

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.



RS&H

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, and we are continuing to advance our ownership model to broaden associate equity participation. Today, there are three main ways to participate.



1 | 401(k) Plan – Stock Match & Supplemental 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. This match is divided into two portions: 33.3% is contributed in cash to the plan each pay period, and 16.7% is contributed in company stock annually.

Annually, RS&H may also provide a supplemental contribution of company stock into your 401(k) account determined by the Board of Directors based on the company's financial position and meeting strategic objectives.

2 | Stock Offerings

Annual stock offerings provide an opportunity for eligible associates to purchase stock outside of the 401(k) plan. Current associates who are endorsed by their managers based on individual performance and contribution to the success of the company may be invited to participate in the annual stock offering.

3 | Incentive Programs

RS&H maintains various equity incentive programs, including awards of company stock, to recognize individual associate contributions.