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*A History of Ryan's 2022  
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.





Chairman and CEO G. Brint Ryan shares his vision for the future at the Annual Firm Meeting.

# THIRTY-ONE YEARS OF ONGOING CLIENT SERVICE EXCELLENCE, WORKPLACE INNOVATION, AND TEAM MEMBER DEVELOPMENT

The true value of our many awards and accolades goes well beyond the pride and recognition it has generated. It is the contributions to our ongoing pursuit of continuous work-life improvement, built on critical team member feedback provided through the award survey responses, that deliver the most powerful return. This feedback continues to drive new programs and policies that continue to shape Ryan into a place where people want to stay and grow. This awards book is a tribute to the dedicated efforts of Ryan team members around the world who live by our values and drive incredible client results, while guiding the development of a world-class work environment that supports professional and personal success.

The significant international recognition for Ryan's commitment to client service excellence and workplace innovation demonstrates the unsurpassed talent and dedication of Ryan professionals around the world. Significantly, Ryan was recognized as a best place to work in Canada, India, Portugal, the United Kingdom, and the United States. Being a best place to work for women, millennials, and team members in dozens of cities across the world—combined with recognition as one of the best firms for hybrid workplaces, companies that care, and professional development—demonstrates the incredible value of work-life success that continuously delivers superior client service and results.

This book summarizes our many achievements and recognitions. These are your awards, Ryan. In 2022, you proved every day that we are the world's best team in tax by living our values with purpose and serving our clients with integrity. Together, we are forging new possibilities for the future. Thank you.

*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 International Service Excellence Award from the Customer Service Institute of America in the category of Customer-Centric Culture. From day one, Ryan's business model has been to focus on clients by offering exceptional client service in the pursuit of excellence. In recent years, Ryan has grown in every imaginable way, and we are proud that through all of that growth, as well as recent global challenges, our client-centric culture is still at the heart of who we are today.

Garry Round and Damon Chronis, the Presidents of Operations for Canada and the U.S. respectively, are part of a panel discussion at the Annual Firm Meeting.



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# NATIONAL AWARDS

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# BEST WORKPLACES™ IN PROFESSIONAL SERVICES

Great Place to Work Institute

We are elated that Great Place to Work Institute named Ryan one of the Best Workplaces in Professional Services in Canada for the sixth consecutive year. This award recognizes the efforts and hard work of our team members who always pursue excellence for each other and our clients, making Ryan one of the Best Workplaces in Professional Services.



# BEST WORKPLACES™ FOR PROFESSIONAL DEVELOPMENT

Great Place to Work Institute

Ryan was named one of the Best Workplaces for Professional Development in Canada for the first time in 2022. We strive to create a diverse workplace culture and programs that support our team members' growth and development, ensuring they have the tools and opportunities to reach their full potential.





# BEST WORKPLACES™ FOR GIVING BACK

Great Place to Work Institute

The award for Best Workplaces for Giving Back celebrates our team members who create opportunities to bring people together and give back to the community. “Generosity Matters” is one of our values, and we are thrilled to see our team members’ commitment to their communities recognized on this list for the fourth consecutive year.



Proud volunteers of  
**G♥FB** THE GREATER VANCOUVER  
FOOD BANK

Our Vancouver team members volunteer at the Greater Vancouver Food Bank, living our value of Generosity Matters.





Calgary teammates Kaltrina Bajraktari and Maddison DaSilva, along with other team members, get set for volunteer work at the RyanSHARES Day.



# BEST WORKPLACES<sup>™</sup> FOR WOMEN

Great Place to Work Institute

Great Place to Work Institute recognized Ryan as one of the 2022 Best Workplaces for Women in Canada. At Ryan, we strive to create a workplace experience that supports women, encouraging their growth and development and providing benefits that meet their needs across all stages of their lives and careers. We are proud to be included on this list and recognized as a leader of Best Workplaces for Women.



# BEST WORKPLACES<sup>™</sup> FOR HYBRID WORK

Great Place to Work Institute

Ryan is pleased to be included on the inaugural list of Best Workplaces for Hybrid Work in Canada. Ryan team members pivoted seamlessly from remote work environments to hybrid work over the past two years. Through this transition, Ryan team members continued to support each other while providing world-class service to our clients. Supported by a robust suite of benefits and programs, our team members are thriving, and we are honored to be setting the bar for the future of work.





