

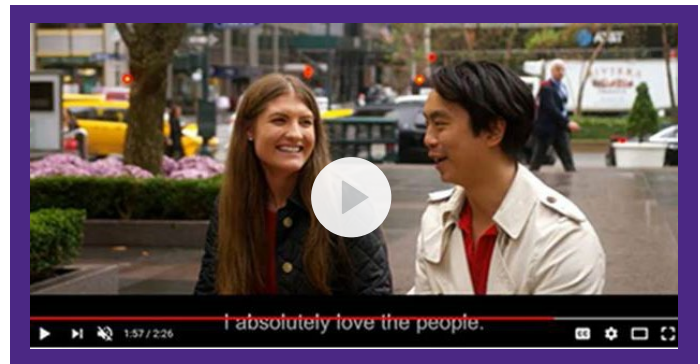


# Why KPMG

**Culture, opportunities, and benefits that are the KPMG difference**

## Our Culture and Values

Culture influences how we treat one another each day, the behaviors we reward, who we promote and where we invest. It can serve as a powerful differentiator from our competitors and create an environment that we all are proud of. It also drives growth and long-term financial sustainability. We know that good culture = good business. At KPMG, we put our culture and values front and center. Our values are:



**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 difference.**



**For Better**

**We do what matters.**

# Expect Diversity, Equity, & Inclusion

## Our vision

The commitment to [Diversity, Equity, & Inclusion \(DEI\)](#) at KPMG is a strategic imperative and is rooted in our vision to have a diverse workforce wherein our professionals can reach their fullest potential in an inclusive work environment. We aspire to use the collective power of our diversity to drive innovation in the marketplace. KPMG offers a portfolio of development opportunities for underrepresented talent focused on critical skills to enhance career readiness, leadership, and business acumen—underscored by visibility and engagement with firm leaders. Click on each icon below to explore our DEI efforts.

-  [Commitment to DEI](#)
-  [At a glance](#)
-  [Accelerate 2025](#)



## Business Resource Groups (BRGs) and inclusion councils

BRGs and Inclusion Councils allow the firm to better serve targeted needs and customize programs and resources. They are open to everyone and provide:

- Meaningful opportunities to develop cross-business relationships
- Career-enriching experiences through professional and leadership development
- Engagement with client peer groups for external networking

<a href="#">African Ancestry</a>	<a href="#">Abilities in Motion</a>	<a href="#">Asian Pacific Islander</a>	<a href="#">Hispanic Latino</a>
<a href="#">KPMG Network of Women</a>	<a href="#">Pride@KPMG</a>	<a href="#">Veterans</a>	<a href="#">Inclusion Councils</a>

## 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. Click each icon below to explore [What We Do](#).

-  [Audit](#)
-  [Tax](#)
-  [Advisory](#)
-  [Business Support Services](#)



# Expand your horizons

## Career mobility

Whatever you do at KPMG, we want you to be inspired, challenged and motivated to be your best. We can offer a wide variety of career opportunities, such as domestic and global rotations, transfers, or office relocations to fuel your individual career development. Our Career Mobility Connection tool allows you to choose your desired interests and seek guidance from our Career Mobility Advisors on potential career opportunities that may be right for you.

## Go global

Our Global Opportunities (GO) program is open to KPMG professionals in 152 different markets around the world. The program allows you to build your network with new people in new places and collaborate on innovative solutions that can make a global impact. Some rotations last for a few months, whereas others may take place for multiple years.



Each year, approximately 3,000 KPMG employees complete international rotations in over 100 countries.

# Learning never ends

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 are committed to high performance, continuous improvement, and investment in each other.

## High-performance awards

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.

## Training

Commitment to training, diversity efforts, and benefits are some of the reasons KPMG has landed on the FORTUNE 100 Best Companies to Work For list for 14 years. In addition, KPMG has been inducted into *Training* magazine's Top Ten Hall of Fame. KPMG Business School offers award-winning training opportunities, including live and virtual classrooms and online courses. Learning is always at your fingertips.

