



***KPMG***





# Your Career. Inspired.

**No.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—100, in fact. 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 set to open at the beginning of 2020 in Orlando, Florida. It includes meeting and learning spaces that can accommodate 1,000 attendees, plus 800 single-occupancy rooms, multiple dining options, and recreational amenities.

# 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.



## 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

## Growing fast

Our Tax practice's compound annual growth rate of 10% over the past 7 years leads the Big 4.

BUSINESS SUPPORT SERVICES

## 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?

ADVISORY

## Year-over-year success

Our Advisory practice works with many of the world's leading companies and has a year-over-year compound annual growth rate of 7 percent over five years.

AUDIT

## Innovation acceleration


Digital transformation, including exciting advances in Data & Analytics, artificial intelligence and cognitive technologies are accelerating innovation in audit. KPMG professionals explore new audit tools and technologies such as robotic process automation, blockchain, drones and natural language processing technology.

### Watson, come here

KPMG has an exclusive agreement with IBM Watson cognitive computing technology to pilot the development and testing of Audit processes, raising the quality bar and creating exciting new opportunities.







# 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 serve their country and build a great career. Our Veterans Network helps to drive recruiting of veterans and provide opportunities for valuable professional development.



# Build your own internship

**KPMG is the only Big Four accounting firm to offer a national split 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 Connection is your comprehensive resource for transfer/rotational assignments. Our Transition Assistance Program helps employees learn about KPMG career paths.



An aerial night view of London, England, seen from the perspective of someone looking out of an airplane window. The city lights are reflected in the River Thames, and the illuminated Tower Bridge is a prominent feature. The airplane's wing and part of the fuselage are visible in the foreground, framing the view of the city.

# 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.

## **KICC it with KPMG!**

The KPMG International Case Competition allows participants to travel abroad and discover the fast-paced world of casework. During the four-day 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.*



# When you're expecting

**You'll have access to a great web site that provides expecting parents going on a maternity, adoption, and/or parental leave everything they need to know about our benefits before, during, and after becoming a parent.**

## **We love moms**

KPMG provides an accommodating workplace for our new mothers who are at home bonding with their newborn or nursing as they transition back to work. We provide wellness/lactation rooms in most KPMG offices.

## **Caring counts**

Primary caregivers are eligible for up to six weeks of paid time off at 100 percent of their weekly base salary to be taken consecutively or intermittently within six months from the date of birth or placement for adoption or foster care. Non-primary caregivers who are FMLA-eligible can receive up to two weeks of paid time off.

## **Words of advice**

Our parent coaching offers guidance and support to our working parents so they can be successful as they transition into their new lives.



# Be who you are

Join one or more of our diversity groups, which are open to everyone and provide meaningful opportunities to develop cross-functional relationships and strengthen the firm's culture:

- Abilities in Motion Network
- African American Network
- Asian Pacific Islander Network
- Hispanic/Latino Network
- KNOW (KPMG Network of Women)
- pride@kpmg
- Veterans Network

## **Enjoy an inclusive and diverse work environment**

KPMG is a leader in creating a work environment built on principles of inclusion and diversity. That's why we've created so many award-winning programs that enhance the professional development of our diverse employees and support their growth as future firm leaders.

# 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 Phil Mickelson and Stacy Lewis highlights our commitment to the empowerment of women in business and in 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.



# Give back!

**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.





## Cash in on your connections

KPMG's Employee Referral Program allows employees to earn up to \$5,000 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. In 2018, KPMG gave millions of dollars in Encore Awards to KPMG 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.



## Talkin' green

**We recently developed a tool to help our engagement teams assess, communicate, and manage the environmental impact of their engagements. It's a significant differentiator with clients who share KPMG's commitment to environmental sustainability.**

## We celebrate summer three ways!

1. Each summer, we celebrate your contributions and say thanks by sending you a special gift—anything from food for a great barbecue or fun, frozen treats.
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.



## We've got the kudos

The effectiveness of the firm's learning and development has been recognized in a #7 ranking on **Chief Learning Officer (CLO) magazine's 2018 Learning Elite** list. KPMG has been ranked near the top of the list for six consecutive years. The magazine also named KPMG its 2018 Editor's Choice in the category of Leadership Commitment. We have also been inducted into the **Training Magazine Top 10 Hall of Fame**.

### You'll help shape history

Our firm has a rich history of doing great work and making a difference, not only for our clients and our people, but for society at large.

*In 2018, KPMG was included on the DiversityInc "Top 50 Companies for Diversity" list for the 11th 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.







# Oh, Mama!

**2018 marked the 22nd 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

Hyatt 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

Comprising 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 Chairman and CEO, Lynne Doughtie, who is among *Fortune* magazine's Most Powerful Women.

## We have pride!

KPMG consistently ranks with the Human Rights Campaign "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 15 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.

## Celebrate your inner athlete

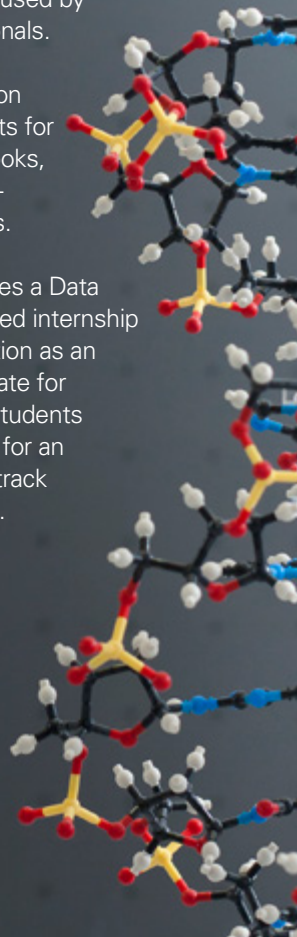
Many KPMG offices have intramural sports teams, so you can bring out your inner athlete and compete alongside your colleagues in team-building sports, including softball, flag football, volleyball, and kickball.



