



2024 > 2021

*A History of Ryan's 2021 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.



Jake Dean, Staff Photographer, Dallas Business Journal

A COMMITMENT TO FOSTERING AN INNOVATIVE WORK CULTURE CREATES EXCEPTIONAL RESULTS

In 2021, Ryan celebrated 30 years of high accolades and accomplishments. Specifically, I'd like to thank the more than 3,500 dedicated team members around the globe, as the Firm could not earn these significant workplace recognitions without their honest feedback on how to make Ryan a truly positive work environment for all. This year, we achieved notable recognition in countries all over the world for our commitment to world-class client service and an innovative work environment.

Significantly, Ryan was awarded the 2021 International Service Excellence Award for Customer Service Project of the Year, recognizing Ryan once again for outstanding client service. We also had the honor of being named one of the best companies to work for in Canada, the United Kingdom, and the United States by Great Place to Work® as well as receiving numerous awards around the globe recognizing Ryan as an emotionally safe and healthy work environment. Our team continued to rise to the challenges faced since the beginning of the global pandemic. We maintained our industry-leading culture while pivoting to a new virtual hybrid work environment and continued to support clients through innovative and unique service offerings and technology.

I am proud of our team and appreciate their 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 work toward our goal of becoming the number one global brand in tax.

This awards book is a glimpse into a successful year filled with growth, employee satisfaction, and professional achievements. I appreciate each and every Ryan team member for contributing to our shared success throughout 2021.

G. Brint Ryan

G. Brint Ryan
Chairman and CEO

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The background is a complex, abstract geometric pattern. It consists of numerous thin, rectangular bars of varying lengths and orientations, creating a sense of depth and movement. The bars are primarily dark blue and black, with some glowing in bright blue and others in a warm orange-yellow. The overall effect is reminiscent of a stylized, low-poly landscape or a futuristic architectural structure. The text "GLOBAL AWARDS" is positioned on the right side of the image, in a clean, white, sans-serif font.

GLOBAL AWARDS



INTERNATIONAL SERVICE EXCELLENCE AWARD

Customer Service Institute of America

In 2021, the Customer Service Institute of America awarded Ryan the International Service Excellence Award for the Customer Service Project of the Year for our tax.com platform. We are elated that our work to create a client-focused interface supported by a suite of digital solutions has been recognized as a new level of commitment to exceptional client service.

2021
BEST
AWARD
WINNER

ATD BEST

Association for Talent Development, *TD Magazine*

Our Talent Effectiveness team ensures we lead the way as a people-oriented organization focused on team member growth and development. In 2021, Ryan was recognized for the seventh time by the Association for Talent Development. Ryan was one of 71 companies around the globe to be included on this prestigious list of companies that elevate their culture with a commitment to learning.

The background is a complex, low-poly 3D structure composed of numerous rectangular prisms and triangular planes. These elements are arranged in a dense, overlapping fashion, creating a sense of depth and movement. The color palette is dominated by deep blues and purples, with bright, glowing cyan and light blue lines that trace the edges of the geometric forms. On the left side, there are some warmer tones of orange and yellow, suggesting a light source or a different material. The overall effect is a futuristic, architectural landscape.

NATIONAL AWARDS



BEST WORKPLACES FOR INCLUSION

Great Place to Work Institute

Ryan was again named to the Great Place to Work list of Best Workplaces for Inclusion in Canada. This list represents the best of the best in creating a workspace that is inclusive and supportive of all team members, recognizing companies that are actively working to create a Great Place To Work For All™. This is Ryan's fourth consecutive year to be included on this list, which is based on team member feedback.



BEST WORKPLACES IN PROFESSIONAL SERVICES

Great Place to Work Institute

In 2021, Ryan was named one of the Best Workplaces in Professional Services in Canada for the fifth consecutive year. We are proud to be recognized as a leader in workplace culture and innovation in this category. We know that when we take care of our people, they take care of our clients.



BEST WORKPLACES FOR GIVING BACK

Great Place to Work Institute

Our team members inspire us by making it a priority to give back to their communities, and we are proud to create opportunities where we can come together to do just that. For the third consecutive year, Ryan was named one of the Best Workplaces for Giving Back in Canada. Survey results let us know that our team members feel good about the ways we give back to the community and live our value of “Generosity Matters.”