Our Vancouver team members don costumes and enjoy hybrid Halloween celebrations.

# BEST WORKPLACES™ IN CANADA

Great Place to Work Institute, *The Globe and Mail*

In 2022, Great Place to Work Institute named Ryan as one of the Best Workplaces in Canada for the 10<sup>th</sup> consecutive year. We are pleased that our efforts to create a culture of continuous improvement have resulted in a dynamic workplace where all our team members are empowered. We continue to be committed to creating a high-trust work culture that fosters ideas, innovations, and inclusion for all.



Team members in Canada spend the day team building and giving back during RyanSHARES Day.





A proud moment for Ryan India as Savio Dominic and Rodney D'Souza accept the Best Companies to Work For™ award at the GPTW event.



# BEST COMPANIES TO WORK FOR™

Great Place to Work Institute, *The Economic Times*

For the first time, Ryan India was recognized as one of the Best Companies to Work For by Great Place to Work Institute. We are incredibly proud to be included on this list of best-in-class employers in India. Year over year, Ryan is committed to investing in our workplace culture and empowering our team members. We are thrilled to be included on this list of companies known for being a Great Place To Work For All™.



# BEST WORKPLACES™ IN PROFESSIONAL SERVICES

Great Place to Work Institute

Ryan is thrilled to be recognized as a leader in workplace excellence in the professional services field. We are committed to investing in our people and culture, so to be included on this list is an incredible honor.





# BEST WORKPLACES FOR WOMEN

Great Place to Work Institute

We are proud to be included on the 2022 list of Best Workplaces for Women in India as published by Great Place to Work Institute. Since 2013, Ryan has been intentional about supporting and investing in women in the workforce. We strive to create a work environment where women team members feel safe, empowered, and confident, knowing they have a future and career at Ryan.



Vani Kammari, Yamini Rachapally, and Jeetal Thakker strike a pose to represent the #BreaktheBias theme at the IWD celebrations at Ryan India.





India team members Savio Dominic (second from left) and RishiKumar Srivastava (third from left) receive the Best Places to Work in India recognition by AmbitionBox.



# BEST PLACES TO WORK IN INDIA

AmbitionBox

Each year, AmbitionBox identifies the top employers in India based on unsolicited feedback from past and current employees. We are pleased to be included, for the first time, on this list of prestigious workplaces that are committed to a people-first culture. Ryan's rating of 4.6 on the platform ranked the Firm among the top 15 companies in the Small Company category.





# BEST WORKPLACES<sup>TM</sup> IN PORTUGAL

## Great Place to Work Institute

Ryan was named one of the 2022 Best Workplaces in Portugal by Great Place to Work Institute for the first time. This recognition is based solely on team member feedback. We are delighted our Portugal office is included on this prestigious list of companies that are leading the way to create workplaces where team members can grow and thrive.



*Team members in our Portugal office celebrate being named one of the Best Workplaces in Portugal.*







Jun Miyake accepts the UK's Best Workplaces award on behalf of the Ryan UK team in London.

**Best Workplaces™**  
Small Organisations

**Great Place To Work®**

**No.1**

**UK 2022™**

# UK'S BEST WORKPLACES™

Great Place to Work Institute, *Sunday Telegraph*

For the second consecutive year, our UK offices were named the number one Best Workplace in the UK. We could not be prouder to be at the top of this prestigious list. Compiled by the culture experts at Great Place to Work Institute, this list represents the definitive employers of choice, and we are thrilled to be setting the bar. Our commitment to creating a workplace where all our team members can flourish is embodied by our UK office.





# BEST WORKPLACES™ FOR WELL-BEING

Great Place to Work Institute

Ryan was again named to the list of Best Workplaces for Well-Being in the UK. We are intentional about investing in all aspects of our team members' well-being, offering programs and benefits to help them thrive personally and professionally. This recognition, based on team member feedback, helps us deliver the support our team members need.



