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2020

*A History of Ryan's 2020 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.



A COMMITMENT TO CULTURE AND CLIENTS YIELDS EXCEPTIONAL RESULTS

Ryan’s commitment to fostering an industry-leading work environment and delivering superior client service and results is evident by the positive accolades and recognition we received throughout the past year. The awards highlighted in this book were received thanks to the dedication and commitment from our nearly 3,000 team members around the world.

While we are proud of the honors and awards we receive each year, we are especially thrilled with the recognition Ryan received in 2020. Our team rose to the challenges presented by the global pandemic to continuously deliver exceptional service and superior results. We maintained our strong culture while we pivoted to a fully virtual organization and continued to support clients through innovative and unique service offerings and technology. Despite the challenges we all endured, 2020 marked the 29th consecutive year of growth at Ryan, fueled by key acquisitions in Australia, Canada, and the United States; investments and strategic partnerships that bring even greater value to our clients; and our continuous commitment to Ryan’s purpose and values.

I am proud of our team and appreciate your commitment to developing a world-class work culture that creates opportunities for both professional and personal success. We continue to lead the industry in employment satisfaction and client results as we create the number one global brand in tax.

Thank you to all the Ryan team members around the world who contributed to our receiving these wonderful honors and awards through your hard work, dedication, and commitment to the Firm and our clients.

G. Brint Ryan
G. Brint Ryan,
Chairman and CEO

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GLOBAL AWARDS



INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America

Ryan was awarded the 2020 International Service Excellence Award from the Customer Service Institute of America. This marks the ninth time Ryan has been recognized in the Customer Service Organization of the Year large category. Ryan is honored to be acknowledged for its commitment to providing exceptional client service and value by this prestigious institute focused on excellence in client service.

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NATIONAL AWARDS



BEST WORKPLACES FOR INCLUSION

Great Place to Work Institute

For the third consecutive year, Ryan was named one of the Best Workplaces for Inclusion in Canada. The experts at Great Place to Work compile this list of leading companies that go above and beyond in creating a more inclusive workplace as reflected in feedback directly from employees. We are proud to be recognized as a leader in this space.



BEST WORKPLACES IN PROFESSIONAL SERVICES

Great Place to Work Institute

Ryan was named one of the Best Workplaces in Professional Services in Canada for the third consecutive year. This list, based on feedback from our team members, recognizes companies in the Professional Services industry that stand out from the pack by remaining focused on their people.



BEST WORKPLACES FOR GIVING BACK

Great Place to Work Institute

Generosity matters. Ryan strives to provide opportunities for team members to give back to the community, and we are proud that team members overwhelmingly agree they feel good about these opportunities and the difference we make. We are proud to be included on the list of Best Workplaces for Giving Back for the second year.





BEST WORKPLACES FOR MENTAL WELLNESS

Great Place to Work Institute

For the second consecutive year, Ryan was included on the list of Best Workplaces for Mental Wellness by the Great Place to Work Institute. Companies on this list are recognized for creating a culture that provides a psychologically and emotionally healthy workplace.

BEST WORKPLACES FOR WOMEN

Great Place to Work Institute

The culture experts at the Great Place to Work Institute recognized Ryan as one of the Best Workplaces for Women in Canada in 2020. This is the third time Ryan has been included on this list that recognizes employers that create a workplace that empowers and supports women in the workforce, enabling them to thrive in all their roles.





BEST WORKPLACES IN CANADA

Great Place to Work Institute, *Globe and Mail*

For the seventh consecutive year, Ryan has been named one of the Best Workplaces in Canada by the Great Place to Work Institute. This recognition, based largely on team member feedback, recognizes employers that create a culture of trust and a great place to work for all. We are proud to be a longstanding honoree on this list.



EUROPE'S BEST WORKPLACES

Great Place to Work Institute

Based on feedback from our United Kingdom office, Ryan was named one of Europe's Best Workplaces in 2020. We are proud to be included on this list of employers across the continent that put their people first, creating a culture of well-being that spurs multifaceted success.



GREAT PLACE TO WORK CERTIFIED

Great Place to Work Institute

Based on employee feedback, our offices in India earned the distinction of being a Great Place to Work Certified employer. The culture experts at the Great Place to Work Institute recognize employers of choice, and we are proud of our India team for their commitment to creating a leading work environment.

EXCELLENCE IN DRIVING WOMEN SAFETY MEASURES

Society for Cyberabad Security Council

For the third consecutive year, Ryan has been recognized by the Society for Cyberabad Security Council (SCSC) for Excellence in Driving Women Safety Measures. Guided by our Women's Initiative Network, Ryan is a leader in creating programs and benefits that help our team members thrive.





