ABOUT RYAN

Ryan, an award-winning global tax services and software provider, is the largest Firm in the world dedicated exclusively to business taxes.

With global headquarters in Dallas, Texas, the Firm provides an integrated suite of federal, state, local, and international tax services on a multi-jurisdictional basis, including tax recovery, consulting, advocacy, compliance, and technology services. Ryan is a five-time recipient of the International Service Excellence Award from the Customer Service Institute of America (CSIA) for its commitment to world-class client service. Empowered by the dynamic myRyan work environment, which is widely recognized as the most innovative in the tax services industry, Ryan’s multidisciplinary team of more than 2,100 professionals and associates serves over 14,000 clients in more than 45 countries, including many of the world’s most prominent Global 5000 companies. More information about Ryan can be found at ryan.com.
SUPERIOR PROFESSIONALS

Since our founding, we have built one of the most experienced teams of tax professionals ever assembled. Ryan is owned and managed by 131 Principals, including legislators, former administrative law judges, tax policy officials, former tax auditors, attorneys, statisticians, and other professionals with many years of multi-jurisdictional tax experience.

BOARD OF MANAGERS

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

Ginny B. Kissling  
President and Chief Operating Officer, Ryan and Ryan International

Gerry L. Ridgely, Jr.  
EVP and Vice Chairman, Emerging Businesses

James M. Trester  
Principal

Jon C. Sweet  
EVP and Vice Chairman, Chief Market Strategy

Jayme Fishman  
President, Ryan Software

Douglas R. Deason  
Member, Board of Managers

Ashok Nayyar  
Member, Board of Managers

Laurence E. Paul  
Member, Board of Managers
Ryan’s culture is built on innovation and a commitment to client service. The Firm has the most innovative work environment in the tax services industry, called myRyan, to attract and retain the industry’s most talented team of tax professionals.

Our innovative myRyan work environment allows employees to achieve the highest level of success and productivity in all areas of life, including professional and personal endeavors. As opposed to a traditional work environment, myRyan is a cultural shift that changes the measurement of work from hours to results. Through collaboration and support, Ryan employees thrive in a guilt-free workplace in which the focus is on results and superior client service, rather than where and when the work is done.
CORE PURPOSE AND VALUES

We are not in the “tax” business. We are in the tomorrow business.

To liberate our clients from the burden of being overtaxed, freeing their capital to invest, grow, and thrive.
CLIENT SERVICE PRINCIPLES

Ryan is the first company ever to achieve the prestigious International Customer Service Standard (ICSS) Gold Certification from the Customer Service Institute of America (CSIA).

To maintain our relentless dedication to achieving the highest level of client service and results, the following Ryan Client Service Principles are woven into the fabric of our Firm’s culture:

1. The Interests of the Client Come First
2. Focus on Results
3. Exceed Client Expectations
4. Perform Work Thoroughly and Accurately
5. Work Efficiently
6. Prepare High-Quality Deliverables
7. Involve Appropriate Internal Resources
8. Be Accessible and Responsive
9. Communicate Effectively
10. Anticipate Client Needs
11. Document Deadlines
12. Be Organized at All Times
13. Do Your Own Work
14. Protect Confidential Information
15. Project Professionalism
16. Deliver as Promised
17. Convey Appreciation
18. Obtain Feedback
19. Report Negative Feedback and Service Failures

Customer Service Institute of America

Ryan became the first company to ever qualify for recertification of the prestigious International Customer Service Standard (ICSS) Gold Certification. This exclusive, three-year certification is the result of an extensive review of Ryan's client service and quality management processes, and independently validates the Firm's commitment to client service.
RECOGNITION

Ryan has been honored with numerous prestigious awards for our innovative work environment, commitment to employee development, and superior client service.
RYAN FOUNDATION

Ryan’s success has resulted in substantial rewards for its associates, and it is their generosity and our Firm’s culture of giving back to the community that have inspired our vision and establishment of the Ryan Foundation.

One of our core values is “Generosity—We Share our Success.” Through the Ryan Foundation our employees have dedicated countless hours to their communities and have contributed millions of dollars to more than 200 charities.

![Sampling of Other 100+ Community Outreach Beneficiaries]

Ronald McDonald House
LOCATIONS

Ryan represents Global 5000 clients in more than 45 countries with multiple international locations.
**GROWTH**

*Our international tax network currently includes more than 2,100 professionals and associates.*
CORPORATE TAX MARKET LEADERSHIP

Ryan is the 7th largest corporate tax practice in the United States based on the 2016 Accounting Today Ranking of Top Tax Firms.

Ryan represents 96% of the companies that make up the Dow Jones Industrial Average.

Ryan’s Net Promoter Score® ranks above the world’s most respected companies.

Source: Dow Jones Industrial Average Component Data, September 2017
BROAD EXPERTISE ACROSS MULTIPLE INDUSTRIES

We thoroughly understand the industries where our clients operate, as well as the unique tax codes within the jurisdictions where they conduct business.

Our success and market penetration in every major industry have resulted in significant savings for our clients.

- Business Services
- Construction
- Financial Services
- Food Services
- Government Contractors
- Healthcare and Pharmaceuticals
- Manufacturing
- Oil and Gas
- Retail
- Telecommunications
- Transportation
- Utilities
WORLD-CLASS ROSTER

*Ryan is a trusted advisor to many of the world’s best-known, best-run businesses.*
WE LEAD THE INDUSTRY IN CLIENT SERVICE

Ryan’s commitment to client service means that our clients’ priorities are our priorities.

Our clients appreciate the difference our approach provides. In a recent independent survey, our clients ranked us substantially above our competition.

CLIENT SATISFACTION RATINGS

<table>
<thead>
<tr>
<th>Service</th>
<th>Rating</th>
<th>Source: Cvent Inc., March 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Services Performed Professionally</td>
<td>99%</td>
<td></td>
</tr>
<tr>
<td>Avoided Disruptions in Client Offices</td>
<td>99%</td>
<td></td>
</tr>
<tr>
<td>Responded Promptly</td>
<td>99%</td>
<td></td>
</tr>
<tr>
<td>Overall Quality of Service</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>Demonstrated Expertise and Provided Accurate Information</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>Services Performed Timely</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td>Results Created Value</td>
<td>97%</td>
<td></td>
</tr>
</tbody>
</table>

“Ryan has been a trusted partner that has delivered substantial value and tax savings for many years, while sharing their vast knowledge and strategic advice across multiple tax areas.”

