



Your Career. Inspired.

Tax services

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Tax talent strategy

Talent is the core of our Tax strategy and our largest investment area because we know that our people and culture differentiate us in the market. We want to attract, hire and develop extraordinary talent to a culture that inspires and empowers them to learn, grow, shape and advance their careers. We fully recognize that many of our employees will pursue careers beyond KPMG LLP (KPMG). We're committed to making sure all our professionals are prepared to handle the challenges they face at KPMG, in the corporate world, in government or wherever their careers may take them.

We're working on a range of exciting initiatives—bringing innovative technologies to learning,

expanding rotational opportunities, and further enhancing our diversity and inclusion programs. This year we are also launching additional programs that support open and active career management. That means, regardless of whether you're a current employee, back in graduate school, on leave, at a company, overseas, retired, wherever, KPMG can help guide you with your career progression, job leads, networking, and development opportunities. KPMG is committed to investing in your career equity through our coaching culture. You may leave the firm, but you can always be connected to KPMG.



Role of Chief Talent Officer



In January of 2016, in dedication to Tax's talent strategy, Steve Fortier was appointed Tax's Chief Talent Officer (CTO).

As CTO, Steve is expanding our efforts to help our people learn and grow, create a high-performance culture, and make KPMG an even better place to build a rewarding career. His focus: Executing major talent management initiatives, including transforming how we train our people, developing enhanced career management programs and tools, and driving a proactive coaching culture across our organization, all with a dedicated focus on inclusion and diversity. Steve believes that our diverse culture creates more compelling, collaborative and creative teams.

In a recent interview with Steve, here is what he had to say about his new role.

What is the role of the Chief Talent Officer?

My primary role is to drive our talent strategy and engage our professionals to ensure they are getting the best development, coaching, and career opportunities at KPMG and beyond. To do that, I work closely with our Service Line and area leaders, as well as partners and employees from across the entire tax practice. I also team with colleagues in Audit and Advisory, as well as teams in HR, the Tax Business School, Campus and Experienced Hire Recruiting, and other areas.

Why are you passionate about the practice's talent strategy?

People are the core of our business and I'm passionate about making sure we invest in our most critical asset. Over the course of my career, I've had a range of great opportunities with the firm, and I've been excited to come to work almost every day. I've worked with many leading multinationals, run a local practice, a national service line and a global business. With the support of my leaders, I spent five years working overseas with KPMG. Throughout my career, I've participated in training and development programs that are world class. I deeply value all of these experiences and I want to make sure that our professionals have similar career development opportunities *and* the organizational support to pursue what excites them.

How do interns and new hires contribute to creating Tax's talent strategy?

As the tax professionals of tomorrow, the future of the firm, and perhaps our future clients, our new hires and interns are at the heart of shaping our talent strategy. Our goal is to help the new hires develop and grow personally and professionally. Through focus groups, e-brainstorming and meetings, their input helps drive our talent initiatives. As part of my new role, I work closely with our "Tax Leadership councils," which are made up of diverse professionals from various levels across Tax. These councils provide tremendous insights and bring innovation into our programs and help guide our strategy. The tax councils are constantly providing feedback on how we can make a Tax career an exciting and rewarding one.

Tax innovation

At KPMG, we believe innovation is everyone's responsibility. With this guiding principal, Tax Innovation strives to:

- Inspire new thinking and acting on all of KPMG Tax's collective knowledge to advance innovation in everything we do
- Enable our professionals to leverage the latest technology and advancements to perform more efficiently and effectively than ever before
- Empower our people to help solve key client issues through the convergence of our rich tax expertise with our robust technology investment
- Foster and reward a culture of ideation and collaboration
- Expand the art of the possible by engaging and integrating data and analytics, digital labor, and business transformation

KPMG Ignition

KPMG Ignition is a place where tax and technology come together in transformative ways. At the forefront of technology and tax integration, our unique collaborative spaces enable our talented professionals—from developers and data scientists to tax professionals—to share knowledge and capabilities, discover innovative opportunities, and offer transformative solutions for our clients. With our Ignition centers, we've created an integrated network of collaborative spaces where our people dream bigger, build better, and deliver enhanced value to our clients, every day. kpmginfo.com/ignition/

Ignition Internship Rotation Program

The Ignition Internship Rotation Program enables you to explore your career options at KPMG in addition to being a great way to gain exposure to how technology and tax are becoming the future of KPMG. The program allows you to spend approximately five weeks in your home office and approximately three weeks at one of KPMG's Ignition Centers.