## Is it in your D&A?

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

1. MADA combines advanced accounting with specialized courses on technology and data and analytics, including software tools and data sets used by seasoned professionals.
2. KPMG will pay tuition and reasonable costs for room and board, books, and fees for KPMG-sponsored students.
3. The program includes a Data and Analytics-focused internship and a full-time position as an experienced associate for KPMG-sponsored students plus an opportunity for an accelerated career track for high performers.





# 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.

## **You are what you eat**

LifeWorks 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.**

## We help your family grow

**KPMG's Adoption Reimbursement Program reimburses up to \$10,000 per child for adoption-related expenses.**

## **Mom time**

New moms who are FMLA-eligible can receive up to 16 weeks off at 100 percent of base pay, which includes up to 10 weeks of short-term disability and six weeks of paid parental time off.



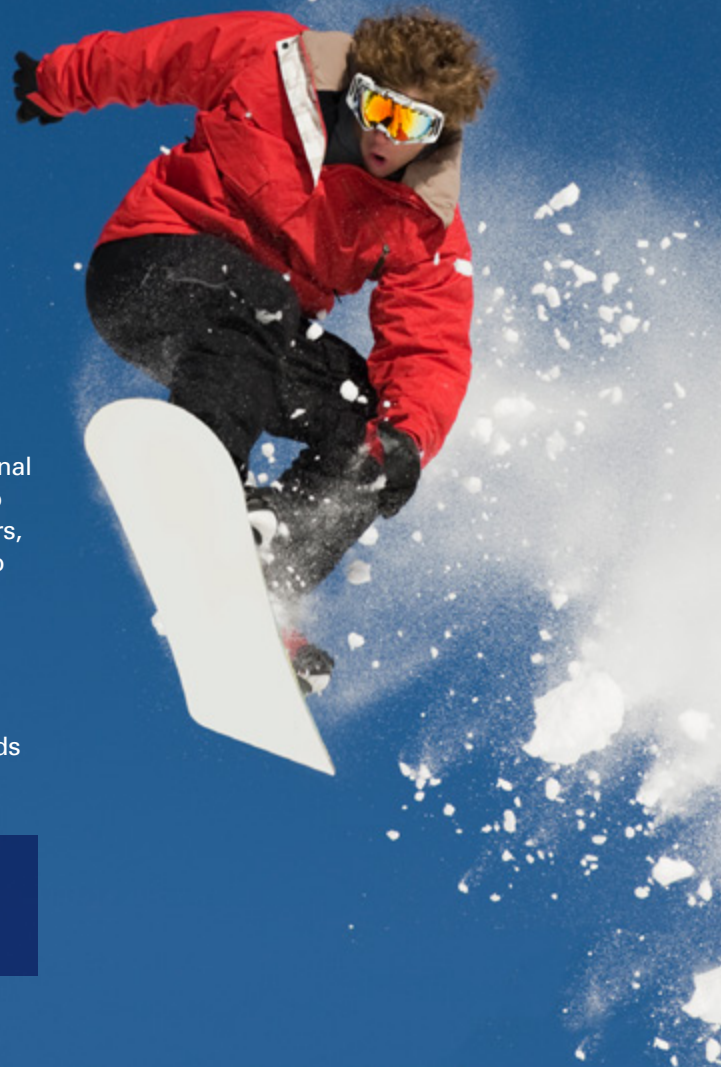
# Wanna get away?

KPMG's paid time off for new hires is among the most generous in the industry. You'll receive between 20-25 personal days per year, plus at least eight paid holidays. You may also get extra time off during the holidays. For the past three years, KPMG has closed the firm and provided employees with two additional paid days off during the holidays!

## **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.


***84% of our employees say  
KPMG is a great place to work.***



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.



## Faith in the future

Our 401(k) match is 50 cents on the dollar on the first five percent of your base salary that you contribute to your retirement plan—among the best of the Big Four.

## 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's Family for Literacy (KFLL) is the firm's signature employee volunteer program with a mission to eradicate childhood illiteracy by putting more than four million new books into the hands of children in need in more than 100 communities across the United States.

## **Teach the next wave**

Each year, KPMG offices across the country open their doors for Take Our Daughters and Sons 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.



90%

**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 Network (AIM) have been long-time sponsors of the national Special Olympics, including the National Golf Invitation Tournament.**



## 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 Upward 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 **2019 list of the 100 Best Companies to Work For** for the *12th time!*

*KPMG is proud to be named **WayUp's 2018 #1 Best Internship Program!***



# 10,000 stories to share

At KPMG, we celebrate the higher purpose behind the work we do. Here are three ways our employees make a positive impact on the world:

What do you do at KPMG?

## WE GO GREEN.

KPMG's Architecture & Construction group teams with Operations Services to build LEED certified offices — 25 and counting — which are environmentally friendly and promote well-being.

KPMG. We're here for a purpose.



Frank Erickson Jason McClean Mary Sutton John Walker



What do you do at KPMG?

## WE MEND LITTLE HEARTS.

Our work helps a university secure grant funding for pediatric heart disease research, which gives children and their families healthier futures.

KPMG. We're here for a purpose.



Kelsey Wiley Brett Stefanski Cathy Swanson Tim Hill  
Jane Kim Mike McArthur Joe Knechtel Jessica Bridges




What do you do at KPMG?


## WE HELP NATIONS HEAL.

After the tragic events of 9/11, KPMG teams worked around the clock to monitor the cleanup, helping the city track \$9 billion in expenses and laying the foundation for recovery.

KPMG. We're here for a purpose.



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All data as of January 2019.







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