Lowell Griffin
Vice President, Tax
SWIFT
PRACTICE AREAS

Ryan is a leading global tax services firm.

The Firm’s practice includes expertise in every major area of state, local, federal, and international taxation, including the largest indirect and property tax practices in North America and the seventh largest corporate tax practice in the United States.

- Abandoned and Unclaimed Property
- Business License Tax
- Communications Transaction Tax
- Credits and Incentives
- Customs and Foreign Trade
- Federal Income Tax
- Fuels and Excise Tax
- Human Capital Tax
- Insurance Tax
- International Tax
- Property Tax
- Ryan Advocacy
- Ryan Software
- Severance Tax
- State Income and Franchise Tax
- Tax Compliance
- Tax Technology
- Transaction Tax
- Value-Added Tax
CLIENT TESTIMONIALS

The most respected companies in the world trust Ryan to provide outstanding value, client service, and results through a suite of innovative tax advisory and consulting services.
Client Testimonials

*BASF*
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

"Ryan has provided BASF outstanding value by recovering overpaid taxes while identifying and implementing tax automation solutions, streamlining tax decision processes, and integrating industry-leading tax software to improve our tax performance."

*Frederick W. Jenkin*
Manager, Sales & Use Tax Audits and Special Projects
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan serves as an extension of our tax department—sharing their knowledge and expertise, helping us take a more strategic approach to sales tax, and delivering outstanding value and results.”

Lisa Landry
Director of Tax

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Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

"Ryan has been a trusted partner of CBS Corporation for many years, consistently delivering incredible value and substantial savings."

Christopher Fontana
Director, State and Local Tax
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan has secured millions of dollars in tax savings for Chrysler, consistently providing outstanding client service and value.”

Kevin M. Danielson
Senior Manager, Indirect Taxes & Audits
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan’s diligent approach to dispute resolution is outstanding. They have provided extraordinary value and substantial savings for Cintas. They were able to take over a critical situation and produce exceptional results.”

Scott D. Clark
Vice President, Corporate Taxation
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan has been a valued partner of H&M, helping us navigate the complex sales tax landscape and minimize our tax liabilities.”

Chelsea Wharton
CFO - North America
“Ryan provided our organization an outstanding return on investment that goes well beyond the impressive tax savings that they delivered. Their ongoing support services, providing immediate answers to tax questions, customized training seminars, and online resources deliver outstanding and continuous value well after the engagement is complete.”

Russell Thomas
State Tax Manager
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan has earned our trust by winning difficult cases, minimizing our tax burden, and providing superior client service, while providing a benchmark to measure performance and support strategic tax planning.”

Steven Bonacci
Principal

The JBG Companies
"Ryan has provided MetroPCS an outstanding return on investment through a wealth of tax services including sales and use tax, property tax, credits and incentives, unclaimed property, and tax technology."

Chris Miller
Director of Tax

MetroPCS
Unlimit Yourself.
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan has been a trusted partner that has delivered substantial value and tax savings for many years, while sharing their vast knowledge and strategic advice across multiple tax areas.”

Lowell Griffin,
Vice President, Tax
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation

Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

"Ryan's powerful proprietary sales tax review technology identified areas of focus for meaningful tax opportunities while greatly minimizing disruptions to our operations. Their combination of advanced technology and experienced consultants has provided value to Tim Hortons."

John McQuarrie
Director, Commodity Tax

Tim Hortons
Client Testimonials

BASF
Cara Operations
CBS Corporation
 Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

“Ryan Public Affairs delivered both timely and effective legislative advocacy strategy and support that proved decisive in achieving success for our tax and external affairs professionals.”

Archie Shaffer III
Executive Vice President, Corporate Affairs

Tyson
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

"Ryan has provided us with impressive financial savings and tremendously valuable knowledge. In addition to impressive financial savings, Ryan has helped Warner Bros. Entertainment focus on prospective improvement, adding value by transferring their knowledge and educating our professionals in the areas of sales and use tax, cross border transactions, and the taxation of imports."

Lea M. Ray
Vice President, Corporate Finance
Client Testimonials

BASF
Cara Operations
CBS Corporation
Chrysler
CINTAS
H&M
The Hershey Company
The JBG Companies
MetroPCS
Swift Transportation
Tim Hortons
Tyson Foods, Inc.
Warner Bros.
Wayne Dalton

"What we needed, and what Ryan helped us obtain, was a 'package' of tax credits and business incentives to make it feasible for us to develop a new facility and expand into new markets."

Christine M. Guthrie
Director of Tax, Assistant Corporate Secretary

Wayne Dalton
G. Brint Ryan, Chairman and CEO, Ryan and Ryan International

PRIVATE SECTOR EXPERIENCE

Current
- Founder, Chairman of the Board, and CEO, Ryan and Ryan International, Dallas office
  - Specializes in providing transaction, franchise, and multistate income tax services to clients in all industries.