UK'S BEST WORKPLACES

Great Place to Work Institute, *Sunday Telegraph*

Ryan was named one of the UK's Best Workplaces for the first time, ranking second in the Small Organization category. We are thrilled to be known across the globe for workplace excellence, and we are proud that our UK office is leading the way. As with all the Great Place to Work recognitions, earning a spot on this prestigious list is based on team member feedback about our culture and programs.

FORTUNE
100
BEST
COMPANIES
TO WORK FOR®
2020

100 BEST COMPANIES TO WORK FOR®

FORTUNE

For the third consecutive year, Ryan was named to the prestigious list of *FORTUNE* 100 Best Companies to Work For. Ryan ranked 66 on this list that recognizes organizations committed to creating a workplace that puts employee experience at the forefront of their business strategy. We are grateful to our team members for their remarkable feedback and insight that inspire and challenge us to seek opportunities for continuous improvement.





BEST WORKPLACES FOR PARENTS

Great Place to Work Institute

Ryan is thrilled to once again be included on the list of Best Workplaces for Parents. We empower our team members to achieve work-life success, and we know for working parents that means flexibility, robust benefits and programs, and a culture that supports them. This is Ryan's third consecutive year to be included on this list.



BEST WORKPLACES IN CONSULTING AND PROFESSIONAL SERVICES

Great Place to Work Institute

Ryan is pleased to be named to the list of Best Workplaces in Consulting and Professional Services for the fourth consecutive year. This list represents companies that are dedicated to a workplace culture that empowers team members to achieve success professionally and personally, and we are proud to be recognized as an industry leader in our space.



ADOPTION-FRIENDLY WORKPLACE

Dave Thomas Foundation for Adoption

Ryan was again named one of the 100 Best Adoption-Friendly Workplaces in 2020. We are always thrilled to be included on this list that recognizes employers that support team members who choose to grow their families through adoption with robust benefits, programs, and leaves of absence.

FASTEST GROWING FIRMS

FASTEST-GROWING FIRMS

Consulting

Consulting magazine named Ryan one of the Fastest-Growing Firms in 2020. This is Ryan's sixth consecutive year to make this list that examines growth over the preceding three years. We are proud to continue our tradition of year-over-year growth, especially given the challenges faced by many businesses during the year.



GLASSDOOR HIGHEST-RATED COMPANIES FOR WORK-LIFE BALANCE DURING COVID-19

Glassdoor

The pandemic of 2020 changed everything about the way we work and live. We are extremely proud that through these very challenging times, Ryan was recognized as a leader in workplace flexibility and work-life balance. This recognition is based solely on employee feedback, and we are thrilled to know that our workplace culture empowered our team members to achieve work-life success.

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STATE AWARDS



TOP COMPANIES TO WORK FOR IN ARIZONA

Best Companies Group, *azcentral*

Ryan was recognized by *azcentral* as a Top Company to Work for in Arizona for the ninth consecutive year. We are proud to be included on the list of companies setting the bar in workplace excellence by investing in our culture and people.



BEST PLACES TO WORK IN ILLINOIS

Best Companies Group, *Daily Herald Business Ledger*

For a remarkable 10 years, Ryan's offices in Chicago have been included on the list of Best Places to Work in Illinois. Even more remarkable, Ryan has been in the top 10 for all 10 years. We are incredibly proud of our teams and leaders in Chicago for creating a high-trust culture of excellence.





BEST COMPANIES TO WORK FOR IN NEW YORK STATE

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

Best Companies Group and New York State Society for Human Resource Management (NYS-SHRM) recognized Ryan as one of the Best Companies to Work for in New York. This is Ryan's sixth year to be included on this list that is based on anonymous employee feedback and an audit of our benefits and programs. We are pleased to be included on this list of workplace leaders.



BEST EMPLOYERS IN OHIO

Best Companies Group, *Crain's Cleveland Business*

For a full decade, Ryan has been recognized as one of the Best Employers in Ohio. We are proud that, year after year, we earned this distinction based on our team members' feedback on our culture, benefits, and programs.

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

CENTRAL PENN BUSINESS JOURNAL
LEHIGH VALLEY BUSINESS
BEST PLACES
to work in **PA** 2020

BEST PLACES TO WORK IN PENNSYLVANIA

Central Penn Business Journal

Ryan was named to the Best Places to Work in Pennsylvania list for the ninth consecutive year. This prestigious list, published in the *Central Penn Business Journal*, recognizes employers that invest in a people-first culture. Ryan ranked fifth in the Large Company category.



