



Your  
Career.  
Inspired.

## 100 inspirations

**Number 1:** KPMG is looking for inspired professionals who want to be the best at what they do, effect change, drive for results, stay passionately committed to excellence and take a global view of the profession and their role in creating the future.

If that's the kind of person you are, there are many reasons to join us—here's 100 to start with. We invite you to discover them all within these pages.

It's your career—make sure it's inspired in 100 ways.

# Learning Lakehouse Style .....

▶ The KPMG Lakehouse is a learning, development and innovation center in Lake Nona, Florida. It includes meeting and learning spaces that can accommodate 1,000 attendees, plus 800 single-occupancy rooms, multiple dining options, recreational amenities, and a fitness facility.

# Training matters!

## **Tops in training**

The KPMG Business School offers many award-winning training sessions delivered in different formats, including in-person classrooms, virtual classrooms, online refresher courses, and Web-based training.

## **Cross-train for innovation**

With centers in New York, Denver, Grand Rapids, Atlanta, Chicago, and San Francisco, KPMG Ignition strives to better enable innovation and the cross-functional teaming critical to designing and delivering emerging solutions.

## **A good mentor is easy to find**

If you want the kind of networking that's got real impact, consider a mentor. Thousands of KPMG employees benefit from the combination of inspiration and example that can create career champions.

## **Get a transitional coach**

A transitional coach will help you with your transition into the firm, especially during your first three to six months.



# Gift better

Whether it's flowers at a discount, fine jewelry at wholesale prices, or a variety of other gift ideas, our special discounts make it easier for you to find something to brighten someone's special day.

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## Get great advice

All KPMG Aetna (non-HMO) plan participants have access to Best Doctors, which offers you and your loved ones the ability to get advice and medical decision-making support from leading physicians.



## Live flexible

**KPMG appreciates that people deal with all kinds of situations that may require support through**

**informal, day-to-day flexibility arrangements such as a temporary adjustment in work schedule, location, or an unscheduled day off.**

# Practice, practice, practice...

## Tax plays a role in everything



Tax impacts nearly every decision a business makes. It's part of our government, businesses and everyday life – and that's not about to change. The U.S. collects over \$5 trillion in annual tax revenue, and the KPMG member firms provide Tax services to 42% of the Fortune Global 500, which is why intelligent and experienced tax professionals are always sought after.

## Advisory requires new diverse approaches and mindsets



Professionals in our advisory practice help the world's leading brands enable more agile, data-driven approaches to solving their biggest issues around growth, risk and cost – and offer guidance around empowering their people and business.

## Audit Innovation: Smarter, faster, better



Audit professionals are committed to delivering a better audit experience, one built for a world that demands agility and integrity. KPMG Clara, our new global, web-based and cloud-enabled platform supports the delivery of a smarter, data-driven audit that focuses on audit quality, enhances productivity and leads to deeper insights. Digital acceleration at KPMG has led to *Smart Glasses*, enabling remote inventory observations, and *The Virtual Audit Room* to carry out audits effectively in a remote environment.

## Opportunities beyond accounting

KPMG Business Support Services manage our day-to-day operations, and we need people skilled in communications, marketing, human resources, finance, learning, and technology. Sound like you?







# Call of honor

Our military leave policy provides active duty military and members of the Reserves and National Guard with up to 12 months of differential pay. Reservists and Guard members can take a Military Leave of Absence when on assignment or in training and receive up to 12 months of differential pay.

## Salute our military

KPMG is proud to support our military men and women who want to build a great career and serve their country. Our Veterans BRG helps to drive recruiting of veterans and provide opportunities to valuable professional development.



# Build your own internship

**KPMG is the only Big Four accounting firm to offer a national consistent internship program. You can develop a path best suited to your skills and career interests. It includes five to six weeks with a core service line and two to three weeks in a development service line.**



# Countless opportunities

We offer employees many rotational opportunities across functions, service lines, industries, and geographies. Our Career Mobility Program is your comprehensive resource for transfer/rotational assignments. Our Transition Assistance Program helps employees learn about KPMG career paths.