PUBLIC SECTOR EXPERIENCE

Current
- Chairman, University of North Texas (UNT) System Board of Regents
- Member, Select Committee on Economic Development
  - Appointed by Texas Lieutenant Governor David Dewhurst.
- Member, Taxpayer Advisory Group, Texas Comptroller of Public Accounts
- Member, College of Business Advisory Board, UNT (2004–Present)
- Member, Board of Visitors, UNT Health Science Center (2001–Present)
- Member, UNT Dallas Founders Circle, University of North Texas (2004–Present)
- Member, Blue Cross Blue Shield, Texas Affiliate Board
- Member, Governance Committee, Friends of Wednesday’s Child

Previous
- Member, Industry/Practitioner Liaison Group, Texas Comptroller of Public Accounts
- Member, Taxpayer Advisory Group, Texas Comptroller of Public Accounts
- Chairman, Accounting Advisory Board, University of North Texas
- Member, Accounting Advisory Board, UNT (1998–2012)

PUBLIC PRESENTATIONS

Mr. Ryan is a frequent speaker on various tax topics. He has appeared as a speaker for the following organizations:
- Institute for Professionals in Taxation
- National Business Institute
- Tax Executives Institute
- Texas Society of Certified Public Accountants
  - Dallas, El Paso, Fort Worth, and Houston Chapters

PUBLICATIONS
- Contributing Editor, CCH Incorporated, Guidebook to Texas Taxes (2004–2013)

HONORS AND AWARDS
- Wings of Eagles Presidential Award, UNT (2017)
- CEO of the Year, Houston Work-Life Roundtable (2010)
- Patriot Award, Employer Support of the Guard and Reserve (2010)
- IPT Special Award, Institute for Professionals in Taxation (2010)
- Distinguished Alumnus Award, UNT (2009)
- Outstanding Alumnus Service Award, UNT (2003)
- Alumnus of the Year, Department of Accounting, UNT (1997)
- Distinguished Alumnus, Beta Pi Chapter, Beta Alpha Psi, UNT
- Judge Elbert P. Tuttle Distinguished Achievement Award, Epsilon Delta Chapter, Pi Kappa Alpha Fraternity, UNT (2012)
- Salute to Excellence Award for CPE Presentations, Houston Chapter, Texas Society of Certified Public Accountants

BOARD AND PROFESSIONAL AFFILIATIONS
- American Heart Association, Dallas Division
  - Board of Directors (2011–2013)
- American Institute of Certified Public Accountants
- Dallas/Fort Worth State Tax Association
  - Executive Director (1993–1995)
- Dallas Habitat for Humanity
  - Dream Dallas, Advisory Council Board Member
- Institute for Professionals in Taxation
- Junior League of Dallas
  - Community Advisory Board Member (2011–2013)
- North Texas Super Bowl XLV
  - Host Committee Board of Directors (2010–2011)
- Pi Kappa Alpha Foundation
  - Board of Trustees (2011–2014)
- Texas Association of Business
  - Executive Committee, Board of Directors
- Texas Society of Certified Public Accountants
- Texas Taxpayers and Research Association
  - Executive Committee, Board of Directors

EDUCATION/ACCREDITATION
- Master of Science Degree, Accounting (Emphasis in Taxation), University of North Texas
- Bachelor of Science Degree, Accounting, University of North Texas
- Certified Public Accountant (CPA), Licensed in Texas

(Ryan is not a CPA firm.)
**Ian Boccaccio, Principal and International Tax Practice Leader**

**PRIVATE SECTOR EXPERIENCE**

**Current**
- Principal, Ryan, New York office
  - Specializes in quantitative international tax solutions required to manage the global tax posture of multinational organizations, with expertise in Foreign Earnings and Profits reviews, Inside and Outside Basis calculations, Overall Foreign Loss (OFL) modeling, foreign source income and tax credit analysis, foreign exchange issues, U.S. manufacturing incentives [Interest Charge – Domestic International Sales Corporation (IC-DISC) and Data Protection Act (DPA)][IRC199]], international compliance, and all aspects of global tax provisioning and deferred tax justification pursuant to ASC740.
- Practice Leader, International Tax, Ryan
  - Responsible for leading a team of professionals charged with expanding the Firm's worldwide market share through a suite of international tax and transfer pricing services.

**Previous**
- Partner, global tax service firm

**PUBLIC PRESENTATIONS**
Mr. Boccaccio lectures on various tax topics for clients and at various industry meetings and conferences. Additionally, he has appeared as a speaker for the following organizations:
- Council of State Retail Association Executives
- BNA – CITE
- Financial Innovation Forum Moscow
- New York State Society of Certified Public Accountants
- Tax Executives Institute
- Tax Officers Summit

**PROFESSIONAL AFFILIATIONS**
- International Fiscal Association

**EDUCATION/ACCREDITATION**
- Bachelor of Business Administration Degree, Finance, Bryant University
Eugene Choi, Principal and Practice Leader, Asia-Pacific

PRIVATE SECTOR EXPERIENCE

Current
- Principal, Ryan, Sydney office
  - Specializes in assisting indirect tax functions to improve their performance in financial management and recoveries, business partnering, Revenue Authority relationships, and providing accreditation.
  - GST services and advice across financial services and all industries.
- Practice Leader, Asia-Pacific, Ryan

Previous
- Managing (Division) Director, Global Head Transaction Taxes, Financial Management Group, investment banking company
  - Responsible for global indirect tax advisory and compliance functions covering VAT/GST/US indirect taxes across 29 jurisdictions.
- Head Indirect Tax Partner, global law firm

EDUCATION/ACCREDITATION
- Bachelor of Laws Degree, University of Sydney
- Bachelor of Economics (SocSc) Degree, University of Sydney
- Legal Practitioner, NSW & CTH
Damon Chronis, President, U.S. Operations

PRIVATE SECTOR EXPERIENCE

Current
• President, U.S. Operations, Ryan, Dallas office
  – Leads 1,300 employees across the United States, as well as 350 employees in Hyderabad, India.
  – Responsible for all aspects of service delivery operations within the United States, which includes 19 practices and 81 sub-practices, and Quality Assurance.
• Principal, Ryan, Dallas office
  – Specializes in representing and advocating for Fortune 1000 clients in the transportation, defense, manufacturing, and technology industries.
  – Represents all major U.S. domestic carriers for state and local tax and/or motor fuels excise tax.
  – More than 14 years of experience in tax consulting.

Previous
• Practice Leader, Transaction Tax, Ryan
  – Managed all aspects of the Firm’s largest practice, comprising of almost 400 professionals.
• Technical Training Chairperson, Professional Development Committee, Ryan
  – Responsible for administration and development of Ryan’s internal technical training courses.
• Advanced Training Chairperson, SALT Development Program, Ryan
  – Responsible for the administration and development of Ryan’s internal continuing professional education courses.