BEST COMPANIES TO WORK FOR IN TEXAS

Best Companies Group, *Texas Monthly*

For the 11th consecutive year, Ryan was recognized as one of the Best Companies to Work for in Texas. *Texas Monthly* publishes this list based on anonymous employee feedback about Ryan's programs and policies. Ryan is proud to have a long legacy of workplace excellence in our home state.



BEST WORKPLACES IN TEXAS

Great Place to Work Institute

The culture experts at Great Place to Work named Ryan one of the Best Workplaces in Texas for the fourth consecutive year. We are proud to be included on this list of employers of choice in the great state of Texas.



BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business*

Ryan was recognized as one of the Best Places to Work in Virginia for the fifth time. *Virginia Business* publishes this list of employers that support their team members with programs and policies that support work-life success.

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CITY AWARDS



TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

Ryan was again named a Top Workplace by *The Atlanta Journal-Constitution* for achieving excellence in workplace culture based on employee survey results. This third-party survey is designed to gather feedback from team members about Ryan's benefits, policies, and culture, and Ryan is proud to be recognized as an employer of choice.



TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

In 2020, Ryan was recognized as a Top Workplace in Austin for the 10th time. We are thrilled to be included on this list of elite employers that support their team members with a people-first culture. Ryan's leadership team strives to create an environment that empowers our team members to achieve success in all areas of life.

CRAIN'S CHICAGO BUSINESS
BEST
2020
 PLACES TO WORK

BEST PLACES TO WORK IN CHICAGO

Best Companies Group, *Crain's Chicago Business*

Crain's Chicago Business recognized Ryan as a Best Place to Work in Chicago for the second consecutive year in 2020. Ryan is thrilled to be included on this prestigious list of world-class employers that set the bar for workplace excellence.

**Best
Workplaces™**
 in Chicago

**Great
Place
To
Work®** USA
 2020

BEST WORKPLACES IN CHICAGO

Great Place to Work Institute

In 2020, Ryan was also named a Best Workplace in Chicago by the Great Place to Work Institute. We are proud to earn this recognition based solely on anonymous employee feedback. We are elated to learn that our team members in Chicago, supported by our programs and benefits, experience Ryan as a great place to work.



DALLAS MIDDLE MARKET 50

Dallas Business Journal

In 2020, the *Dallas Business Journal* included Ryan on its list of Middle Market leaders for the fifth time. This list comprises the fastest-growing midsize companies in the Dallas area based on revenue growth from 2017 through 2019. We are proud to continue our tradition of year-over-year revenue growth.



BEST PLACES TO WORK IN DALLAS

Dallas Business Journal

Ryan is thrilled to be ranked number one on the Best Places to Work in Dallas list in the Large Company category for 2020. This was Ryan's 10th consecutive year to be recognized on this list of elite workplaces in North Texas. Dallas is home to Ryan's global headquarters and our single largest office, and we are proud that our culture and programs set the bar in workplace excellence.



BEST PLACES TO WORK IN LOS ANGELES

Los Angeles Business Journal

Ryan is delighted to once again be recognized as a Best Place to Work in Los Angeles. 2020 was our 10th year to be recognized on this list of leaders in workplace excellence. We are proud that our team members experience and create a workplace where everyone can achieve success in all areas of their lives.





BEST PLACES TO WORK IN NEW YORK CITY

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

Ryan is thrilled to be included on the prestigious list of Best Places to Work in New York City, as published by *Crain's New York Business*. This list of elite companies recognizes best-in-class employers in one of the most competitive markets in the country. We are proud that our workplace programs and policies allow us to support our team members in unique ways, earning us a spot on this list.



PITTSBURGH BUSINESS TIMES



2020 BEST PLACES TO WORK

BEST PLACES TO WORK IN PITTSBURGH

Pittsburgh Business Times

Ryan's Pittsburgh office ranked number one on the list of Best Places to Work in Pittsburgh. This list, published by the *Pittsburgh Business Times*, celebrates employers that invest in their team members, ensuring that workplace culture empowers everyone to thrive and grow—professionally and personally.

BEST PLACES TO WORK IN SAN DIEGO

Best Companies Group, *San Diego Business Journal*

The *San Diego Business Journal*, in partnership with the Best Companies Group, named Ryan one of the Best Places to Work in San Diego. This is Ryan's third year to be included on this list of top-tier employers compiled from anonymous employee feedback. Our San Diego-area offices ranked third on this exclusive list in one of America's fastest-growing cities.