**Vault 2021 Best Internships  
for Training & Mentoring**

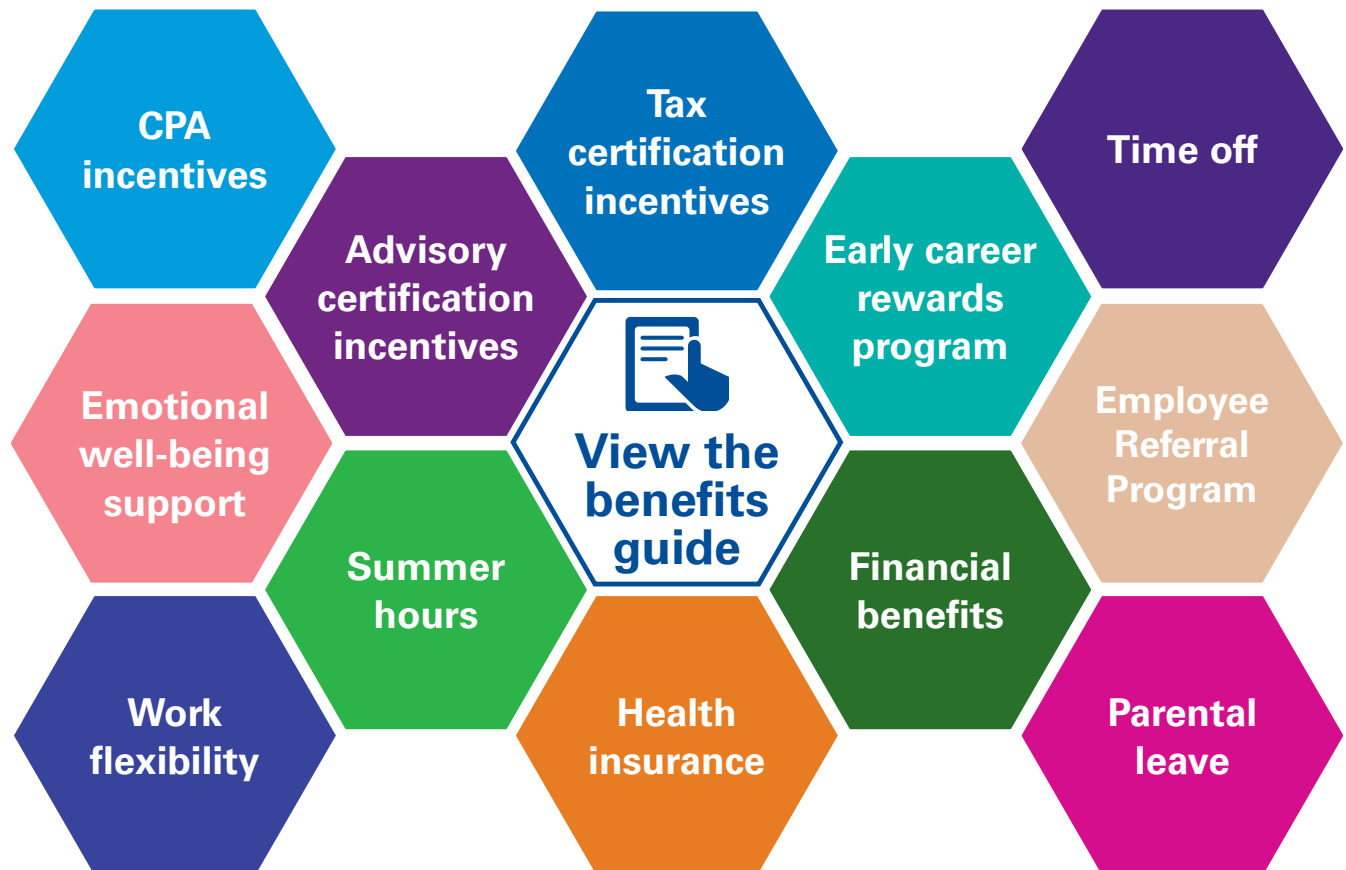
# KPMG Lakehouse

Our new learning center, **KPMG Lakehouse**, will nurture your career and continue to ensure our professionals are ahead of the curve. Lakehouse is a strategic, long-term investment in our **extraordinary people** and the future of our firm. 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
- Amenities with a focus on total wellness, including a fitness facility, and jogging/bike paths
- Multiple dining options, including a dining hall, coffee bar, wine bar, and social venue
- Meeting space with flexibility to accommodate up to **1,000** people
- 90** learning and innovation spaces spanning **100,000** square feet
- Design elements that celebrate and reinforce the rich history, values, and culture of KPMG

## Enjoy great benefits

Of course you want a great compensation package—and KPMG delivers. 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.



# Make an impact

You care—and so do we. **KPMG Community Impact** programs empower our people to take action, foster a culture of giving and bring KPMG Values to life. We are making a positive difference, acting today in both big and small ways to ensure that we strengthen our firm and society for the future. When you join KPMG, there are a lot of ways to show you care.



**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 nearly **6 million** new books into the hands of children in need in more than **100 communities** across the United States.



**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.




Last year, nearly **10,000 partners** and employees pledged more than **\$16 million** through the **Community Giving Campaign**, supporting over **5,900 charitable organizations**. KPMG U.S. and KPMG U.S. Foundation also pledged over \$2 million to nonprofits in response to COVID-19 last year.

## ➔ Impact fact sheets

 [Environmental sustainability](#) 

 [Lifelong learning](#) 

 [KPMG U.S. Foundation, Inc.](#) 



**Your Career. Inspired.**  
[kpmgcampus.com](https://kpmgcampus.com)  
[us-jobs.kpmg.com](https://us-jobs.kpmg.com)