PUBLIC PRESENTATIONS
Mr. Chronis lectures on various tax topics for Ryan clients and for Ryan’s Professional Development Program. Additionally, he has appeared as a speaker for the International Air Transport Association.

AWARDS
• Dallas Business Journal
  – 40 Under Forty Award (2012)
• Collin County Business Press
  – 40 Under 40 Award (2012)

BOARD AND PROFESSIONAL AFFILIATIONS
• Boys & Girls Club of Collin County
• Coalition to Reduce Spending
  – Board of Advisors
• Dallas/Fort Worth State Tax Association
• Institute for Professionals in Taxation

EDUCATION/ACCREDITATION
• Bachelor of Business Administration Degree, Accounting, University of New Mexico
Joshua D. Cohen, Principal and Transaction Tax Practice Leader

PRIVATE SECTOR EXPERIENCE
Current
• Principal, Ryan, Dallas office
  – Specializes in providing transaction tax consulting services to clients in the defense, financial, manufacturing, oil and gas, retail, service, technology, and transportation industries.
• Practice Leader, Transaction Tax, Ryan
  – Manages all aspects of the Firm’s largest practice, comprising of almost 400 professionals.
• Member, Data Committee, Ryan
  – Responsible for the development of Ryan’s data analysis tools and procedures.

Previous
• Director, Transaction Tax, Ryan, Dallas office
• Manager, Ryan, Dallas office
• Manager, national accounting firm

PUBLIC PRESENTATIONS
Mr. Cohen lectures on various tax topics for Ryan clients and the Ryan Professional Development Program. Additionally, he has appeared as a speaker for the Interstate Tax Corporation.

PROFESSIONAL AFFILIATIONS
• Dallas/Fort Worth State Tax Association
• Institute of Internal Auditors

EDUCATION/ACCREDITATION
• Bachelor of Business Administration Degree, Emory University
• Certified Member of the Institute (CMI), Institute for Professionals in Taxation
Suzanne C. den Breems, Principal and Practice Leader, Europe

PRIVATE SECTOR EXPERIENCE
Current
• Principal, Ryan, Amsterdam office
  – Specializes in providing value-added tax (VAT) consultancy and recovery services.
• Practice Leader, Europe, Ryan

Previous
• Co-founder and Partner, Dutch tax law firm
  – Specialized in VAT and real estate transfer tax.
• Manager, international accounting and tax law firm

PUBLIC PRESENTATIONS
Ms. Den Breems lectures on various tax topics for Ryan clients and the Ryan Professional Development Program. Additionally, she has appeared as a speaker for the following organizations:
• Divers accountancy firms
• Foundations in the field of UDCs
• National Organization for Theaters

PUBLICATIONS
Ms. Den Breems was chief editor of the monthly tax law magazine, Fiskaal. She has written various articles, published in the International Tax Review. She was also co-author of the Kluwer VAT Memo from 2002–2005.

PROFESSIONAL AFFILIATIONS
• Member, Dutch Association of Academic Tax Advisors

EDUCATION/ACCREDITATION
• Master of Laws Degree (LL.M.), (Emphasis in Indirect Tax Law), University of Leiden
• Post University Degree, Dutch Order of Academic Tax Advisors
• Tax Assurance, Nyenrode Business University
Neeti Dewan, Principal and Transaction Tax Compliance Services Global Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal and Global Practice Leader, Ryan Transaction Tax Compliance Services LLC, Atlanta office
  – Leads a global team of experts with focus on streamlining clients’ internal tax operations and providing best practices in tax administration, process improvement, and total tax performance.
  – Specializes in indirect tax compliance, covering value-added tax (VAT), goods and services tax (GST), provincial sales tax (PST), sales and use tax (SUT), excise tax, fuels tax, telecommunications tax, and other indirect taxes.

Previous
• National Practice Leader, U.S. Indirect Tax Compliance, national accounting firm
  – Led the compliance outsourcing practice with center locations in Chicago, Atlanta, and India, with responsibility for the practice P&L and growth. Client portfolio consisted of various industries, including telecommunications, retail, leasing, food and beverage, and hospitality.
• Associate Vice President, Tax, Fortune 200 company
  – Served as vice president for all domestic companies. Worked closely with C-suite in tax planning, budgeting, reserve analysis, tax reporting, and mergers and acquisitions tax analysis. Role encompassed strategic business and tax planning in state and local tax and international tax, compliance, and controversy management.
• Director, State and Local Tax Services, Fortune 200 company
• Chief Financial Officer and Board Member, women’s business leadership association (non-profit)
• Board of Directors, international software solutions company

PUBLIC SECTOR EXPERIENCE

Previous
• Auditor, California State Board of Equalization

PUBLIC PRESENTATION
Ms. Dewan speaks on various tax, strategy, and leadership topics for Ryan clients and the Ryan Professional Development Program. Additionally, she has appeared as a speaker for the following organizations:
• Institute for Professional in Taxation
• National Association of Women Business Owners and Chief Financial Officer Forums
• National Diversity Council
• Tax Executives Institute

PROFESSIONAL AFFILIATIONS
• Institute for Professionals in Taxation
• National Association of Women Business Owners
• Tax Executives Institute
  – First Vice President and Treasurer – Los Angeles and Philadelphia Chapters (Past)

EDUCATION/ACCREDITATION
• Master of Taxation Degree, Villanova University, Pennsylvania
• Bachelor of Arts Degree, Economics, California State University Northridge
• Certified Member of the Institute (CMI), Sales Tax
• Certified Public Accountant, Licensed in California and Georgia

Practice Leaders

G. Brint Ryan
Ian Boccaccio
Eugene Choi
Damon Chronis
Joshua D. Cohen
Suzanne C. den Breems
Neeti Dewan
Owen Evans
Jayme Fishman
Richard D. Fosburg
Clara Kipps
Ginny B. Kissling
Mark LoRusso
Michael Martens
Mindy Mayo
Jeff Miller
Shane Moncrief
Brendan F. Moore
Mark A. Paolillo
Garry Round
Grant Smith
Matt Travis
Sharon Welhouse
Owen Evans, Principal and Tax Compliance Services Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Chicago-Downers Grove office
  – Specializes in providing multi-jurisdictional transaction tax compliance, outsourcing, and advisory services to clients in a variety of industries.
  – Responsible for the continuous improvement of Ryan’s tax compliance process, methodology, tools, and templates.
• Practice Leader, Tax Compliance Services, Ryan