# Go global!

KPMG offers many opportunities to work on well-known global accounts.

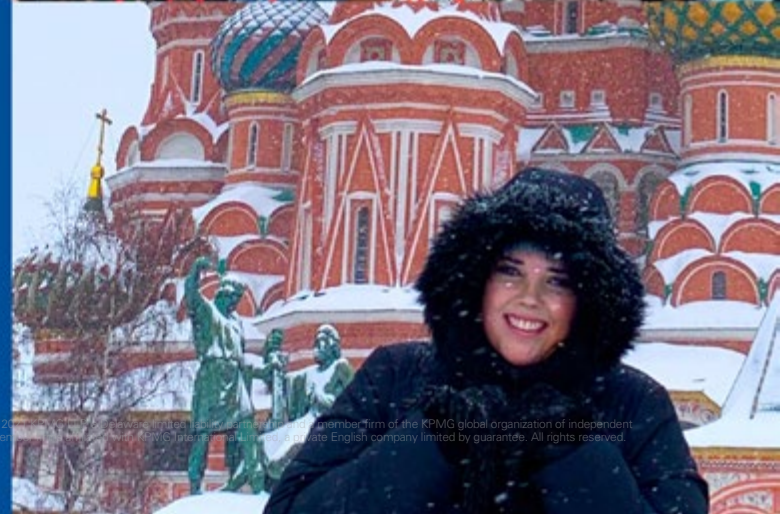
## **GIP it your attention**

KPMG's award-winning Global Internship Program (GIP) gives top college students the opportunity to work abroad and see what it takes to be a global professional. GIP internships begin in the U.S. at a KPMG office location. Next, it's four weeks on assignment working with international teams on major client accounts. Check out our #KPMGers during their Global Internship Program!

## **KIC it with KPMG!**

The KPMG Ideation Challenge allows participants to travel abroad and discover the fast-paced world of casework. During the event, participants test their ability to develop innovative, real-world business solutions through a challenging and exciting learning experience.

*Each year, nearly 3,000 KPMG employees complete an international assignment outside of their home country through our GO program.*





# Break glass ceilings

## Be part of a championship

The world's top women golfers compete in the annual KPMG Women's PGA Championship, which offers one of the highest purses in women's golf. KPMG's advertising campaign starring champion golfers Mariah Stackhouse, Stacy Lewis, and Phil Mickelson highlights our commitment to the empowerment of women in business and golf.

## Empower women leaders

The KPMG Women's Leadership Summit brings many of today's most accomplished women together to inspire the next generation of women leaders.

KPMG is proud to be among the top companies for executive women as named by the National Association for Female Executives.



**KPMG's Community Giving Campaign provides an easy and effective way for you to make contributions to your favorite charities.**

**Support disaster relief worldwide** The KPMG Disaster Relief Fund provides millions of dollars for global relief—something you can be proud of.

**Volunteer on KPMG's time** KPMG offers the Volunteer Time Release program, which enables eligible employees to volunteer at least one hour per month—up to a maximum of 12 hours per fiscal year—during KPMG's normal business hours.

**Care to share** Through KPMG's shared leave program, you'll be able to donate hours to co-workers who need extra time due to emergency circumstances.

**Together, For Better** \$1 million in KPMG U.S. Foundation funds directly supported COVID-19 relief.





## Cash in on your connections

KPMG's Employee Referral Program allows employees to earn up to \$4,000 for referrals who are hired by KPMG.

### **Get CPA cash**

KPMG offers CPA review courses and reimbursement. In addition, if you pass the CPA exam within your first year of employment, you will receive a \$5,000 incentive award; \$3,000 within your second year.

### **A great performance deserves an Encore!**

Beyond our competitive salaries and comprehensive benefits, we recognize potential, nurture talent, and reward high performance. KPMG provides Encore Awards, which hold various monetary values, to employees who exhibited our values and went above and beyond to achieve excellence.