Space with a Purpose

Our Ignition centers are unique environments that encourage technological creativity. With project-focused workspaces that foster inventive technology-driven solutions, these centers empower and inspire us. They feature:



Meeting, recreation and project spaces to encourage creative thinking



An open floor plan designed to enhance collaboration, both internally and externally



High-tech visualization tools that allow us to demonstrate solutions

The modern tax professional

The world of tax is constantly changing. More than ever before, tax is playing a vital role in shaping political and business agendas as the world faces rapid globalization and increased competition. In this new world of tax, clients rely on KPMG to help them achieve competitive advantage.

Who is the Modern Tax Professional?

Modern tax professionals at KPMG are forward thinking, possess a global mindset and are value adding. These are people who are specialists in their field and who are passionate about delivering a different type of tax advice, providing clear solutions to client challenges, and turning knowledge into value.

Here's what some of our top performers have to say:

— A modern tax professional at KPMG means being able to see the client's big picture and understanding how tax fits within their vision.

- Modern tax professionals today are required to not only possess technical skills but also easily adapt to changing business environments.
- Often times, our clients are operating in multiple jurisdictions and have complex issues beyond tax. They are looking for not only sound tax advice but also for us to consider business opportunities they may not have considered.
- The client wants to hear from you. They want to hear your insight, they want to hear your advice, and you can tell that you're actually helping them, you're making a difference.



KPMG is the **No.1**

Big 4 firm on the 2016 FORTUNE 100 Best Companies to Work For



Big 4

Fastest Growing Tax practice of the Big 4



Top 50

DiversityInc's 2016 Top 50 Companies for Diversity

Global Opportunities

(Rotations, Training, Leadership Programs)



Tax Trek



2016 LearningElite

100 Best companies



Working mothers 100 best Companies for the 19th year



Top 10

Company for Executive Women By the National Association for Female Executives



4 Ignition Centers around the country



Career Development programs

84% of our people agreed that KPMG is a great place to work.

85% say they are proud to work for KPMG.

People-Strategy Engagement Committee

25 Engaged People Partners



Best In Class Training/Leadership Development



Tax People Strategy Web Page



Business Tax Services



KPMG's Business Tax Services professionals provide tax consulting and compliance services for corporations, partnerships, and trusts to help them comply with federal, state, and local tax obligations. Attuned to the latest IRS rules and regulations, our Business Tax Services team helps clients improve their business operations by providing knowledge and technology-based tools to enhance tax reporting, compliance and overall tax function effectiveness.



Overview

KPMG's Business Tax Services practice provides a broad range of capabilities in the following areas:

Accounting Methods & Credits. KPMG's tax and accounting professionals, scientists, engineers and industry specialists help our clients manage cash flow, improve efficiencies and mitigate risks through tax-efficient accounting methods and credits from both a risk and opportunity perspective. Our AMCS practice provide services in three distinct areas: **Credit Services, Fixed Asset Services,** and **Tax Accounting Services.**

Compliance Management Services. Provides clients with an array of tax compliance assistance services to help organizations manage tax compliance and reporting.

Development & Exempt Organizations. KPMG helps tax-exempt organizations and their for-profit affiliates manage risks and drive compliance while capitalizing on new opportunities and navigating ever-changing challenges.

Passthrough Services. Passthrough and partnership entities face unique tax and compliance challenges. KPMG has extensive experience helping numerous partnership structures realize certain tax efficiencies and maintain compliance by adding clarity to modeling, transactions, structuring, tax planning and regulatory developments.

Tax Controversy Services. Our professionals help companies understand, anticipate and strategically respond to the IRS, from the beginning of a controversy to its final resolution.

Tax Planning & Projects. Our professionals develop, research, implement and document tax planning opportunities for our clients.

Tax Transformation. KPMG helps organizations review and transform their business model by identifying opportunities, improving processes, and integrating technology to enhance their overall operating model and tax function.

Trust Tax. KPMG helps clients manage their fiduciary estate and trust tax responsibilities, from preparing and filing the returns with tax authorities to answering questions from administrators and clients.



Success story

A FORTUNE 500 pharmaceutical corporation engaged KPMG to analyze its timing differences to determine if it could reduce its current-year tax expense for cash flow purposes. Using our industry experience, we were able to identify an opportunity for the company to reduce current-year taxable income by recognizing sales net of prompt payment cash discounts instead of recognizing sales on a gross basis for tax purposes. Working with the company's tax and accounting departments, we filed a nonautomatic method change, which was approved by the IRS and resulted in a current-year decrease to taxable income of \$23M.



Client profile

Chief tax officers and senior tax professionals of:

- Corporate organizations
- Closely held businesses and owners



Preferred majors

- Master's degree in accounting or taxation
- CPA eligible – 150 hours
- Bachelor's degree in non-150 credit hour states only
- Coursework in information systems, computer science, and/or data and analytics a plus

I like tax because...