Previous
• Director, Ryan, Chicago-Downers Grove office
  – Responsible for internal review of the sales and use tax compliance process and the implementation of practice improvements.
  – Specialized in the management of sales and use tax compliance outsourcing services.
  – Responsible for the project management of abandoned and unclaimed property audit defense, compliance, exposure analysis, and voluntary disclosure engagements.
• Director, national tax consulting firm
  – Responsible for the provisions of multistate sales and use tax related to general consulting, audit defense, refund study, and tax technology solutions.
  – Responsible for the training of new and experienced staff members.
• Manager, accounting firm
  – Specialized in providing transaction tax, franchise tax, multistate income tax, and credits and incentives services to his clients.

PROFESSIONAL AFFILIATIONS
• Chicago Tax Club
• Taxpayer’s Federation of Illinois
• Unclaimed Property Professionals Organization

EDUCATION/ACCREDITATION
• Bachelor of Science Degree, Commerce (Accountancy), DePaul University
Jayme Fishman, President, Ryan Software

PRIVATE SECTOR EXPERIENCE

Current
- President, Ryan Software, Ryan, Boston-Burlington office
  - Leads a team of dedicated tax and technology experts responsible for the continued development and support of the Firm’s expanding suite of software applications.
  - Drives the growth of Ryan’s proprietary software offerings, including PinPoint™, a powerful sales and use tax calculation engine and data warehousing application; RatePoint™, a single-source tax application for rate lookup and monitoring needs; FilePoint™, a sales and use tax compliance system that provides access to the largest body of electronic uploads in the market for sales and use tax filings; ControlPoint™, a certificate management system for handling and sharing purchase and/or sales exemption certificates, and Tracker Pro™, the most trusted abandoned and unclaimed property compliance system in the world.

Previous
- Principal, Ryan, Boston-Burlington office
- Senior Vice President, transaction tax software vendor
  - Responsible for all facets of sales, marketing, business development, and professional services.
  - Increased brand awareness, thought leadership messaging, and value propositions around tax product solutions.
  - Identified, negotiated, and executed major strategic initiatives enhancing tax product offering capabilities and market focus.
  - Expanded and enhanced relationships with existing partners. Created new channels for product distribution. Educated the marketplace on the company’s future direction.
- General Counsel, transaction tax software vendor
  - Responsible for all facets of the legal function for the corporation. Focused heavily on drafting and negotiating agreements with partners, customers, and prospects.
  - Responsible for transactions, employment matters, intellectual property, and litigation matters.
- Associate Attorney, regional law firm
  - Drafted legal opinion letters to clients, appellate briefs, and researched issues in preparing pleadings for federal and state court.
  - Litigated civil matters.

PUBLIC PRESENTATIONS
Mr. Fishman lectures on various tax topics for Ryan’s Professional Development Program. Additionally, he has appeared as a speaker for the following organization:
- ADP Taxware, Inc.

PROFESSIONAL AFFILIATIONS
- Institute for Professionals in Taxation

EDUCATION/ACCREDITATION
- Juris Doctor Degree, Louisiana State University
- Bachelor of Science Degree, Business Administration, Northeastern University
- Licensed to practice law in Louisiana, Maine, and Massachusetts

Practice Leaders
- G. Brint Ryan
- Ian Boccaccio
- Eugene Choi
- Damon Chronis
- Joshua D. Cohen
- Suzanne C. den Breems
- Neeti Dewan
- Owen Evans
- Jayme Fishman
- Richard D. Fosburg
- Clara Kippes
- Ginny B. Kissling
- Mark LoRusso
- Michael Martens
- Mindy Mayo
- Jeff Miller
- Shane Moncrief
- Brendan F. Moore
- Mark A. Paolillo
- Garry Round
- Grant Smith
- Matt Travis
- Sharon Welhouse
Richard D. Fosburg, Principal and Property Tax Compliance Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Scottsdale office
  – Specializes in providing multi-jurisdictional property tax services in a variety of industries.
  – More than 20 years of experience in the property tax service industry.
• Practice Leader, Property Tax Compliance, Ryan

Previous
• Vice President, property tax consulting firm
• Regional Director of Property Tax, national accounting firm
• Regional Director of Sales, property tax consulting firm
• Vice President, property tax consulting firm

PUBLIC SECTOR EXPERIENCE

Previous
• Appraiser, Commercial Valuations, Maricopa County

PUBLIC PRESENTATIONS

Mr. Fosburg has appeared before numerous appeals boards in Arizona, California, and Florida with regard to commercial property and complex property. Mr. Fosburg has also been responsible for the administration of national and regional real and personal property portfolios.
Clara Kippes, Principal and Transaction Tax Vice-Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
- Principal, Ryan, Fort Lauderdale office
  - Specializes in providing transaction tax services to clients in the retail and manufacturing industries.
- Vice-Practice Leader, Transaction Tax, Ryan

Previous
- Director, Transaction Tax, Ryan, Dallas office
- Member, Advanced Training Committee, Ryan
  - Responsible for the administration and development of Ryan’s internal technical training courses.
- Binder Committee Chairperson, SALT Development Program, Ryan
  - Responsible for compiling orientation and technical training materials for Ryan’s internal continuing professional education courses.