BEST WORKPLACES FOR MENTAL WELLNESS

Great Place to Work Institute

Ryan is pleased to once again be recognized as a Best Workplace for Mental Wellness. Now, more than ever, the lines between work and personal life are blurred, and we remain committed to creating a workplace that encourages our team members to take care of themselves. The team at Great Place to Work compiles this list of psychologically and emotionally healthy workplaces based on anonymous employee feedback.

BEST WORKPLACES FOR WOMEN

Great Place to Work Institute

For the fourth time, Ryan was named to the Great Place to Work list of Best Workplaces for Women. Our results-focused, flexible workplace environment empowers women to achieve success in all aspects of their lives, and we are proud to be recognized as a leader in this space.





BEST WORKPLACES IN CANADA

Great Place to Work Institute, *Globe and Mail*

Ryan is delighted to be named one of the Best Workplaces in Canada for the ninth consecutive year. Ryan ranked in the top-10 companies in the Large Company category. We are committed to creating the workplace of the future, and we rely on feedback from our team members to guide us. We strive to create a high-trust culture that encourages innovation and inclusion, making us a Great Place To Work For All™.





GREAT PLACE TO WORK CERTIFIED

Great Place to Work Institute

Our offices in Hyderabad were certified as a Great Place to Work by the culture experts at the Great Place to Work Institute, which recognizes companies that are leaders in the space of workplace culture. We are proud to earn this certification, which is based on anonymous team member feedback.



BEST WORKPLACES IN PROFESSIONAL SERVICES

Great Place to Work Institute

Our India offices have been recognized as one of the Best Workplaces in Professional Services. This is Ryan's first time to be honored on this list in India, and we are pleased to be included on this elite list of employers in this category.

COMMITMENT TO BEING A GREAT PLACE TO WORK

Great Place to Work Institute

In 2021, Ryan earned the Great Place to Work Institute's Commitment to Being a Great Place to Work seal. This recognition is given to Great Place to Work Certified companies that have participated for at least three years and have been using team member feedback to create a culture of continuous improvement. We are happy that our efforts to create a high-trust culture focused on our team members have been recognized.





GREAT PLACE TO WORK CERTIFIED

Great Place to Work Institute

We are delighted that our Ryan office in Portugal has earned the distinction of being Great Place to Work Certified by the Great Place to Work Institute. This certification, based on team member feedback, recognizes companies that have an employee-centered culture that empowers all team members to achieve success.





UK'S BEST WORKPLACES

Great Place to Work Institute, *Sunday Telegraph*

In 2021, Ryan was named the number one Best Place to Work in the UK in the Small Company category. This is Ryan's second consecutive year to be included on this list of employers of choice in the United Kingdom. We are gratified to know that our team members experience Ryan as a Great Place to Work where they feel supported by our programs and each other.



100 BEST COMPANIES TO WORK FOR®

Great Place to Work Institute, *FORTUNE*

We are incredibly honored that for the fourth consecutive year Ryan was named one of *FORTUNE's* 100 Best Companies to Work For®. We are committed to ensuring that each of our team members experiences Ryan as a Great Place to Work. For the second year in a row, Ryan ranked 66 on this list of companies that prioritize their people and invest in their culture, striving to create a Great Place To Work For All™.



BEST WORKPLACES FOR PARENTS

Great Place to Work Institute

For the fourth consecutive year, Ryan has been named to the Great Place to Work list of Best Workplaces for Parents. We are pleased to support our team members with benefits and programs that enable them to achieve success and be fulfilled in all areas of their lives.



BEST WORKPLACES IN CONSULTING AND PROFESSIONAL SERVICES

Great Place to Work Institute

The team at the Great Place to Work Institute assembles this highly regarded list of the Best Workplaces in Consulting and Professional Services. Ryan is delighted to be included on this list of our peers and competitors for the fifth consecutive year. Now more than ever, our team members have a choice in workplace, and our reputation for supporting personal and professional growth makes us an employer of choice in the marketplace.



