



# Why KPMG?

## ***Inspiration in action***

Culture, opportunities, and benefits that are the KPMG difference

**Your Career. Inspired.**

[kpmgcampus.com](http://kpmgcampus.com)

# KPMG by the numbers

## Around the world

**219,000**  
professionals



**\$28.75**  
Billion in combined  
revenues



**650+**  
cities with  
KPMG offices



## In the U.S.

**38,000**  
professionals



**\$10**  
Billion in revenue



**100+**  
cities with  
KPMG offices



## Fun facts

**7**

Ignition Centers  
in the U.S.



**3,074**

professionals on  
global rotations  
in 101 countries



**222**

Business Resource  
Groups and  
Inclusion Councils  
in the U.S. offices



**\$50M+**

donated to charitable  
organizations in  
the U.S.



## Awards and recognition

**2020 Fortune**  
100 Best Companies  
to Work For



**DiversityInc's 2020**  
**Top 50** Companies  
for Diversity



**Working Mothers**  
**Top 10**  
100 Best Companies



**2020 Learning Elite**  
Gold Organization &  
Editor's Choice – #5



## Inspiration in action

**KPMG is a firm with a rich history of doing great work and making a difference. We believe everyone is here for a purpose—whether it's to serve our clients directly or to help those who do. At KPMG, purpose is the difference that has enabled us to inspire confidence and empower change for over 100 years.**

Today, KPMG is looking for inspired professionals who want to become the best at what they do, effect change, drive for results, stay passionately committed to excellence, and take a global view of both the profession and their role in creating the future. This is the place to write your own story and demonstrate inspiration in action.

**For the 13th time, KPMG has been named as one of Fortune's "100 Best Companies to Work For."**

**KPMG is in the Top 10 on Universum's ranking of "The World's Most Attractive Employers."**



# Expect inclusion and diversity

**At KPMG, we lead with inclusion first. We believe that building a truly inclusive culture is essential to becoming the Clear Choice. With an inclusive culture, all of our people feel a sense of belonging at KPMG. All of our people are able to bring their whole self to work and be conscious of their unique importance and contributions to the firm. We aspire to be a firm where diversity of thought is welcomed and embraced, and we recognize how this supports our promise to bring the best approaches to our clients and encourage innovation.**

**Diversity is about each of us, about the variety of unique experiences, qualities, and characteristics we each possess. Inclusion is about all of us creating a culture that embraces, respects, and values differences for all of our people. At KPMG, we choose both.**

- KPMG is in the Top 10 of the DiversityInc Top Companies for Diversity 2020.
- KPMG consistently ranks as one of the Human Rights Campaign's "Best Companies" and "Best Places to Work" for lesbian, gay, bisexual, and transgender professionals. We've achieved a perfect score on their Corporate Equality Index for the past 16 years.
- The KPMG Women's Leadership Summit brings many of today's most accomplished women together to inspire the next generation of women leaders.
- Our more than 200 business resource groups and inclusion councils open to everyone, provide meaningful opportunities to develop relationships and strengthen the firm's culture.
- KPMG Veterans BRG has grown to 24 chapters across the country since its founding in 2012. The network's mission is to actively support our people who have served our nation's military and to help recruit veterans who want to build a career at KPMG.
- *Working Mother* magazine has placed KPMG on its prestigious list of the 50 Best Companies for Multicultural Women.

## Business resource groups (BRGs) and inclusion councils

**222**

BRGs and inclusion councils

**13,000+**

members

Nearly **900**

Professionals lead our local and national BRGs and inclusion councils

African Ancestry

Asian Pacific Islander

KPMG Network of Women

Veterans

Abilities in Motion

Hispanic Latino

Pride@kpmg

## Our workforce

**41%**

Board of directors are from underrepresented populations\*



**34%**

Partners & employees are people of color



**45%**

Partners & employees are women



\*women, people of color, veterans, LGBT+, or people with disabilities

# Embrace the world

**At KPMG, “global” is a mindset that embraces academic and professional exploration, international business savvy, active career development, lifelong learning, and appreciation for different people, experiences, and cultures. We can help you embrace the world in your career and your life!**

## Places to GO

A world of possibilities is open to you with KPMG Global Opportunities (GO) program. Through GO, KPMG helps you broaden your horizon and develop new capabilities by applying your skills in different business and cultural environments. Your interest in applying for an international opportunity should be part of your career development discussions with your performance manager. With the support of your performance manager, you can explore and apply to global career opportunities on KPMG GO portal. Depending on the opportunity, applicants may need to meet minimum KPMG employment requirements.

219,000 professionals worldwide in 147 countries, the KPMG network has the global mobility to meet the talent needs of clients anywhere in the world.

## Transfers and rotations

Expand your horizons by completing a rotation to KPMG Professional Practice Group, Washington National Tax, KPMG Business School, or Global Services Centre. You can also move to a different practice or a transfer to another office.