PUBLIC PRESENTATIONS
Ms. Kippes lectures on various tax topics for Ryan clients and the Ryan Professional Development Program

PROFESSIONAL AFFILIATIONS
- Dallas/Fort Worth State Tax Association
  - Secretary/Treasurer (2004-2005)
- Institute of Professionals in Taxation

EDUCATION/ACCREDITATION
- Bachelor of Business Administration Degree, Accounting and Finance, Texas A&M University
Ginny B. Kissling, President and Chief Operating Officer, Ryan and Ryan International

PRIVATE SECTOR EXPERIENCE

Current

• President and Chief Operating Officer, Ryan and Ryan International
  – Leads Ryan’s global operations in the United States, Canada, Europe, and Asia-Pacific, including Service Delivery, Business Development, and Global Shared Services.
• Member, Ryan, LLC Board of Managers
• Principal, Ryan, Dallas office
  – Specializes in providing transaction tax services, including multistate audit defense representation, research, reverse audits, and transaction tax education on a national basis.
  – In addition to transaction tax services, Ms. Kissling is an industry-recognized expert in the Texas Enterprise Zone Program, which is a business incentive for capital investment and new or retained jobs, and other state and local incentives in Texas.

Previous

• President U.S. Operations, Ryan, Dallas office
  – Led 1,300 employees across the United States, as well as 350 employees in Hyderabad, India.
  – Responsible for all aspects of service delivery operations within the United States, including 17 practices and 75 sub-practices, Business Development, and Quality Assurance.

PROFESSIONAL AFFILIATIONS

• Dallas/Fort Worth State Tax Association
  – Secretary/Treasurer (1993–1995)
• Institute for Professionals in Taxation
  – Annual Conference
    • Committee Member (2002–2003, 2009)
    • Membership Promotion & Public Relations Committee
      • Chair (2010–2011)
  – Sales and Use Tax Symposium
    • Chair (2005)
    • Vice-Chair (2004)
• New York University’s Institute on State and Local Taxation
  – Advisory Board (2007–Present)
• Team Texas (2008–Present)
• TexasOne (2008–Present)
• University of North Texas, Department of Accounting, Advisory Board
  – Chair, Development Committee (2009–2011)
  – Chair-Elect, Executive Committee (2012)
  – Chair, Executive Committee (2013)

EDUCATION/ACCREDITATION

• Master of Science Degree, Accounting (Emphasis in Taxation), University of North Texas
• Bachelor of Science Degree, Accounting, University of North Texas

PUBLIC PRESENTATIONS

Ms. Kissling lectures on various tax topics for Ryan clients. Additionally, she has appeared as a speaker for the following organizations:

• Council On State Taxation
• Institute for Professionals in Taxation
• Interstate Tax Corporation
• National Business Institute
• New York University, Institute on State and Local Taxation
• WFAA – Dallas TV, Interview

PUBLICATIONS

Ms. Kissling has written articles for the New York University, Institute on State and Local Taxation, and for the Institute for Professionals in Taxation.
**Mark LoRusso, Principal and Complex Property Tax Practice Leader**

**PRIVATE SECTOR EXPERIENCE**

**Current**
- Principal, Ryan, Phoenix office
  - Specializes in providing multi-jurisdictional property tax services including audit defense, appeals, valuation, compliance, and management.
  - Experience in a variety of industries and properties including heavy manufacturing, high technology, corporate campuses, telecommunications, natural gas distribution, chemical plants, and forest products.
  - More than 23 years servicing client property tax needs.

**Previous**
- Vice President of Operations – West Region, national consulting firm
  - Responsible for supervising all state and local tax consulting services for west region clients including property tax, sales and use tax, and state income and franchise tax.
  - Managed audits, appeals, refund claims, compliance, and consulting projects.
  - Provided litigation support for highly contested cases.
- Director of Property Taxes – West Region, national consulting firm
- Director of Property Taxes – East Region, national consulting firm

**PUBLIC PRESENTATIONS**
Mr. LoRusso speaks regularly on a variety of property tax topics for Ryan’s clients and professional organizations, including the following:
- Canadian Property Tax Association
- Council On State Taxation
- Tax Compliance, Inc. – Annual Users Conference
- Tax Executives Institute

**PROFESSIONAL AFFILIATIONS**
- American Society of Appraisers
- Appraisal Institute – Associate Member
- Institute for Professionals in Taxation
- National Tax Association

**EDUCATION/ACCREDITATION**
- Economics, The Pennsylvania State University
- American Society of Appraisers – Machinery and Technical Specialties
- Certified Member of the Institute (CMI), Designation in Property Tax, Institute for Professionals in Taxation
- State Certified General Appraiser, various states
Michael Martens, Principal and State Income and Franchise Tax Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Boston-Downtown office
  – Specializes in providing multi-jurisdictional income and franchise tax services.
  – Expertise includes implementing legal entity restructurings and other planning strategies for corporations in a variety of industries.
• Practice Leader, State Income and Franchise Tax, Ryan

Previous
• Managing Director, national tax consulting firm
• Senior Manager, national accounting firm

PUBLIC PRESENTATIONS
Mr. Martens lectures on various tax topics for Ryan clients and the Ryan Professional Development Program. Additionally, he has appeared as a speaker for the following organizations:
• Council On State Taxation
• TaxStream

PROFESSIONAL AFFILIATIONS
• American Bar Association
• Council On State Taxation
• Institute for Professionals in Taxation
• Massachusetts Bar Association

EDUCATION/ACCREDITATION
• Juris Doctor Degree, Boston University School of Law, Licensed in Massachusetts
• Master of Business Administration Degree, Boston University Graduate School of Management
• Bachelor of Science Degree, Accounting, Boston College
• Certified Public Accountant (CPA), Licensed in Massachusetts
Mindy Mayo, Principal and Human Capital Tax Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
- Principal, Ryan, San Jose office
  - Specializes in leading and advising organizations in the areas of human capital taxation, including financial and operational risk management, process improvement, and strategic management. Skilled at representing clients before state and federal agencies during employment tax audits or controversy.
- Practice Leader, Human Capital Tax, Ryan

Previous
- Director, Human Capital Tax, Ryan
- Director, Employment Tax Practice, national accounting firm
- Owner, consulting firm
- Senior Tax Manager, State and Local Tax, national accounting firm
- Tax Auditor IV, State of California, Employment Development Department
  - Responsible for performing services as a Hearing Specialist before the California Unemployment Insurance Appeals Board.

PUBLIC PRESENTATIONS
Ms. Mayo is an accomplished public speaker and has achieved broad industry recognition for strategic thought leadership on various human capital taxation matters.