ADOPTION-FRIENDLY WORKPLACE

Dave Thomas Foundation for Adoption

In 2021, Ryan was recognized by the Dave Thomas Foundation for Adoption for the seventh time. We are always excited to be included on this list of employers that make it a priority to support team members who choose to grow their families through adoption. Ryan offers industry-leading leaves of absence and benefit programs to support our team members through this exciting time.



PEOPLE COMPANIES THAT CARE®

PEOPLE

For the first time, Ryan was included on the *PEOPLE* magazine list of Companies That Care. This list represents companies that make their local communities and employees a priority. We are thrilled to be included on this list of companies that are setting the bar for corporate social responsibility and meaningful workplace culture.

BEST WORKPLACES FOR MILLENNIALS

Great Place to Work Institute, *FORTUNE*

For the fifth time, Ryan was included on the list of Best Workplaces for Millennials. The culture experts with the Great Place to Work Institute partner with *FORTUNE* magazine to recognize companies that understand the needs of the generation that is stepping into the forefront of business. Ryan is pleased to be named to this list of companies that take the time to develop their team members, giving them support as they advance through the organization.





GLASSDOOR BEST PLACES TO WORK

Glassdoor

Ryan is pleased to be included on the Glassdoor list of Best Places to Work for 2021. Glassdoor creates this list of employers of choice based on anonymous reviews from current and former employees. It means the world to us to have earned the respect and trust of so many of our team members, allowing us to be recognized on this list. Ryan ranked number 37 on this top-100 list.

HIGHEST-RATED COMPANIES FOR WORK-LIFE BALANCE DURING THE PANDEMIC

Glassdoor

In the wake of the pandemic, lines between home and work became blurred like never before. Glassdoor.com's culture experts paid particular attention to companies rated highly in the area of work-life balance in reviews on its site. Ryan is excited to be included on this list of companies recognized for finding ways to help team members thrive and empowering them to achieve work-life success.



BEST WORKPLACES FOR WOMEN

Great Place to Work Institute, *FORTUNE*

For the fourth time, Ryan was named one of the Best Workplaces for Women. The culture experts at the Great Place to Work Institute use employee feedback to gauge how women across all demographics experience the workplace relative to their male counterparts. *FORTUNE* magazine publishes this list of employers that empower women to achieve professional and personal success, and we are honored to be included.



AMERICA'S BEST MIDSIZE EMPLOYERS

Forbes

Ryan was again named by *Forbes* magazine as one of America's Best Midsize Employers. *Forbes*, with help from market research firm Statista, compiles this list based on independently solicited reviews and feedback from working professionals around the country.



ACHIEVERS 50 MOST ENGAGED WORKPLACES™ IN NORTH AMERICA

Achievers

The engagement and culture experts at Achievers once again named Ryan one of the 50 Most Engaged Workplaces in North America. This is Ryan’s ninth time to be included on this list of companies that are leaders and innovators in the space of workplace culture. Companies on this list score highly in eight key areas of engagement, including culture alignment, professional and personal growth, belonging, equity, inclusion, and more. Ryan is pleased to be among the top 50 organizations in this space.



BEST PLACES TO WORK FOR MOMS, BEST PLACES TO WORK FOR DADS, BEST PLACES FOR PARENTS WORKING REMOTELY

Fatherly, Scary Mommy

Internet giants *Fatherly* and *Scary Mommy* joined forces to identify the Best Workplaces for Parents based on a rigorous 148-point criteria that include leaves of absence benefits, policies, and workplace culture that are supportive of working parents. Ryan is pleased to be included on this inaugural list.

AMERICA'S BEST TAX AND ACCOUNTING FIRMS

Forbes

Forbes magazine named Ryan one of America's Best Tax and Accounting Firms in 2021. This was Ryan's first time to be included on this list that was first published in 2020. Businesses small and large reached out in 2020 and 2021 to help them navigate these unprecedented times, and Ryan is proud to be one of the sought-after firms that comprises this list.

RECRUITING EXCELLENCE

National Association of Colleges and Employers

Ryan and our Campus Recruiting team are overjoyed that Ryan was recognized by the National Association of Colleges and Employers (NACE) with the 2021 Recruiting Excellence award. Ryan's summer intern program caught the attention of the judging panel that looks at program content and innovation with clear objectives that offer a variety of opportunities to new hires.



