



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

Our award-winning training sessions are delivered in various 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.

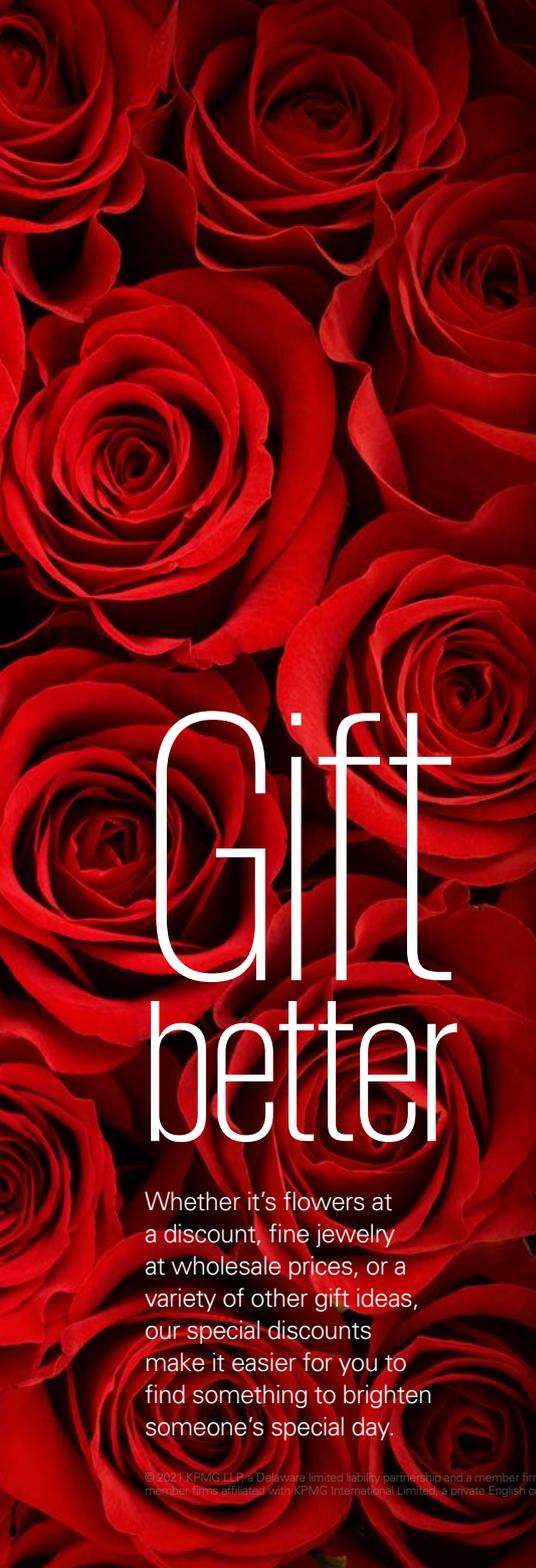
A good mentor is easy to find

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.





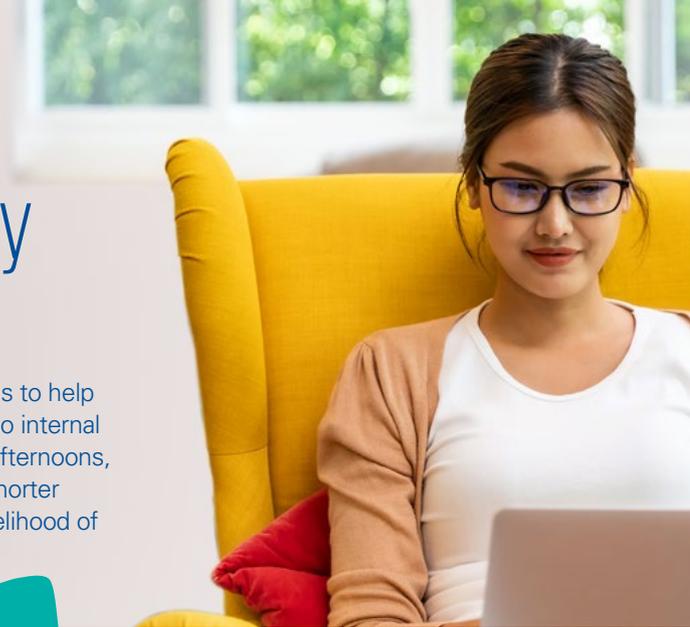
Gift better

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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Manage your energy and time

KPMG gives you more tools to help you in your day, including no internal meetings on Wednesday afternoons, camera-free Fridays, and shorter meetings to reduce the likelihood of back-to-back meetings.



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 an 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?



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.



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

Family-oriented programs for eligible employees include a generous parental leave program, new parent coaching, emergency backup and ongoing child care support and resources. Our generous parental leave program includes all parents will receive 12 weeks of paid parental leave to bond with a newborn, newly-adopted or new foster care child, regardless of who the primary caregiver is. This is in addition to disability leave for employees who give birth, allowing some employees at the firm up to 22 weeks of paid leave.

We help your family grow

KPMG's Adoption Reimbursement Program provides up to \$35,000 reimbursement for eligible adoption and surrogate related expenses.



Be who you are

Join one or more of our Business Resource Groups and Inclusion Councils, which are open to everyone and provide meaningful opportunities to develop cross-functional relationships and strengthen the firms' culture:

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

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 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 course options and reimbursement for qualifying exam fees. In addition, if you're eligible, you can receive a CPA incentive award if you successfully pass all parts of the exam during the qualifying time period.

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

For your future, KPMG has an automatic firm-funded contribution within the 401(k) plan equal to 6–8% of eligible W-2 pay. This plan has market-leading flexibility as you can receive the contribution without any requirement to contribute your own money.

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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**

46,000 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 2021, KPMG was included on the Diversity Inc “Top 50 Companies for Diversity” list for the 14th 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

KPMG was recognized as a **LinkedIn Top Companies in 2021** and one of the **50 best workplaces** to grow your career in the U.S.



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Oh, Mama!

2021 marked the 25th 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.

Getting here. Leading here. Succeeding here.

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.

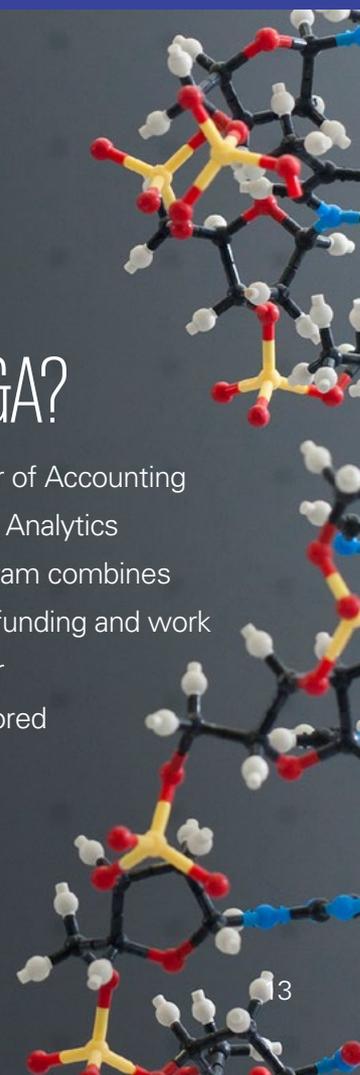
KPMG offers **memberships at thousands of fitness centers and gyms** across the country, along with other programs to help you stay healthy.

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, AT&T, and Verizon.



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 2021 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 \$270 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 2021 list of the 100 Best Companies to Work For** for the *14th time!*

*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 November 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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