



At KPMG LLP, our people are our most valued assets. KPMG offers a pension plan, as well as a 401(k) plan. From the very start of your career, we want to help you build a strong foundation for your financial future.

These plans offer you a jumpstart on building your future wealth while you build your career at KPMG. The plans have been developed to provide you both long-term security and flexibility for shorter-term needs, such as borrowing from the 401(k) Plan.

Current plan highlights include:

- **An initial \$7,000 credit to your Pension Plan account**
- **Additional annual pension credits, and**
- **A 50% match on eligible contributions you make to the 401(k) plan.**

See for yourself how it can all add up.

ACCUMULATED PLAN BALANCES AFTER 5 YEARS	
Firm-Funded 401(k) Match	\$9,000
Firm-Funded Pension	15,900
Total Firm-Funded Amount	24,900
Your own 401(k) Contributions	18,300
Total Retirement Accumulation by Year 5	\$43,200

The numbers above are estimates for illustration purposes only and have been rounded up to the nearest hundred. Actual contributions, the amount of any earnings on accounts or future salary increases may vary from year to year, thus producing different results.

Take a look at the chart on this page. It shows the accumulated plan accounts for an employee, age 23, who begins working on January 1 with a \$55,000 base salary. If this employee contributes 5% to the KPMG 401(k) Plan, receives annual salary increases of 10%, and gets a 5% annual investment return, his or her 401(k) plan contributions might grow as shown in the chart. Using this example, if the employee contributes more than 5% of base salary, the total accumulation may be greater than shown in the chart.

The KPMG 401(k) Plan – Working together to help you save for the future

- Just 60 days after you join the firm you are eligible to enroll in the plan and make contributions through payroll deductions.
- KPMG matches **50% of each eligible dollar** you contribute to the plan based on contributions up to 5% of your base pay. This gives you a maximum matching contribution of **2.5% of your base pay** for the calendar year assuming you contribute at least 5% of your base pay and you are employed on December 31.
- You are always 100% vested in your own contributions (as adjusted for investment returns). As for KPMG’s matching contributions and any investment return thereon, you become fully vested in these amounts gradually over your first five years of employment with the firm, beginning with 20% vesting after two years of service.

The KPMG Pension Plan* – A foundation for the future

- The KPMG Pension Plan* is a cash balance plan funded entirely by KPMG.
- Your participation in this plan is automatic and benefits are provided at no cost to you.
- You become a plan participant after one year of service from your date of hire provided you worked at least 1,000 hours during the year and are at least age 21.

Among the benefits you'll receive with the KPMG Pension Plan are:

- **A one-time \$7,000 pension credit* to your plan account.** At the time you become a plan participant, your plan account is credited with a one-time \$7,000 credit.
- **Annual service credit.** In addition to the one-time credit, each year you are a plan participant KPMG will credit your account with a percentage of your base pay (within IRS limits) provided you work at least 1,000 hours during the plan year. The percentage increases from 2.25% to 11.5% with your age and service with KPMG.

For example, at age 23 with one year of service you would receive a credit equal to 2.25% of your base pay [subject to IRS compensation limits**], and at age 28 with five years of service, you would receive a credit equal to 2.50% of your base pay [subject to IRS compensation limits**].

- **Annual interest credit.** Your account also earns interest each year. The interest credit rate is based on the 30-year Treasury rate for the year (but never less than 5%).
- **Fully vested benefits after three years of service with the firm.** If you leave the firm before completing three years of service you forfeit your plan account. But if you complete three years of service with KPMG, all of your accumulated service credits and interest credits including the \$7,000 pension credit are 100% vested and cannot be forfeited.

Achieving the right balance – Long-term security plus current flexibility

While both our pension and 401(k) plans contribute to your long-term financial security, the 401(k) plan also provides current flexibility. You may access your 401(k) plan balance while employed through a loan or hardship withdrawal, and may take your vested 401(k) plan balance with you should you leave the firm.

KPMG and You – Your financial future

At KPMG, we know how important it is to start working toward your financial future, even if you're just beginning your career. Through our pension plan and 401(k) plan, KPMG works with you to build your wealth. This is one of the many reasons why KPMG is a great place to work and a great place to build your career.

Contact

Please contact your recruiter for more information.

kpmg.com

*The one-time \$7,000 credit is applicable only to individuals hired as associates, senior associates, or managers in Client Service Delivery (staff classes 3 through 7) and who commence participation on or after May 1, 2013 (which for most employees means you are hired after April 1, 2012). All Pension Plan credits are subject to certain IRS limitations. One year of service is credited under the Pension Plan if you work at least 1,000 hours during the plan year May 1 – April 30. If re-employed with KPMG, only non-vested participants who have forfeited their prior balance receive the \$7,000 pension bonus on reentry to the plan.

**2014 IRS compensation limit is \$260,000.

The description of the KPMG plan provisions discussed in this summary is for general information purposes only. The plan documents and their provisions are very detailed. If there is any conflict between the description in this summary and the legal plan document, the terms of the plan document take precedence. KPMG reserves the right to amend or terminate any benefit plan at any time in its sole discretion.

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