PROFESSIONAL AFFILIATIONS
- American Payroll Association
- Catholic Professionals and Business Club

EDUCATION/ACCREDITATION
- Bachelor of Science Degree, Accounting, San Jose State University
- Certified Payroll Professional (CPP)
Jeff Miller, Principal and Ryan Advocacy Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Austin office
  – Specializes in state legislative and regulatory analysis, developing public affairs strategies, and providing advocacy services to clients in a variety of industries.
• Practice Leader, Ryan Advocacy
  – Responsible for the administration and development of Ryan’s legislative consulting practice and advocacy services.

Previous
• Partner, leading public affairs firm
  – Provided strategic counsel to leading political figures and Fortune 500 companies throughout the country.
• Partner, top five California lobbying firm
  – Annually ranked as one of the 20 most influential people in California.
• Senior Vice President, Government and Industry Affairs, one of the nation’s largest financial services companies
  – Responsible for assembling and leading a nationwide team of corporate and contract lobbyists.
  – Managed company strategy on issues such as licensing, lending, tort reform, and other related issues.
  – Managed the company’s public profile and crisis communication planning.

PUBLIC SECTOR EXPERIENCE

Previous
• Campaign Manager and Chief Strategist, Governor Rick Perry’s Presidential Campaign
  – Led a national team of political advisors in preparation for the presidential candidacy announcement and oversaw the daily campaign operations, including communications, debate preparation, policy development, political field operations, and fundraising.
• Political Advisor for Majority Leader Kevin McCarthy
• Finance Chair, California Republican Party
• Co-Finance Chair, Republican Party
• Political Advisor to former Governor Arnold Schwarzenegger
• Early in Mr. Miller’s career, he worked as an aid to a California Congressman, a consultant in the State Assembly, and finance director for numerous California Senate and Assembly Republican leaders
• U.S. Naval Reserves, SBU XI, River Warfare Unit
Shane Moncrief, Principal and Commercial Property Tax Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
- Principal, Ryan, Atlanta office
  - Specializes in commercial property tax, and currently leads the East Region property tax consulting practice
- Practice Leader, Commercial Property Tax, Ryan
  - Responsible for developing strategies and management of the commercial property tax consulting business throughout the United States and India.

Previous
- Senior Director, property tax consulting firm
  - Led the East Region property tax practice, focusing on commercial real estate.
- Director, Big 4 accounting firm
  - Led the Southeast Region property tax consulting practice, focusing on real and personal property matters
- Senior Consultant, commercial real estate company
- Vice President, national property tax consulting firm

PUBLIC PRESENTATIONS
Mr. Moncrief has given over two dozen presentations throughout his career to various executive boards, state taxing authorities, and professional associations in the real estate and property tax industry. Topics have included valuation, legislative changes, and the Sarbanes-Oxley Act.

PROFESSIONAL AFFILIATIONS
- Atlanta Apartment Association
- Institute for Professionals in Taxation
- International Association of Assessing Officers
- National Association of Industrial and Office Properties
  - Government Affairs Committee

EDUCATION/ACCREDITATION
- Bachelor of Science Degree, Management, Georgia Institute of Technology
- Certified Member of the Institute (CMI), Institute for Professionals in Taxation
- Property Tax Agent, Registered in Tennessee
Practice Leaders

Brendan F. Moore, President, Ryan International, European and Asia-Pacific Operations

PRIVATE SECTOR EXPERIENCE

Current
• President, Ryan International, European and Asia-Pacific Operations, Ryan, Toronto office
  • Responsible for Ryan’s global corporate development and international growth strategy, including new markets and the addition of key services and capabilities.
• Member, Ryan, LLC Board of Managers

Previous
• Executive Vice President and Vice Chairman, Global Corporate Development, Ryan, Toronto office
• Vice Chairman Global VAT, Ryan, Toronto office
  • Specialized in providing value-added tax (VAT) services to clients across all industry sectors.
• CEO and Managing Principal, Ryan Property Tax Services ULC, Toronto office
  • Provided U.S. tax and property tax services to clients across all industry sectors.
• President and CEO, Canadian tax firm
• Vice President, Sales, Canadian consulting firm

AWARDS
• Canadian Small Business Association
  • Entrepreneur of the Year 2004

PROFESSIONAL AFFILIATIONS
Mr. Moore is active in the communities in which he lives and works. An advocate for charitable and professional organizations within his professional and residential markets, Mr. Moore’s affiliations include:
• Financial Executives International (FEI)
  • Member and National Sponsor since 2002
  • Judge in the annual FEI Best in Class MBA Case Competition
• Institute for Professionals in Taxation
• The United Way of Oakville
  • Professional Chair (2002–2005)
  • Campaign Chair and United Way Board Member (2005–2007)
• Young Presidents Organization
  • Upper Canada Chapter since 2003
Mark A. Paolillo, Principal and Abandoned and Unclaimed Property Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Boston office
  – Specializes in assisting corporations with various unclaimed property projects involving risk assessments, voluntary compliance initiatives, representation for companies undergoing audits, development of policies and procedures for handling unclaimed property, and negotiations on settlements with state administrators.
  – More than 27 years of public accounting experience serving clients in a variety of industries, including healthcare, biotechnology, and manufacturing.
• Practice Leader, Abandoned and Unclaimed Property, Ryan

Previous
• Vice President and Practice Leader, Unclaimed Property, property tax consulting firm
• National Director, Unclaimed Property, national accounting firm

PUBLIC PRESENTATIONS
Mr. Paolillo lectures on various tax topics for Ryan clients. Additionally, he has appeared as a speaker for the following organizations:
• Council On State Taxation
• Greenberg Traurig LLP Unclaimed Property Webinar
• Tax Executives Institute
• Unclaimed Property Professionals Organization

PUBLICATIONS
Mr. Paolillo is co-author of the authoritative reference Bureau of National Affairs, Inc. Portfolio on Unclaimed Property. Additional publications include:
• COST Practitioner Connection (2011)
• Checkpoint (January and February 2011, August 2010)
• Journal of Multistate Taxation and Incentives (2010)

