places to Work in Virginia in 2019. Ryan was recognized as the number three large company in the state of Virginia. This is Ryan's fourth time to make this list. We are proud that our values and culture work together to create a workplace that is unparalleled.







CITY AWARDS



## TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

In 2019, Ryan was named one of the Top Workplaces in Atlanta by *The Atlanta Journal-Constitution*. Ryan earned this designation for scoring above the national benchmark based on surveys conducted by Energage.

**TOP  
WORK  
PLACES  
2019**

The Atlanta  
Journal-Constitution



**TOP  
WORK  
PLACES  
2019**

Austin American-Statesman  
statesman.com

## TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

Ryan is proud to be recognized by the *Austin American-Statesman* as one of the Top Workplaces in Austin. This is the ninth time in 10 years that Ryan has made this top-tier list of organizations that create a workplace that keeps employees engaged and allows them to thrive.







# BEST WORKPLACES IN CHICAGO

Best Companies Group, *Crain's Chicago Business*

Ryan was named as one of the Best Places to Work in Chicago by *Crain's Chicago Business* for the first time in 2019. We are exceptionally proud to be included on this list of elite organizations recognized for their outstanding employee engagement and workplace environment.



# BEST WORKPLACES IN CHICAGO

Great Place to Work Institute, [fortune.com](https://fortune.com)

For the second consecutive year, the culture experts at the Great Place to Work Institute, in partnership with [fortune.com](https://fortune.com), named Ryan one of the Best Workplaces in Chicago. Ryan ranked sixth on this exclusive list of 55 companies. We are proud that employees in our Chicago offices experience and help to create a world-class workplace culture.





DALLAS BUSINESS JOURNAL

2019 **BEST PLACES TO WORK**

# BEST PLACES TO WORK IN DALLAS

*Dallas Business Journal*

In 2019, Ryan was recognized as one of the Best Places to Work in Dallas for the ninth consecutive year. We are exceptionally thrilled to be a standout employer, known for our innovative workplace and culture in Dallas, where we are headquartered. This recognition is significant because it is based on anonymous employee feedback from our employees, and we are proud to be ranked in the top 10 for the third consecutive year.


**MIDDLE MARKET 50**

## DALLAS MIDDLE MARKET 50

*Dallas Business Journal*

For the fourth time, Ryan was named to the Dallas Middle Market 50 list. The *Dallas Business Journal* published this list of the fastest-growing midsize companies in the Dallas area based on revenue growth from 2015 through 2018.







# BEST PLACES TO WORK IN LOS ANGELES

*Los Angeles Business Journal*

Ryan was again named as one of the Best Places to Work in Los Angeles. We are proud to receive this recognition for the eighth time since 2010. This selective list recognizes organizations that go above and beyond in creating a workplace culture that allows our employees to grow and thrive.







PITTSBURGH BUSINESS TIMES



2019 BEST PLACES TO WORK

# BEST PLACES TO WORK IN PITTSBURGH

*Pittsburgh Business Times*

*Pittsburgh Business Times* and Quantum Workplace recognized Ryan as one of the Best Places to Work in Pittsburgh in 2019. This is Ryan's sixth time to be included on this list of workplace leaders recognized for a people-first culture.