### **See your total rewards**

Total Rewards Statements provide a comprehensive overview of the components and full value of your financial rewards. It also offers resources to help you plan for your future, including projections about the future growth of your retirement plan accounts.

### **Look forward confidently**

The KPMG Pension Plan is fully funded by the firm to help you create financial security after retirement. Pension Plan benefits, along with your KPMG 401(k) Plan, Social Security benefits and your personal savings investments, can make your golden years...golden.

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# Talkin' green

**At KPMG, we are engaged and focused on environmental sustainability.**

**3,150 employees** engaged through our **Living Green network** and **3,000 hours** volunteered at **81 Living Green events**

**40,000 trees** have been planted since 2013 to celebrate new hires

**\$316K** donated to environmental causes

**70% employees** working in LEED-certified offices



## We celebrate summer three ways!

1. The firm closes for our firmwide summer break for one week around the July 4th holiday. This summer shutdown will provide the opportunity to relax and recharge.
2. While we make a point to recognize and thank our people throughout the year, we make a special effort each year to help our people mark the start of summer with fun, team-building events. We ask each of our office managing partners to host local events to thank people for a job well done and bring them together to have fun and celebrate.
3. Summer Weekend Jumpstart enables you to make 3 p.m. your normal departure time every Friday from Memorial Day through Labor Day.



*In 2020, KPMG was included on the Diversity Inc “Top 50 Companies for Diversity” list for the 13th year in a row. for the 13th year in a row.*

KPMG hosts fun and friendly competitions such as our **Super Bowl® Challenge** to add a little bit of fun to work days.

Super Bowl® is the registered trademark and service mark of the National Football League (NFL). KPMG's 2018 Super Bowl Challenge is neither produced nor sponsored by the NFL.

## We've got the kudos

The effectiveness of the firm's learning and development has been recognized in a #5 ranking on **Chief Learning Officer (CLO) magazine's 2020 Learning Elite** list. We have also been inducted into the **Training Magazine Top 10 Hall of Fame**.



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# Oh, Mama!

**2020 marked the 24th year KPMG has been ranked among the Working Mother 100 Best Companies for Working Mothers, and we've been in the magazine's Hall of Fame since 2011.**



## Get a legal eagle

MetLife Legal Plans provide KPMG employees with access to carefully selected law firms that can assist you and your family with a variety of legal matters.

## Work with powerful women



Compromising nearly half of all KPMG new hires, women represent a tremendous part of our talent pool. Our women's initiatives represent our deep commitment to women's personal and professional success. This includes our own US Deputy Chair & COO, Laura Newinski.

## Accelerate 2025

In 2020 we announced a renewal of our commitment to Diversity and Inclusion through Accelerate 2025—a targeted but bold effort to help ensure that more individuals from underrepresented groups choose KPMG as their employer of choice, build careers at KPMG, and advance to leadership positions within our firm and within the profession.

Our goal is to be a role model for the professional services industry, with the most diverse representation and engagement at all levels of the organization. We want to compel and inspire others—including clients, vendors and communities—to partner, collaborate, share best practices and lead.

We are proud of our work and Accelerate 2025, but also recognize there is always more to do. Part of this effort is committing to greater transparency on delivering against those objectives. [Click here to read our Diversity, Equity, and Inclusion Transparency Report for 2020.](#)

## Celebrate your inner athlete



Many KPMG offices have intramural sports teams, so you can bring out your inner athlete and compete alongside your colleagues in team-building sports, including softball, flag football, volleyball, and kickball.



## We have pride

**KPMG consistently ranks with the Human Rights Campaign "Best Companies" and "Best Places to Work" for LGBT+ professionals. We've achieved a perfect score on their Corporate Equality Index for the past 17 years.**

### Support LGBT students

KPMG has joined the Point Foundation to establish the pride@kpmg Point Scholarship Fund, which provides LGBT students direct financial support plus leadership training, mentoring, and internships.