VAULT TOP 100 INTERN PROGRAMS

Vault.com



In 2021, Ryan's intern program was recognized by Vault.com as one of the 100 Best Internships based on anonymous surveys from our interns. Ryan debuted on this list, ranking an impressive 34. Ryan also earned special recognitions in diversity and financial services where we ranked 18th and 6th respectively. We are glad to be able to add our internship program to our list of award-winning offerings at Ryan.



HR 100

HRO Today

In 2021, *HRO Today* introduced its HR100 list, recognizing companies with exemplary HR departments that are industry leaders and disruptors. Ryan is happy to be included on this inaugural list that looks at workplace culture, benefits, talent development, talent acquisition, and innovation to identify organizations around the country that set the standard for the workplace of the future.



The background is a complex, abstract composition of numerous 3D geometric shapes, primarily rectangular prisms and triangular wedges. These shapes are arranged in a dense, overlapping pattern that creates a sense of depth and movement. The color palette is dominated by deep blues and purples, with vibrant orange and yellow highlights that appear to glow from within some of the structures. The lighting is dramatic, with strong highlights and deep shadows, emphasizing the three-dimensional nature of the forms. The overall effect is a dynamic and modern visual texture.

STATE AND PROVINCE AWARDS



TOP WORKPLACES IN ARIZONA

Energage, *azcentral*

The culture and engagement experts at Energage named Ryan one of the Top Workplaces in Arizona in 2021. This exclusive list recognizes top employers in the state of Arizona based on team member surveys. We are gratified that employees are able to grow and develop their careers while achieving multifaceted personal success.



BEST COMPANIES TO WORK FOR IN FLORIDA

Best Companies Group, *Florida Trend*

Ryan is excited to be included on the *Florida Trend* list of Best Companies to Work for in Florida. This list, based largely on feedback from our team members in our offices in Florida, represents the best of the best, and we are honored to be recognized for the fifth time. We are proud that our programs and benefits come together to help our team members develop and grow professionally and personally.





BEST PLACES TO WORK IN ILLINOIS

Best Companies Group, *Daily Herald Business Ledger*

For more than a decade, Ryan has been included on the list of Best Places to Work in Illinois, and in 2021, Ryan ranked as the second Best Place to Work in the Large Employer category. We are proud that our commitment to employee feedback and continuous improvement has made us a fixture on this list and an employer of choice in the great state of Illinois.

BEST COMPANIES TO WORK FOR IN NEW YORK STATE

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

Ryan is again included on the list of Best Companies to Work for in New York State. Ryan first appeared on this list in 2014, and we are pleased that, year after year, our programs and benefits empower our team members to achieve work-life success. This list is comprised of anonymous employee feedback from around the state.





**BEST
EMPLOYERS**
IN OHIO | 2021
CRAIN'S CLEVELAND BUSINESS

BEST EMPLOYERS IN OHIO

Best Companies Group, *Crain's Cleveland Business*

In 2021, for the 11th consecutive year, Ryan was named one of the Best Employers in Ohio. We take the time to seek insight and input from our team members to create a people-first culture that helps us build the workplace of the future. We are delighted to be ranked second on this impressive list of companies.



BEST WORKPLACES IN ONTARIO

Great Place to Work Institute

In 2021, Ryan was named one of the Best Workplaces in Ontario for the first time. This list, based solely on team member feedback, represents the employers of choice in the province of Ontario.



BEST PLACES TO WORK IN PENNSYLVANIA

Best Companies Group, *Central Penn Business Journal*

Each year, the *Central Penn Business Journal* publishes its list of Best Places to Work in Pennsylvania based on anonymous surveys from employees throughout the state. Ryan is thrilled to be included on this list of leaders in the space of workplace excellence for 10 consecutive years. We are proud that, year after year, our team members' feedback earns us a spot on this list.



BEST COMPANIES TO WORK FOR IN TEXAS

Best Companies Group, *Texas Monthly*

The majority of our U.S. team members are in one of our five Texas offices, and we are exceptionally proud that for more than a decade, Ryan has been recognized as one of the Best Companies to Work for in Texas. We are proud that, based on an audit of our programs and policies as well as surveys of our team members, we are again recognized as an employer of choice in the Lone Star State.