PROFESSIONAL AFFILIATIONS
• American Institute of Certified Public Accountants
• Association of Certified Fraud Examiners
• Massachusetts Society of Certified Public Accountants
• Unclaimed Property Professionals Organization

EDUCATION/ACCREDITATION
• Master of Taxation Degree, Bentley College
• Master of Business Administration Degree, Boston College
• Bachelor of Science Degree, Northeastern University
• Certified Public Accountant (CPA), Licensed in Massachusetts
Garry Round, President, Canadian Operations and Principal

**PRIVATE SECTOR EXPERIENCE**

**Current**
- President, Canadian Operations and Principal, Ryan, Toronto office
  - Specializes in providing Canadian transaction tax services to clients across all industry sectors.
- Member, Ryan, LLC Board of Managers
- Practice Leader, Canadian Tax Services, Ryan

**Previous**
- Managing Principal and Chief Operating Officer, Canadian tax consulting firm

**PUBLIC PRESENTATIONS**

Mr. Round lectures on various Canadian transaction tax topics for Ryan’s Professional Development Program and has appeared as a frequent speaker for the following organizations:
- Institute for Professionals in Taxation
- Manufacturers’ Education Council- Annual Ohio Tax Conference
- Tax Executives Institute
- The Chicago Tax Club

**PUBLICATIONS**

Mr. Round contributed to various publications with CCH Canadian, including: *Value-Added Taxation in Canada: Goods and Services Tax (GST), Harmonized Sales Tax (HST),* and Quebec Sales Tax (QST); *Ontario Retail Sales Tax with Commentary,* and *Common Audit Exposures.* He has also written on sales tax issues for various Canadian tax journals.

**PROFESSIONAL AFFILIATIONS**
- Canadian Institute of Chartered Accountants
- Ontario Institute of Chartered Accountants

**EDUCATION/ACCREDITATION**
- Bachelor of Business Administration Degree, Wilfred Laurier University
- Chartered Accountant (CA), Canadian Institute of Chartered Accountants
- Completed the Canadian Institute of Chartered Accountants In-depth GST Course – Parts I and II
Grant Smith, Principal and Tax Technology Practice Leader

PRIVATE SECTOR EXPERIENCE

Current
• Principal, Ryan, Atlanta office
  – Specializes in helping clients evaluate and enhance their current
tax processes and systems environment to identify opportunities
to optimize the management of their global indirect taxes
through more effective investment of their resources and capital.
• Practice Leader, Tax Technology, Ryan
  – Responsible for the development and oversight of the tax
technology practice including channel management of its
strategic partners.

Previous
• Director, Global Tax Assessments, International Tax Technology,
  Ryan, Atlanta office
  – Led a team of managers and consultants to provide global tax
  optimization strategies and services to multinational clients.
• Director, Business Development, Ryan, Atlanta office
  – Provided integrated sale and delivery of multidisciplinary tax
  services to global companies.
• National Account Manager, national consulting firm
  – Provided SALT minimization and recovery services and strategies.
• Senior Global Account Manager, global logistics firm
  – Provided cycle time reduction, supply chain management, and
cost reduction services and strategies to a multinational account
  base.

PRESENTATIONS
Mr. Smith is a regular presenter for several tax technology
forums where he outlines the benefits that can be realized
through the deployment of global tax engines and provides
insight into the most effective means to successfully launch and
manage internal initiatives for global automation. Additionally,
he has appeared as a speaker for the following organizations:
• Association for Computers and Taxation
• Ryan/Sabrix Tax Seminars
• Thought Leader Global Indirect Tax Exchange
• Vertex Exchange

PROFESSIONAL AFFILIATIONS
• Association for Computers and Taxation
• Institute for Professionals in Taxation

EDUCATION/ACCREDITATION
• Bachelor of Arts Degree, Economics, Colorado State University
PRIVATE SECTOR EXPERIENCE

Current

• Principal, Ryan, Houston office
  – Specializes in providing marketing cost deduction/post production cost, well incentive, and tax reimbursement reviews to upstream oil and gas clients.
  – More than 14 years of state and local tax experience.
• Practice Leader, Severance Tax, Ryan
  – Responsible for the ongoing development and growth of Ryan’s Severance Tax and Crown Royalty practices

Previous

• Managing Partner, leading severance tax consulting firm
• Severance Tax Specialist and Internal Auditor, mid-size oil and gas company
• Consultant, motor fuels tax consulting firm
• Consultant, Ryan, Houston office
• Intern, Ryan, Houston office

PRESENTATIONS
Mr. Travis presents on various tax topics for Ryan clients and has appeared as a speaker for the following organizations:
• American Petroleum Institute
• Council of Petroleum Accounting Societies
• Petroleum Accounting Society of Houston

PROFESSIONAL AFFILIATIONS
• Petroleum Accounting Society of Houston

EDUCATION/ACCREDITATION
• Bachelor of Business Administration Degree, Accounting, University of Houston
Sharon Welhouse, Principal and Credits and Incentives Practice Leader

PRIVATE SECTOR EXPERIENCE
Current
- Principal, Ryan, Austin office
  - Responsible for quality service delivery of tax services to multi-national companies.
  - Specializes in providing business incentives services.
  - In addition to transaction tax services, Ms. Welhouse specializes in the Texas Enterprise Zone Program, which is a business incentive for capital investment and new or retained jobs, and other state and local incentives in Texas.
- Practice Leader, Credits and Incentives, Ryan

PUBLIC PRESENTATIONS
Ms. Welhouse lectures on various tax topics for Ryan clients. Additionally, she has appeared as a speaker for the following organization:
- Institute for Professionals in Taxation

PROFESSIONAL AFFILIATIONS
- Institute for Professionals in Taxation
- Team Texas
- Texas Economic Development Council

EDUCATION/ACCREDITATION
- Master of Professional Accounting Degree, The University of Texas at Austin
- Bachelor of Business Administration Degree, Accounting, The University of Texas at Austin
MEDIA CONTACT

For additional information from our Marketing and Public Relations Department, please contact Patty Sullivan, Director, Communications, at 972.934.0022 or patty.sullivan@ryan.com.