# BEST WORKPLACES™ FOR WOMEN

Great Place to Work Institute

Once again, we are thrilled that Ryan was named to the list of Best Workplaces for Women in the UK by Great Place to Work Institute. As an organization, we continue to build a high-trust, flexible workplace that empowers women to achieve success in all aspects of their lives.



Tristan Bledsoe and Erica Clausen are all smiles at our summer internship retreat.





# 100 BEST COMPANIES TO WORK FOR®

Great Place to Work Institute, *FORTUNE*

For the fifth consecutive year, Ryan was named one of *FORTUNE's* 100 Best Companies to Work For®. We have invested in our people, offering intentional support, growth, and development opportunities for our team members to create a culture of continuous improvement. Ryan's commitment to excellence extends to how we treat our people, and we work hard to ensure all programs and initiatives are considered from a people-first perspective. Our team members are the architects of Ryan's future, and this recognition is a testament to that.



# BEST WORKPLACES FOR PARENTS™

Great Place to Work Institute

We are pleased to be named one of the Best Workplaces for Parents for the fifth consecutive year. We continue to offer new and robust benefits to help our team members as they grow their families and enter new phases of life. This recognition by Great Place to Work Institute is based on direct feedback from our team members, which helps us know we are on the right track.



Conzuela Usher and her son enjoy some time together as part of RyanSHARES Day.





# ADOPTION-FRIENDLY WORKPLACE – ADOPTION ADVOCATE

Dave Thomas Foundation for Adoption

At Ryan, we recognize that team members may choose to grow their families in a variety of ways, and we ensure our benefits are fully inclusive and support those on the adoption journey. This year marks the eighth time Ryan has been recognized by the Dave Thomas Foundation, and we are proud to earn this recognition.



Steve Thompson and Nikolena Feronti catch up at the intern retreat in Dallas.



# PEOPLE COMPANIES THAT CARE®

Great Place to Work Institute, *PEOPLE Magazine*

We are thrilled to be included on the *PEOPLE* magazine list of Companies That Care. This list recognizes employers that are making a difference in their communities while also demonstrating respect, care, and concern for their team members. This recognition is the result of our people-first leadership style that embodies our values of pursuing excellence and generosity matters, and we could not be more pleased.



# BEST WORKPLACES FOR MILLENNIALS™

Great Place to Work Institute, *FORTUNE*

Great Place to Work Institute, in partnership with *FORTUNE*, has included Ryan on the list of Best Workplaces for Millennials. At Ryan, we recognize that millennials are a dynamic group, and in 2022, many are approaching significant personal and professional milestones and pivot points. As an employer, we look for opportunities to support our team members and help them achieve success, and we are proud to be included on this list.



Illinois team members enjoy a fun teambuilding opportunity.





Andra Kayem, MaryKay Manning, Joyce Kyle, and Carol Chapple are in their seats and ready to hear from leaders at the Annual Firm Meeting.



# BEST WORKPLACES<sup>™</sup> FOR WOMEN

Great Place to Work Institute, *FORTUNE*

At Ryan, we are steadfast in our commitment to ensuring all team members have the tools and resources to succeed in their jobs. Being named as one of the Best Workplaces for Women is a testament to our commitment of ensuring Ryan is an equitable workplace for women across all demographics. We are honored to receive this recognition and will continue to promote quality and consistency of women’s experiences in the workplace.

# BEST WORKPLACES<sup>™</sup> IN CONSULTING AND PROFESSIONAL SERVICES

Great Place to Work Institute

The list of Best Workplaces in Consulting and Professional Services recognizes employers that have created a culture where team members can grow and thrive. The professional services space is often the most competitive and incredibly rigorous, so we are thrilled to be included on this list for the seventh time. Our commitment to our team members, as well as their commitment to each other, allows us to continue to be a leader in this space.





# FASTEST-GROWING CONSULTING FIRMS

Consulting Magazine

Ryan is pleased to again be included on *Consulting Magazine's* list of Fastest-Growing Consulting Firms. Over the past three years through the global pandemic, Ryan not only weathered the storm but thrived. Through organic growth and strategic acquisitions, Ryan celebrated its 31<sup>st</sup> consecutive year of growth.