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INDIVIDUAL AWARDS



CHAIRMAN'S AWARD

Ryan

At our 2020 AFM, **Matt Travis** became the first two-time recipient of the Chairman's Award. Matt, Principal and Global Practice Leader of Severance Tax/Royalty, was recognized for his continued leadership and growth of the Severance Tax practice. Despite the challenges faced by the practice early in the year, the team banded together at the end of the year to deliver exceptional results. Under Matt's leadership, the Severance Tax practice grew by 13% organically, generating a 65% EBITDA margin.

INNOVATUS AWARD

Ryan

Melissa Munoz was our 2020 Innovatus Award winner for her work in expanding Ryan's Credits and Incentives program in the Mountain West region. Melissa and her team reviewed historical data for other regions and created a roadmap, framework, and customized tools to successfully target and engage with new clients. Never before has one singular strategy created a database of so many targeted, actionable opportunities worth millions in a few clicks of a button.





CUSTOMER SERVICE CEO OF THE YEAR

G. Brint Ryan

Customer Service Institute of America

For the third time since 2010, the Customer Service Institute of America named **G. Brint Ryan** the Customer Service CEO of the Year. After almost 30 years, Brint's unwavering commitment to delivering exceptional client service sets the tone throughout the organization, and his leadership throughout the pandemic was an example for all.



D CEO – DALLAS 500

D CEO

D CEO magazine named **G. Brint Ryan** to its list of the most powerful and influential leaders in North Texas. Brint continues to be a visionary leader and champion of industry in Dallas, across the state, throughout the country, and around the world.

OUTSTANDING GENERAL COUNSEL, LARGE LEGAL DEPARTMENT

D Magazine

Melissa Drennan, Ryan's Chief Legal Officer, was recognized by *D Magazine* as a leader in her field as the head of an in-house corporate legal team. Melissa's commitment to supporting Ryan with creative internal solutions earned her a spot on this elite list.

HIGHEST-RATED CEOs DURING THE PANDEMIC

G. Brint Ryan

Glassdoor

In 2020, Glassdoor published its list of highest-rated CEOs in the midst of the pandemic. Our very own **G. Brint Ryan** was ranked the number two CEO on this list, which is based entirely on anonymous employee feedback submitted to Glassdoor over the course of the pandemic. Brint led Ryan through these trying times with a calm confidence that was only surpassed by his empathy for all the challenges employees were facing. Frequent transparent communications were the cornerstone of Ryan's COVID-19 response, and employees appreciated Brint's straight talk and willingness to answer any question.



HORATIO ALGER AWARD

G. Brint Ryan

Horatio Alger Association of Distinguished Americans

The Horatio Alger Association of Distinguished Americans awarded **G. Brint Ryan** the 2020 Horatio Alger Award, thereby inducting him into the Horatio Alger Association. This award recognizes business and civic leaders who have persevered through personal challenges to achieve exceptional success, while remaining committed to the ideals and possibilities of higher education. Association members contribute to scholarships for Horatio Alger scholars, helping a new generation of determined and resilient leaders realize their full potential.



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WELLNESS AWARDS



EXCELLENCE IN CORPORATE INITIATIVES – BRONZE AWARD

Brandon Hall Group

Ryan's innovative and effective well-being program, RyanTHRIVE, earned a Bronze recognition from the Brandon Hall Group in the category of Best Benefits, Wellness, and Well-Being. RyanTHRIVE is a fully customized well-being platform that is based on a robust self-assessment, allowing us to provide team members with tailored content to help them thrive in all aspects of well-being: career, physical, financial, and emotional. We are proud to support our team members with world-class benefits that help them achieve success in all areas of their lives.





HEALTHIEST EMPLOYERS OF THE SOUTHWEST REGION

Springbuk

The Healthiest Employers recognition is awarded to companies that offer a robust suite of programs and benefits that support team members in all stages of their lives. Ryan is proud to be included on the list of Healthiest Employers in Texas and the Southwest region. Our RyanTHRIVE program, Telemed, and healthcare concierge, coupled with our robust leaves of absence and specialized programs, position Ryan as a leader in workplace health and wellness.



Great
Place
To
Work®

Excellence
in Wellbeing

UK

Feb 2020 – Feb 2021

CENTER OF EXCELLENCE IN WELL-BEING

Great Place to Work Institute

Our London office was recognized for Excellence in Well-being by the culture experts at the Great Place to Work Institute. The Great Place to Work model takes a holistic view of well-being and uses employee survey data on a 17-point well-being index to compile this list. The index tracks six dimensions of well-being, ranging from fulfillment in work-life balance to fulfillment in interpersonal relationships. We are proud that our team members experience multifaceted well-being success.

