

Community Impact Days – FAQ

Starting January 1, 2026, Ryan Specialty will offer employees paid time off to engage in volunteer work. This initiative supports meaningful involvement in the communities where we live and work. Activities should be mutually agreed upon by the employee and their manager. **Please note:** Community Impact Days may not to be used while an employee is on a leave of absence.

What are Community Impact Days?

Community Impact Days are paid time off provided to employees for volunteer work or personally meaningful community service activities.

Who is eligible?

All actively working global employees are eligible to participate. Contractors and interns are not eligible.

How much time is provided?

Employees will receive a bank of 16 hours (equivalent to 2 days), front-loaded at the beginning of each calendar year.

Do these days affect my annual leave or PTO balance?

No. Community Impact Days are paid and do not count against your annual leave or PTO balance.

How can the time be used?

Time can be taken in 2-hour, half-day, or full-day increments based on the activity and manager approval.

Do I need approval to use a Community Impact Day?

Yes. Please coordinate with your manager to ensure business coverage and obtain approval before scheduling your time.

Can unused days be carried over?

No. Unused Community Impact Days do not carry over to the following year.

How do I request Community Impact Days?

Requests should be submitted through the Time and Absence application in Workday.

Will I be paid out for unused Community Impact Days if I leave Ryan Specialty?

No. Community Impact Days are a benefit available only while actively employed at Ryan Specialty.

Can unused Community Impact Days be exchanged for additional leave or PTO?

No. Unused Community Impact days cannot be traded or converted into additional leave or PTO.

Is documentation required as proof?

While documentation is not required, managers may request it at their discretion if deemed necessary.