# AMERICA'S BEST MIDSIZE EMPLOYERS

Forbes

*Forbes* magazine compiles its list of America's Best Midsize Employers based on independent surveys of 60,000 randomly selected Americans who work for businesses with 1,000 or more employees. We are pleased to be included on this list of world-class employers of choice that are known for being agile and responsive to the needs of their team members.







Ryan's 2022 summer intern class all together for the intern retreat.

# VAULT TOP 100 INTERN PROGRAMS

Vault.com

Ryan's campus recruiting efforts have reached new heights in the past few years, as we've grown our summer internship program into a meaningful, challenging, and rewarding experience for our interns. We are thrilled to be included on this definitive list of internship programs, ranking 84<sup>th</sup> overall and ninth in the financial services industry.







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# TOP WORKPLACES IN ARIZONA

Energage, *azcentral*

We are thrilled to once again be recognized as one of the Top Workplaces in Arizona for 2022. This year marks the 10<sup>th</sup> consecutive year Ryan has been recognized as a Top Workplace by *azcentral* and its publication partners. This list represents the best of the best in workplace excellence, and we are honored to be included among this group of elite employers.



# 100 BEST ARIZONA COMPANIES

BestCompaniesAZ, *Arizona Business Magazine*

Ryan was named to the exclusive list of 100 Best Arizona Companies, earning a special recognition in the Wings category. Every five years, BestCompaniesAZ recognizes the most outstanding companies in Arizona that are raising the bar for excellence in business, impact on the community and state, and treatment and empowerment of team members. We are proud to be included on this list and earn the Wings designation for our ability to continually improve and innovate our business practices.





# BEST COMPANIES TO WORK FOR IN FLORIDA

Workforce Research Group, *Florida Trend*

For the sixth year, Ryan was named one of the Best Companies to Work for in Florida. The culture experts at Workforce Research Group together with *Florida Trend* compiled this exclusive list of employers that work hard to put their team members first, providing benefits and programs that help them thrive. Ryan ranked fourth in the Large Company category.



Team members from our Tampa and St. Petersburg offices volunteer for a beach cleanup for RyanSHARES Day.





# BEST PLACES TO WORK IN ILLINOIS

Workforce Research Group, *Daily Herald Business Ledger*

The *Daily Herald Business Ledger* publishes its annual list of Best Places to Work in Illinois, and we are thrilled that for the 12<sup>th</sup> consecutive year, Ryan has been included on this list of employers of choice. Ryan is pleased to be a regular recipient of this honor that celebrates companies that innovate and grow their businesses while creating work cultures that support their team members.



Ryan's Chicago team members are regular volunteers with Feed My Starving Children for RyanSHARES Day, and 2022 was no exception.

# BEST EMPLOYERS IN OHIO

Best Companies Group, *Crain's Cleveland Business*

Ryan is thrilled to have earned the top spot on the list of Best Employers in Ohio. This elite group of companies is committed to a people-first culture, raising the bar on the workplace experience by investing in team members and culture. This is Ryan's 12<sup>th</sup> consecutive year to be recognized as a Best Employer in Ohio, and being at the top of this list is an incredible honor.







# BEST WORKPLACES<sup>™</sup> IN ONTARIO

Great Place to Work Institute

For the third consecutive year, Ryan has been named one of the Best Workplaces in Ontario. The experts at Great Place to Work Institute surveyed employees from across the region to identify which companies are a cut above the rest. We are proud that our team members’ experiences put us on this exclusive list.



Team members from our Ontario offices spend a shift volunteering for RyanSHARES Day.

## BEST PLACES to work in PA<sup>2022</sup>

# BEST PLACES TO WORK IN PENNSYLVANIA

Best Companies Group, *Central Penn Business Journal*

Companies on the list of Best Places to Work in Pennsylvania represent the best of business—driven to succeed and ensuring that team members are able to reap the benefits of that success. Ryan has been on this list since 2012, and based on our team members’ surveys, we are thrilled to be ranked number two in the Large Company category.







# BEST COMPANIES TO WORK FOR IN TEXAS

Workforce Research Group, Texas Association of Business

With approximately half of our team members in Texas, we are particularly pleased to be recognized as a leader in workplace innovation and excellence in the state of Texas. In 2022, Ryan ranked second in the Large Company category, making it Ryan’s 12<sup>th</sup> year in a row to be included on this list of elite employers.