BEST WORKPLACES IN TEXAS

Great Place to Work Institute

For the fifth consecutive year, the team of culture authorities at the Great Place to Work Institute recognized Ryan as one of the Best Workplaces in Texas. This respected list, based largely on team member feedback, recognizes workplaces that invest in their people and their culture, striving to create a great workplace experience for all.





BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business*

The editors at *Virginia Business*, in partnership with the workplace experts at Best Companies Group, publish the very competitive list of Best Places to Work in Virginia each year. Ryan is pleased to again be included on this list of employers who create high-trust cultures that empower their team members to achieve multifaceted success.

The background is a complex, abstract geometric pattern. It consists of numerous overlapping, elongated rectangular and triangular shapes in various shades of blue, orange, and purple. Some of these shapes are illuminated from within, creating a glowing effect. The overall composition is dynamic and modern, with a strong sense of depth and movement. The text 'CITY AWARDS' is positioned on the right side of the image, in a clean, white, sans-serif font.

CITY AWARDS



**TOP
WORK
PLACES
2021**

The Atlanta
Journal-Constitution
REACH ATLANTA NOW
CoxNext

TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

In 2021, Ryan was recognized by *The Atlanta Journal-Constitution*, in partnership with the engagement experts at Energage, as one of the Top Workplaces in Atlanta. This is Ryan's third time to be included on this very competitive list based exclusively on employee feedback. We are pleased that Ryan team members are able to experience Ryan as a great place to work and remain committed to using their feedback to help us continue to build the workplace of the future.



TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

For more than a decade, Ryan has been included on the list of Top Workplaces in Austin. We take great pride in being known as an employer of choice in the highly competitive market in our home state's capital. Ryan first appeared on this list in 2010, and we continue to invest in our culture to create a world-class workplace experience for our team members.

**TOP
WORK
PLACES
2021**

Austin American-Statesman
statesman.com

CRAIN'S CHICAGO BUSINESS
BEST
PLACES TO WORK

BEST PLACES TO WORK IN CHICAGO

Best Companies Group, *Crain's Chicago Business*

In 2021, Ryan's Chicago offices were recognized by *Crain's Chicago Business* as one of the Best Places to Work in Chicago. This is Ryan's third consecutive year to be included on this list, and we are glad to be recognized as an employer of choice in such a competitive market, helping to shape the future of work.



BEST WORKPLACES IN CHICAGO

Great Place to Work Institute

The leaders at the Great Place to Work Institute named Ryan one of the Best Workplaces in Chicago based on employee feedback through anonymous surveys. We are proud to be recognized on this list of companies that are setting the bar for workplace excellence in one of the country's most dynamic markets. Ryan ranked 10th on this highly regarded list.



DALLAS MIDDLE MARKET 50

Dallas Business Journal

Ryan celebrated its 30th anniversary in 2021, with 30 years of year-over-year revenue growth. It is no surprise that we were again recognized as one of the *Dallas Business Journal's* Middle Market 50 fastest-growing mid-sized companies. The 2021 list looks at three-year revenue growth from 2018 to 2020, and Ryan's strong financial performance keeps us as a fixture on this list.

BEST PLACES TO WORK IN DALLAS

Quantum Workplace, Dallas Business Journal

In 2021, Ryan was again named one of the Best Places to Work in Dallas. Ryan first appeared on this list more than a decade ago in 2011, and we are extremely happy to be recognized for our people-oriented culture year after year. We are proud to be included with other companies that are investing in their people by providing robust programs and benefits that help them achieve success in all aspects of their lives.



TOP WORKPLACES IN HOUSTON

Energage, *Houston Chronicle*

Ryan's Houston office was named one of the Top Workplaces in Houston in 2021. Our commitment to continuous improvement in all aspects of our business, including workplace culture is second to none, and we are proud to be included on this list of top employers in Houston.





BEST PLACES TO WORK IN LOS ANGELES

Best Companies Group, *Los Angeles Business Journal*

Ryan's Los Angeles-area offices were again named to the *Los Angeles Business Journal's* list of Best Places to Work. This is our 11th year to be included on this list, which is pulled together based on feedback from our team members. We are appreciative of our team members that help us create this legacy and remain committed to excellence in workplace culture.