# We've got you covered



KPMG provides Basic Term Life Insurance coverage to all eligible employees at no cost. We also provide the opportunity to increase your coverage with Supplemental Term Life Insurance.

## **Save for dependent care**

Set aside pre-tax dollars to pay for expenses for the care of eligible dependents with a Dependent Day Care Flexible Spending Account.

## **When minutes count**

Don't have time to wait for hours in a doctor's office or emergency room for care? You can speak with a Teladoc doctor 24/7, 365 days a year, with the convenience of phone or online video to resolve common medical issues.

## **Employee Assistance Program**

Resources for Living provides access to resources and information about diet and nutrition, stress, fitness, and wellness.

**MetLife's Center for Special Needs Planning** helps you provide lifetime quality care for your child or dependent with special needs.

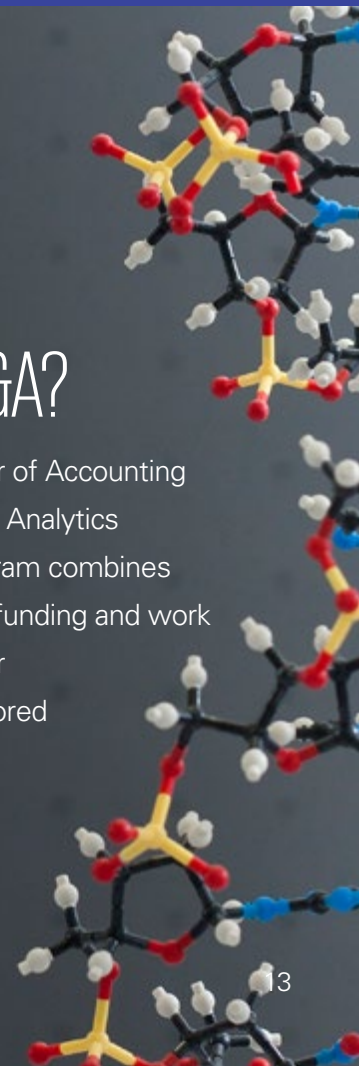
KPMG offers **memberships at thousands of fitness centers and gyms** across the country, along with other programs to help you stay healthy.

## Rely on your back-up

**If your child or elder care arrangements fall through, Bright Horizon's Back-Up Care Advantage programs can save the day.**

## Is it in your D&A?

KPMG Master of Accounting with Data and Analytics (MADA) Program combines learning with funding and work experience for KPMG-sponsored students.



# Wanna get away?

KPMG's paid time off for new hires is among the most generous in the industry. Our paid time off provides 20 personal days per year for new hires. You will also enjoy 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.

## **Jumpstart your holiday weekend**

We not only Jumpstart our summer weekends at KPMG, we also Jumpstart our holiday weekends. To thank you for your hard work, we encourage you to make your holiday weekends even longer.

***85% of our employees say they  
are proud to work at KPMG.***



## Gadgets and gizmos galore

Whether you're in the market for a new cell phone, television, laptop, or appliance, KPMG offers special discounts that can help you find a great deal. Participating vendors include HP, Dell, Panasonic, and Verizon.





## Focus on Today

KPMG's go-to source of internal news and information, KPMG Today, increases awareness of strategic priorities while connecting people and inspiring pride.

## KPMG 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.

## Join your voice to others

Regular town halls provide you the opportunity to celebrate firm successes with your colleagues and learn about our strategy for the future while highlighting the positive impact of the work we do. Listen and speak up: We value your voice!



## Home is where the help is

The HomeBenefits@Work Program provides helpful services when you are planning to buy, sell, finance or move your home.

### Succeed with high finance

The Mortgage Assistance Program offers a variety of fixed and adjustable rate mortgage loans to help you get the house of your dreams.

## Create your own American dream

Thousands of KPMGers are among the first in their families to graduate from college and pursue a professional career. For them, the firm is more than a great place to work—it's the gateway to the American dream.