Chairman and CEO G. Brint Ryan, with Allison Miller, Anchor, CBS Austin and Glenn Hamer, President and CEO of Texas Association of Business, at the Best Companies to Work for in Texas celebrations in Austin. Photo Credit: Trinity Scott



# BEST WORKPLACES IN TEXAS™

Great Place to Work Institute, *FORTUNE*

*FORTUNE* magazine, in partnership with Great Place to Work Institute, conducts a thorough evaluation of companies’ policies and benefits, surveying team members around the state to compile its list of the Best Workplaces in Texas. For the sixth consecutive year, we are thrilled to be included on this list of innovative companies that put their team members at the forefront of every decision.



Our Dallas team members come together to pack and sort meals at the North Texas Food Bank.





# BEST PLACES TO WORK IN VIRGINIA

Best Companies Group, *Virginia Business*

We are humbled and honored to be ranked the number one Best Place to Work in Virginia. We are committed to supporting and empowering our team members, so they may achieve success in all aspects of their lives. Companies on this list are creating the blueprint for the future of work, and we are proud to be included in this select group.





# CITY AWARDS

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Our Atlanta team members volunteered with the Atlanta Community Food Bank for RyanSHARES Day.



# TOP WORKPLACES IN ATLANTA

Energage, *The Atlanta Journal-Constitution*

In 2022, Ryan was named to the list of Top Workplaces in Atlanta for the fourth time. We are thrilled to be included on this list of employers that prioritize team member experience while offering world-class client service. Ryan ranked 23<sup>rd</sup> on this list in one of the country's most competitive markets.





# TOP WORKPLACES IN AUSTIN

Energage, *Austin American-Statesman*

For the 12<sup>th</sup> year, Ryan has earned a spot on the *Austin American-Statesman* list of Top Workplaces in Austin. The experts at Energage compile the list of Top Workplaces by surveying team members to learn more about the workplace experience around the city. We are proud that our team members experience Ryan as a workplace committed to their growth, development, and success.



CRAIN'S CHICAGO BUSINESS  
**BEST**<sup>2022</sup>  
PLACES TO WORK

# BEST PLACES TO WORK IN CHICAGO

Best Companies Group, *Crain's Chicago Business*

We are elated that our Chicago offices have been named one of the Best Places to Work in Chicago for the fourth consecutive year. This list represents elite employers that are creating the workplace of the future by committing to a people-first culture, and we are proud that our Chicago team members can thrive at work.



# BEST PLACES TO WORK IN DALLAS

Quantum Workplace, *Dallas Business Journal*

Ryan is thrilled that for the 12<sup>th</sup> consecutive year, we have been included on the list of Best Places to Work in Dallas, ranking number two in the Large Company category. This list is the definitive list of North Texas companies that are working to change how work works. We are proud to be included on this list for more than a decade and that a commitment to workplace excellence is part of our legacy.

DALLAS BUSINESS JOURNAL



2022 BEST PLACES TO WORK

# NORTH TEXAS PRIVATE COMPANIES

*Dallas Business Journal*

The *Dallas Business Journal* compiles its list of top privately owned firms in the North Texas area, and Ryan is thrilled to be included on this list. Ryan ranked 16<sup>th</sup> on this list of companies with headquarters in the Metroplex that are making an impact in North Texas.



Dallas team members Ashley Haver and Arni Adams are on their way to a team lunch with visiting team members.





# TOP WORKPLACES IN HOUSTON

*Energage, Houston Chronicle*

This year marks the fifth time our Houston office was named to the *Houston Chronicle's* list of Top Workplaces. We are excited to be included in this top-tier group of employers of choice. Our commitment to our team members is second to none, and we are proud to be recognized as a gold standard employer in Houston.



*Our Houston team members are all smiles after a successful RyanSHARES Day at the Houston Food Bank.*





Our Los Angeles and Glendale team members make a big impact on RyanSHARES Day.



# BEST PLACES TO WORK IN LOS ANGELES

Workforce Research Group, *Los Angeles Business Journal*

Ryan has been named one of the Best Places to Work in Los Angeles for the 12<sup>th</sup> time. Ranking fifth in the Large Company category, we are honored to be included on this list and to have our legacy include being a leader and disruptor in the space of workplace culture.