**3,074** KPMG professionals  
on global rotations in

**101** countries



# Choose your specialization

KPMG provides Audit, Tax, Advisory, and Business Support services and insights to help a wide range of organizations succeed in today's dynamic and challenging business environments. As one team, we turn knowledge into value for the benefit of our clients, our people, and the capital markets. Which practice will you choose?

## Audit

Our Audit teams, equipped with a high level of technical skills and empowered with professional skepticism, provide the heart and soul of a good audit.

## Tax

Through a forward-thinking, multidisciplinary approach, technical experience, and deep industry knowledge, KPMG Tax professionals can add value and help organizations manage the tax complexities of an ever-changing business environment.

## Advisory

KPMG Advisory professionals combine technical, market and business skills to deliver objective advice and guidance that help the firm's clients grow their businesses, improve their performance, and manage risk more effectively.

## Business Support Services

The Business Support Services function helps KPMG work efficiently and innovate for the firm's future and includes Communications, Marketing, Human Resources, Finance & Accounting, KPMG Business School, and Technology.

[kpmgcampus.com/campus/whatWeDo](https://kpmgcampus.com/campus/whatWeDo)

# Build your career

We believe in your potential—as an individual and as a contributor to our firm. That's why we provide every opportunity to build your career through formal education and training programs, leadership development opportunities, and rotational assignments as well as informal one-on-one coaching and mentoring from your KPMG colleagues.

## Transition coaching

Your transition coach can help you become part of the KPMG culture, answer questions, and foster important relationships that can help grow your career.

## Performance management

Your job performance will be evaluated via our People Management Leaders (PML) program. It's an innovative approach that's redefining performance management at KPMG by putting this responsibility into the hands of a small group of well-trained, senior-level professionals who have demonstrated their ability to lead others.

## Mentoring

There are over 13,000 mentoring relationships in the firm, and you'll have the opportunity to select a mentor, too. The strong mentoring culture at KPMG encourages these relationships, which succeed because of the thousands of employees and partners who, consistent with our commitment to high performance, continuous improvement, and investment in each other, serve as mentors.

## High-performance awards

KPMG gives millions of dollars each year in Encore Awards to KPMG employees who demonstrate our values and go above and beyond to achieve excellence.



# Lifelong learning

KPMG is making a long-term strategic investment in education, because we believe it's an essential societal need and fills our talent pipeline with people uniquely prepared to embrace the challenges of a global marketplace. You can enjoy lifelong learning throughout every stage of your career.

- The firm has been recognized with a #5 ranking on *Chief Learning Officer* magazine's 2020 Learning Elite list. KPMG has been ranked near the top of the list for eight consecutive years. The magazine also named KPMG as its 2020 Editor's Choice for Learning Strategy.

## Future home of learning

The new KPMG learning center, KPMG Lakehouse, is an exciting opportunity to expand our ability to develop our extraordinary people and invest in their growth and development.

This state-of-the-art center sits on a 55-acre site in the community of Lake Nona in Orlando, Florida. A \$450 million investment in our people, Lakehouse is a cornerstone of a strategic learning transformation at KPMG designed to ensure we will attract and retain the best talent, equip our professionals to help clients meet the challenges of a dynamic marketplace, and support innovation throughout the firm.

# KPMG Lakehouse

## Learning, Development, and Innovation Center

KPMG Lakehouse is an entrepreneurial place where **learning** exists in everything, **innovation** is everywhere, **culture** is shared and **people are inspired**.



800  
single-occupancy  
rooms



Meeting space  
with flexibility  
to accommodate  
up to  
1000  
people



Multiple  
dining options,  
including a  
dining hall,  
coffee bar,  
wine bar, and  
social venue



Amenities with  
a focus on  
total wellness,  
including a  
fitness facility,  
and jogging/bike  
paths



90 learning  
and innovation  
spaces spanning  
100,000  
square feet



Design  
elements that  
celebrate and  
reinforce the  
rich history,  
values, and  
culture at  
KPMG

# Get professional incentives

Need a little incentive? KPMG helps set you on the path to career success by helping you get your CPA and the professional certifications appropriate to our practice areas. Our Early Career rewards program means extra cash for important purchases.

## CPA incentives

If you accept an offer to become a full-time associate, KPMG will pay for you to take a national CPA review course during the first two years of your employment. When you pass the CPA exam, KPMG will also reimburse you for the cost of one exam sitting, including exam and registration fees. In addition, KPMG reimburses for certain approved, university-sponsored CPA review programs up to \$1,250.

Through KPMG CPA Incentive Program, you can earn a \$5,000 bonus by completing the CPA exam prior to joining KPMG or during your first year of full-time employment with the firm.