CRAIN'S 2021
best
places
to work in
NYC

BEST PLACES TO WORK IN NEW YORK CITY

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

Ryan was again named as one of the Best Places to Work in New York City by *Crain's New York Business*. This is Ryan's fourth time to be recognized. It gives us great pleasure to be included on this renowned list of world-class companies that represent the best in workplace excellence. Ryan remains committed to best-in-class benefits that allow our team members to thrive.



PITTSBURGH BUSINESS TIMES
B P t W
2021 BEST PLACES TO WORK

BEST PLACES TO WORK IN PITTSBURGH

Quantum Workplace, *Pittsburgh Business Times*

The *Pittsburgh Business Times*, in partnership with the culture experts at Quantum Workplace, once again named Ryan's Pittsburgh office as one of the Best Places to Work in Pittsburgh. We are delighted to be included on this list of top employers that ensure their employees are heard and supported, empowering them to thrive in all aspects of their lives.



BEST PLACES TO WORK IN SAN DIEGO

Best Companies Group, *San Diego Business Journal*

Ryan is honored to be named one of the Best Places to Work in San Diego. This list, published by the *San Diego Business Journal*, recognizes leaders in the region that provide an exceptional workplace experience based on anonymous team member feedback. In 2021, Ryan was included on this list for the fourth time, ranking second in the Large Company category.



The background is a complex, low-poly geometric pattern. It consists of numerous flat, triangular and quadrilateral faces in various shades of blue, from deep navy to bright cyan. Interspersed among these are several glowing, elongated rectangular shapes in a vibrant orange-yellow color. The overall effect is a sense of depth and dynamic energy, with the glowing elements acting as focal points against the darker, more muted blue background. The lighting appears to come from within the structure, creating a luminous, crystalline feel.

INDIVIDUAL AWARDS



CHAIRMAN'S AWARD

Ryan

In 2021, **Robert Wertz**, Senior Vice President and Chief Real Estate Officer, was awarded the Chairman's Award for his role in shepherding Ryan through the COVID-19 pandemic. Robert was instrumental in anticipating the way business would evolve, tracking and documenting rapidly changing conditions across the globe, and providing a steady hand to ensure team members knew they were supported and had the resources to continue to be successful.



INNOVATUS AWARD

Ryan

Tim Wagner, Senior Vice President and Chief Technology Officer, was selected to receive Ryan’s Innovatus Award for his role in building the key architecture for our software team’s Unity project. Under Tim’s encouragement and guidance, we now have a robust suite of building blocks that allows our platform to have a consistent feel, with a modern and common user experience across all applications. This allows us to be efficient and cost effective while giving us infinite room to scale. The impact of project Unity on the future of Ryan cannot be overstated.





D CEO – DALLAS 500

D CEO

In 2021, Chairman and CEO **G. Brint Ryan** and Global President and Chief Operating Officer **Ginny Kissling** were both recognized by *D CEO's* eminent Dallas 500 list. *D Magazine* creates this list to recognize leaders in the North Texas area who are making an impact and shaping the future of the region.



D CEO CORPORATE CITIZENSHIP

D CEO

D CEO recognizes organizations and leaders who drive meaningful change in their communities by working with nonprofit organizations making a difference in North Texas. Ryan's Chairman and CEO **G. Brint Ryan** has been on the board of Communities In Schools since 2018. In 2021, he was nominated by members of that group for the Corporate Leadership Excellence Award and was selected as a Finalist.

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WELLNESS AWARDS



HEALTHIEST EMPLOYERS OF TEXAS

Healthiest Employers

Ryan was selected as a Finalist in the Healthiest Employers in Texas program in 2021. This recognition is awarded to companies that offer robust benefits in the area of physical and mental well-being, using data to offer meaningful programs for team members. Ryan's well-being platform RyanTHRIVE, in conjunction with its targeted specialized programs for weight loss, pain management, and diabetes, earned the Firm this honor. Now, more than ever, we are proud to be recognized as a leader in workplace health and wellness.

