

Employee Ownership

Shared Rewards for Our Collective Success

Employee ownership at RS&H is about building and sustaining a rewarding environment for the associates of today and for generations of owners in the future. Working together as owners, we align our decision-making with the firm's values and goals and motivate each other to improve performance in all areas. When we deliver on our objectives, we are taking care of the company and each other — resulting in shared rewards and individual recognition for our collective success.



Opportunities for Investment

Employee ownership is a bedrock principle at RS&H. All associates who meet eligibility requirements can and are encouraged to become owners. Today, there are three main ways to participate.



1 | 401(k) Plan – Stock Contributions

All associates are able to become owners through contributions to their 401(k) plan. RS&H contributes a 50% matching contribution on the first 6% of your contribution. The match is divided into two portions: 2/3 of the company match is contributed in cash to the plan each pay period, and 1/3 of the company match is contributed in company stock annually.

2 | Stock Offerings

Annual stock offerings provide an opportunity for eligible associates to purchase stock outside of the 401(k) plan. All associates who meet eligibility requirements can participate.

3 | Incentive Programs

RS&H also maintains incentive programs based on individual level and contribution in which a portion of the incentive may be awarded in company stock.