Campus hire associates are eligible to receive a \$5,000 incentive award if:

- They have already passed all parts of the CPA exam before their hire date.
- They pass all parts or remaining parts of the CPA exam (based on exam sitting date) within the first year of employment or CPA exam eligibility, whichever comes later.\*

Campus hire associates are eligible to receive a \$3,000 incentive award if:

- They pass all parts or remaining parts of the CPA exam (based on exam sitting date) during the second year of employment or CPA exam eligibility, whichever comes later.\*
- The incentive payment is payable on submission of relevant paperwork (must be an active employee at the time of payment).
- The incentive payment must be repaid to KPMG if you leave the firm within one year of the bonus payout date.

## Advisory certification incentives

KPMG will reimburse you for your review courses and exam fees toward certain professional certifications and pay a \$1,000 bonus for obtaining the certification. Participation in this program requires advance approval.

\*Exam eligibility is determined by each respective state based primarily on educational credits completed. Each associate is encouraged to review the exam and licensure rules governing the state of expected employment to determine the commencement date for exam eligibility.

## Tax certification incentives

KPMG will reimburse you for review courses, materials, and exam fees toward certain professional certifications and pay a \$1,000 bonus for obtaining the certification. The certification must be an approved certification for the practice to which you are assigned.

## Early Career Rewards

KPMG Early Career Rewards program for early-career professionals (like you!) not only provides a long-term financial incentive but also makes life easier today by helping pay for some of the things that are most important to you right now. The program is comprised of two components: (1) annual "perks" reimbursements of up to \$1,200 each fiscal year to use for a variety of personal expenses—from student loan payments to electronics to food delivery to gym memberships—and (2) a one-time \$8,000 bonus paid out in May following either three years of service from being hired as a senior associate or, if you are hired as an associate and then are promoted to senior associate, three years after your promotion. The program is open to client service associates and senior associates who are KPMG LLP (U.S.) full-time employees.



# Enjoy work and life

You don't have to choose! At KPMG, our total rewards package provides both immediate and long-term financial benefits and rewards that help you enjoy the best of both work and life.

## Time off

Our generous paid time off provides 20 personal days per year for new hires. You will also enjoy paid time off during two annual extended breaks – a week-long Summer Break around July 4th and a Winter Break in December – plus additional national holidays throughout the year.

## Work flexibility

KPMG allows you to make informal, day-to-day flexibility arrangements such as a temporary adjustment in work schedule or location or an unscheduled day off to deal with unexpected personal needs.

## Summer hours

Our Summer Weekend Jumpstart means you can make 3:00 p.m. your regular departure time every Friday from Memorial Day through Labor Day.

## Health insurance

KPMG offers a range of medical insurance options, prescription drug coverage, and healthcare and dependent day care flexible spending accounts.

## Financial benefits

You can participate in our 401(k) retirement savings plan with company match and make use of our mortgage assistance, HomeBenefits@Work, and Hyatt legal assistance programs.

## Parental leave

Family-oriented programs for eligible employees include paid time off for new parents (either through birth, adoption, or foster placement). Birth mothers are eligible for up to 16 weeks at 100% salary, which includes up to 10 weeks of short-term disability and 6 weeks of paid parental time off. All primary caregivers can receive up to six weeks of paid parental time off at 100% salary. Non-primary caregivers are eligible for two weeks of paid parental leave at 100% salary.

## Empower community impact

You care—and so do we. Community impact is a natural extension of who we are at KPMG—problem solvers, strategic advisers, and trusted partners. Our professionals are passionate about what they do because—even as they work to ensure our clients' progress—they are also championing the success and resilience of society at large. KPMG Family for Literacy (KFFL) is the firm's signature employee volunteer program to eradicate childhood illiteracy by developing the next generation of young leaders through reading. KFFL has put more than 4 million new books into the hands of children in need in more than 100 communities across the United States. When you join KPMG, there are lots of ways to show you care.

- Last year, nearly 10,000 partners and employees pledged more than \$16 million through the Community Giving Campaign, supporting over 5,900 charitable organizations.
- The KPMG Disaster Relief Fund provides millions of dollars for global relief.
- Our Volunteer Time Release program enables eligible employees to volunteer one hour a month during normal business hours. Through the program, employees donate nearly 200,000 hours each year to charitable organizations.

### Environmental sustainability

We are always focused on the long-term impacts of our decisions. That's why environmental sustainability is a core component of KPMG citizenship strategy. Implementing environmentally sustainable principles, reducing our greenhouse gas emissions, and addressing local environmental challenges adds value for our clients and reflects the integrity and ethics of our professionals.

#### Highlights:



70%+  
of our employees  
work in a LEED-  
certified office



25%  
of our offices have  
electric vehicle  
charging stations  
available



975k  
pounds of food  
waste diverted from  
landfills through  
composting



40k  
trees planted to  
celebrate our  
new hires (1 tree  
per new hire  
since 2013)

## Our values

### Integrity

We do **what is right**.

### Excellence

We never stop **learning**  
and **improving**.

### Courage

We **think** and act **boldly**.

### Together

We **respect** each other  
and **draw strength** from  
our differences.

### For Better

We do **what matters**.

**[kpmg-campus.com](https://kpmg-campus.com)**



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