# BEST PLACES TO WORK IN NEW YORK CITY

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

This year marks the fifth year Ryan has been recognized as one of the Best Places to Work in New York City. We are incredibly pleased to be part of this elite group of companies in one of the most competitive markets in the world. Our programs and benefits are designed to help our team members achieve multifaceted success, earning us a spot on this prestigious list.



Our team members in New York worked together to assemble backpacks filled with school supplies for University Settlement, a local school.





San Diego team members Sharan Roebuck, Pamela McGarity, Marc Hartley, Vanessa Hernandez, and Marcus Romero (from left to right) receive the number 1 plaque for the Best Places to Work in San Diego award.



# BEST PLACES TO WORK IN SAN DIEGO

Workforce Research Group, *San Diego Business Journal*

Each year, the *San Diego Business Journal* recognizes the companies that are leading the way in workplace excellence and innovation with benefits that illustrate a commitment to their team members. Ryan is incredibly proud to have been named the number one employer in the Mega Employer category.



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# CHAIRMAN’S AWARD

Ryan

**Josh Cohen**, Principal and Practice Leader, Transaction Tax, received the 2022 Chairman’s Award for his many contributions to the Firm. He exceeded every revenue goal for the year and improved revenue per headcount. His vision for scaling his practice propelled him to reorganize his team to leverage resources more efficiently and improve client focus and satisfaction. Simply put, Josh is the epitome of the Ryan leader and has set the bar for all practice areas.



*Josh Cohen receives the Chairman’s Award at the Annual Firm Meeting.*





*Mark Rodriguez is recognized with the Innovatus Award at the Annual Firm Meeting.*

# INNOVATUS AWARD

Ryan

For the first time in Ryan history, not one but two brilliant leaders were recognized for their groundbreaking contributions to the Firm. Ryan is at a pivotal point in its history, and these two honorees represent the best of our legacy services and the vision for future opportunities.

**Mark Rodriguez** was recognized for his impact across the organization. Whether he is working with Tax Technology, Severance Tax, or iLab, Mark can be counted on to be at the leading edge of the solutions. Regardless of his role in the project, Mark is able to elevate the vision, helping Ryan develop new integrations, efficiencies, and opportunities. “Innovation is just who he is,” one committee member said.

*Jeff Troan receives his Innovatus crystal at the Annual Firm Meeting.*

**Jeff Troan** was recognized for his unprecedented tenacity, bringing together multiple external stakeholders to generate a significant winning solution that allowed a previously shelved project to come to fruition. The committee was impressed by the depth and breadth of this venture and the grit, creativity, and determination needed to get the job done. Under Jeff’s guidance, this project represented all of Ryan’s values coming together in the best possible way.



# CAREER ACHIEVEMENT – MOST ADMIRED CEO

*Dallas Business Journal*

Five years after being named to the inaugural class of the *Dallas Business Journal's* Most Admired CEOs list, Ryan's Chairman and CEO G. Brint Ryan was recognized with the Career Achievement Award. The publication cited Brint's leadership as Firm growth accelerates. Brint's ability to be a disruptor in the best possible way earns him the admiration and respect of his peers.



## D CEO – DALLAS 500

*D CEO*

Each year, *D Magazine's* executive publication, *D CEO*, compiles a list of the CEOs and executives who are reshaping the business landscape in North Texas. Ryan Chairman and CEO **G. Brint Ryan** and Global President and Chief Operating Officer **Ginny B. Kissling** were once again included on this prestigious list.



Chairman and CEO G. Brint Ryan and Global President and Chief Operating Officer Ginny Kissling were once again included on *D Magazine's* prestigious *D CEO – Dallas 500* list.



Chairman and CEO G. Brint Ryan gives his acceptance speech for the Career Achievement Award at the Dallas Business Journal's Most Admired CEO Awards.





# WELLNESS AWARDS





# HEALTHIEST EMPLOYERS OF TEXAS

Healthiest Employers

At Ryan, we are committed to taking care of our team members' well-being, so we are thrilled to be recognized as one of the Healthiest Employers in Texas. Our programs and benefits come together to create a people-first environment where our team members can thrive.