# Aim high!

**The Chairman's Award for High Performance is our highest honor, recognizing and celebrating our most exceptional employees—those who consistently perform at the pinnacle of excellence.**

## **We believe in purpose.**

At KPMG, purpose is the difference that has always set us apart. Its enabled us to inspire confidence and empower change for over 120 years, and it will for many more. At KPMG, purpose is the difference between doing our job and knowing why it matters.

## **Your story will unfold with ours**

The KPMG Story encompasses what we believe in, where we're going, and how we'll get there. It includes our Purpose, Values, Vision, Strategy, and our Promise. The KPMG Story binds us together, and helps us grow—individually and collectively—and it sets us apart from the competition.

**Joining KPMG means the opportunity to work, celebrate and be recognized with some great people.**

## **Know our alumni**

Our Alumni Network enables you to create lifetime connections and provides you with information and resources that support your long-term success at the firm.







# Enable change

## **Help children read**

KPMG Family for Literacy (KFFL) is the firm's signature employee volunteer program with a mission to eradicate childhood illiteracy by putting nearly six million new books into the hands of children in need in more than 100 communities across the United States. KPMG Literacy Champion and Olympic Gold Medalist, Laurie Hernandez, support our work with KFFL and reinforce our shared values around literacy and lifelong learning.

## **Teach the next wave**

Each year, KPMG offices across the country open their doors for Take Our Kids to Work Day events, giving very young KPMG recruits a fun inside look at what their parents do at work each day.

## **Promote change**

Through the PhD Project, the KPMG Foundation has helped quadruple the number of diverse business school faculty—and that helps advance workplace diversity in the accounting profession.



**Each year, KPMG welcomes thousands of interns and gives them the opportunity to learn business skills and gain real-world experience. Approximately 90 percent ultimately join KPMG in full-time, entry-level positions.**

## **Report concerns safely**

At KPMG, everyone has a responsibility to ask questions or report concerns related to possible violations of our Code of Conduct and/or other unethical or illegal conduct. Our Ethics and Compliance Hotline and ombudsman provide secure ways to ask about or report concerns.



# Supporting people of all abilities

**KPMG and the Abilities in Motion (AIM) Business Resource Group have been long-time sponsors of the national Special Olympics, including the National Golf Invitation Tournament.**

# 100%

**KPMG scored 100% on the Disability Equality Index 2020 Best Places to Work.**



## Learn from your leader

**We know how important your relationship with your manager is to your career development. That's why we provide our People Management Leaders with new training, resources, and guidance to make them more effective in their role.**

### **Provide your own assessment**

KPMG's feedback process gives you the opportunity to provide honest, constructive anonymous feedback to your PML or manager.





# Planes, trains and automobiles

## **You won't have to roam alone**

KPMG Travel Services helps you plan business trips and offers a variety of vendor discounts and promotions for airport parking and lounges, car rentals, hotels, vacations, and train travel.

## **Commute cheaper**

With the WageWorks mass transit program, you can take advantage of pre-tax payroll deductions to save money on transit and vanpool expenses.

## **Park for less**

You can elect to have up to \$260 a month deducted from your paycheck on a pre-tax basis to cover parking expenses.

# Make it a habit

The Education Center at Benefits OnLine provides KPMG employees engaging videos on developing Better Money Habits.



KPMG has been named to **Fortune** magazine's **2020 list of the 100 Best Companies to Work For** for the *13th time in a row!*

*KPMG is proud to be on **WayUp's Best Internship Program list.***

# Stories of impact

**Number 100:** At KPMG, our tremendous people make an impact for our firm, clients and communities by living our values every day. Our upcoming “Stories Of Impact” series feature stories told by the people who have been positively impacted by our professionals. Play the below videos to hear from Rudy and Camille.



All data as of March 2021.



# Need more inspiration?

So, you say 100 reasons aren't enough?

Click on the icons below to check out our social media pages to learn more about becoming a future #KPMGer!





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