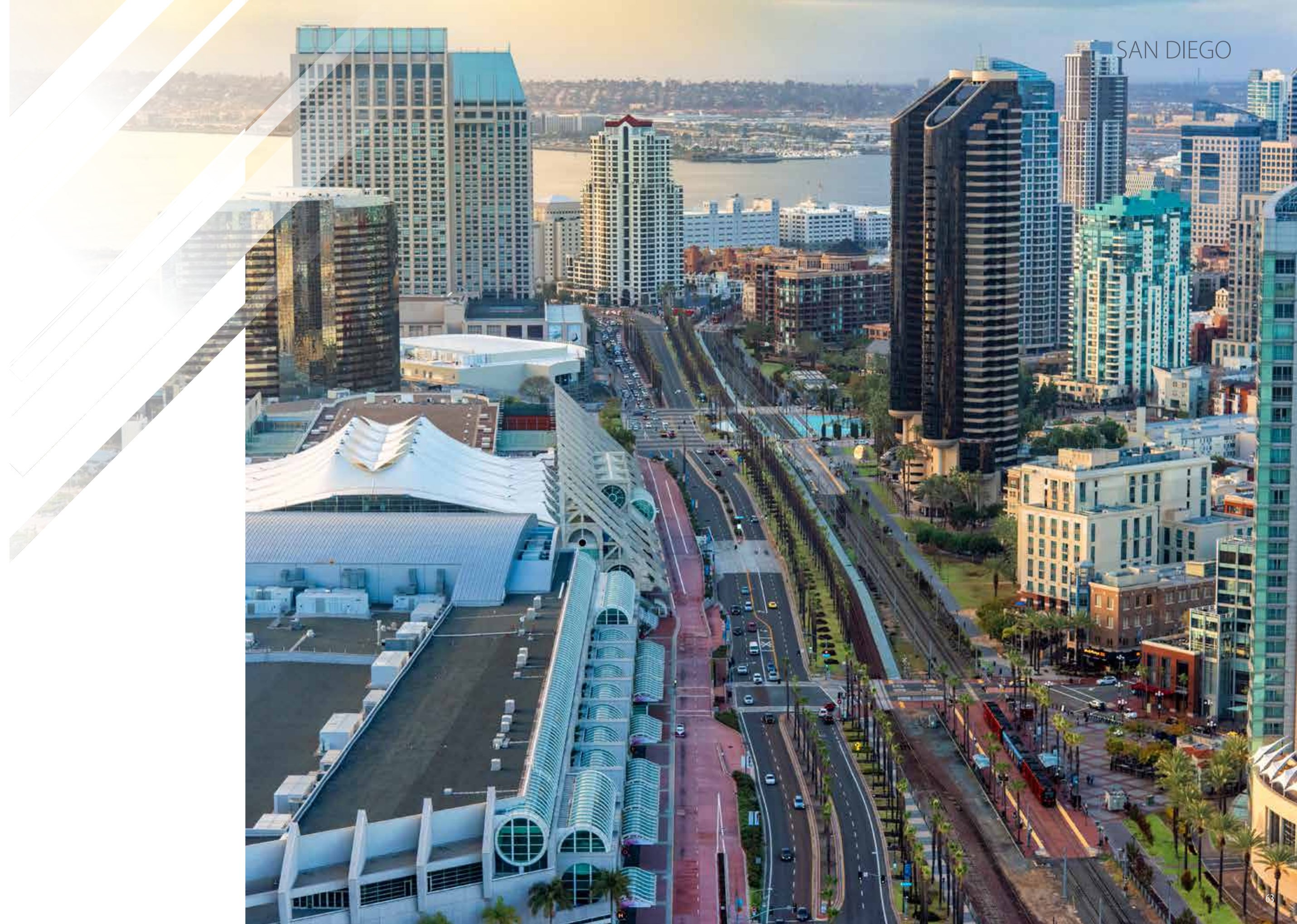




# BEST PLACES TO WORK IN SAN DIEGO

*San Diego Business Journal*

For the second time in the Firm's history, our San Diego office was named to the *San Diego Business Journal's* list of Best Places to Work in San Diego. Ryan ranked sixth on this very competitive list of employers of choice in America's Finest City.







INDIVIDUAL AWARDS





# CHAIRMAN'S AWARD

## Ryan

Our 2019 winner, **Shane Moncrief**, Principal and Practice Leader of Property Tax Consulting, has been with the Firm for six years and was recognized for his role in growing the Property Tax business. Under Shane's leadership, our Property Tax practice has experienced remarkable year-over-year growth. His vision has led Ryan to some key strategic hires and acquisitions, which has revolutionized the property tax industry.



# INNOVATUS AWARD

Ryan

This year's winner, **Grant Sheppard**, was recognized for his work in reconfiguring Atlas Tax, elevating the software to a flagship platform. Many years in the making, the new platform was seamlessly brought to fruition with exceptional success in 2018 under Grant's guidance and leadership. The impact of this platform to our Property Tax group cannot be understated, and by living our values every day in this project, Grant established himself as a role model for the rest of the Firm.







## *D CEO* – DALLAS 500

### *D Magazine*

G. Brint Ryan was once again named to *D CEO*'s prestigious Dallas 500 list. Joining Brint on this list for the first time was Maher Maso, Ryan Principal and former mayor of Frisco, Texas.

This list honors the most powerful Dallas leaders who are making their marks in the city, the state, and beyond. These influential leaders are driving the Dallas economy to new heights by supporting economic growth.





40 UNDER 40

40 UNDER 40

Dallas Business Journal

**Erica Love**, Principal, began her career in an entry-level role at Ryan in 2003 and rose quickly through the ranks, becoming a partner and shareholder in 11 short years. In addition to her impact at Ryan, Erica serves the Greater Dallas community through her work with Big Brothers Big Sisters of America. We are proud that the *Dallas Business Journal* recognized Erica's leadership at Ryan and in the Greater Dallas community.



ADMIN AWARDS™

ADMIN AWARDS

Admin Awards

**Ronna LeMaster**, Executive Assistant to Ryan's Chairman and CEO G. Brint Ryan, was recognized as a Finalist in the Leadership category. Ronna's recognition celebrates her unparalleled commitment and dedication to the Firm, her drive and commitment to precision and excellence, and her generosity. Ronna remains a steadfast, calm, and patient presence in the executive offices she supports.



International  
Service  
Excellence  
Awards

Winner 2019



CUSTOMER SERVICE  
LEADER OF THE YEAR

Customer Service Institute of America

**Brooke Keene**, Ryan's Chief Experience Officer, was recognized as Customer Service Leader of the Year. Brooke's leadership and unwavering dedication to the pursuit of excellence in the sphere of exceptional client service are second to none.





WELLNESS AWARDS





# AWE HEALTH AND WELLNESS TRAILBLAZER

Alliance for Workplace Excellence

In 2019, Ryan was named a Health and Wellness Trailblazer by the Alliance for Workplace Excellence (AWE). This is Ryan's seventh time to be recognized by the Alliance for creating programs and offering benefits that support employees' well-being and health.