It is very rewarding to come to work every day and feel like I am helping our clients to do what they do even better. I love feeling like I'm an essential part of my tax team.

— Nicole, Business Tax Services

Economic & Valuation Services



Organizations often require advanced analytical services to support business strategy, operational changes, and financial and tax planning and compliance. Such deep analytical competencies are critical in the areas of transfer pricing, valuation, and economic analysis. KPMG is the only Big Four firm that incorporates these capabilities into a single practice—Economic & Valuation Services (EVS)—allowing our professionals to deliver a broad set of services to help our clients succeed in the ever-changing global marketplace.



Overview

As one of the leading providers of the following services, KPMG's EVS practice helps clients make forward-thinking decisions about strategy, operations, and compliance to create long-lasting value.

Valuation Services. Companies face many valuation-related issues in today's complex, highly regulated environment. To help address these issues, EVS's Valuation Services professionals value businesses, joint ventures, and equity interests as well as specific tangible and intangible assets such as trade names, patents, customer relationships, machinery and equipment, inventory, real estate, and financial instruments.

Transfer Pricing Services. In an increasingly global business environment, many multinationals see national borders as less and less of an impediment to conducting business. In response, many fiscal authorities appear to be defending their national tax bases more vigorously with detailed transfer pricing regulations, strict documentation requirements, sophisticated audit practices, and significant penalties for noncompliance. Transfer pricing has, therefore, become a vitally important issue for many global companies.

Economic & Statistical Consulting. EVS professionals can provide the advanced economic and statistical insights to help both private and public sector clients quantify expected risks, analyze potential costs and benefits, evaluate alternatives, and develop defensible quantitative measures for decision making or controversial matters.

I like tax because...

The collaborative culture of KPMG, and the tax practice, encourages teamwork across and within service lines. KPMG provides you with the tools you need to succeed; from thorough soft skills and technical training to multiple levels of support to frequent networking events.

— Anna, Economic & Valuation Services



Success story

KPMG assisted a client value nearly 400 legal entities and related intangible assets for financial reporting and tax compliance purposes related to more than 100 acquisitions. The project work encompassed more than 40 countries during a seven-year period. Our valuation professionals worked closely with transfer pricing colleagues to institute a uniform approach to ownership and intercompany licensing of intellectual property acquired in these transactions.



Client profile

- Acquisitive companies
- Companies with multiple legal entities with needs to transfer assets or entities within the organizational structure
- Multinational companies with tax exposure in multiple jurisdictions



Preferred majors

- Bachelor's or master's degree in finance, economics, mathematics, statistics, financial engineering, or other comparable degrees
- MBA
- PhD in economics

Global Mobility Services



Competing in a global marketplace requires a nimble workforce that is the right size and has the right skills at just the right times. And that's no easy feat. Not to mention the costly and complex challenges of managing compensation, benefits, tax compliance requirements and global mobility on an international scale. KPMG's Global Mobility Services (GMS) team of experienced professionals and our local knowledge of international markets can help global companies better manage their international mobile workforce.

Overview

We offer a wide range of services to meet our client's global mobility needs. These include:

- **International Assignment Tax Compliance:** Assisting international assignees with the preparation and completion of their individual tax returns and other compliance obligations.
- **Mobility Consulting:** Assisting multinational organizations administer and improve their global assignment program, policies and processes; customizing an international human resources advisory approach that provides a broad and deep analysis of mobility programs.
- **Employment Tax:** Providing assistance on a variety of U.S. payroll tax related issues; liaising between companies and their third-party payroll vendor to improve coordination, accuracy and accountability.
- **Global Incentive Compensation:** Helping to satisfy complex multi-country payroll reporting and withholding obligations in a timely and cost-effective manner.
- **Global Business Travelers:** Managing the risks created by domestic or international business travelers – tax, social security and entry requirements.
- **Compensation and Benefits:** Advising companies on tax issues and market practices associated with compensation and benefit programs, and helping with talent retention.
- **KPMG LINK Work Force Technology:** Supporting the global mobility process from initial cost estimate to year-end compensation reporting and tax compliance through a single platform that enables transparency and provides data analytics throughout the assignment lifecycle.
- **Tax and Social Security Advisory:** Assisting multinational organizations review and analyze complex social security situations affecting globally mobile employees.
- **International Tax Exempt Services:** Helping not-for-profit organizations better understand and confront the challenges faced when pursuing their global goals.

Success story

During the due diligence review for a corporate acquisition, KPMG's GMS team identified for the client substantial unrecorded liabilities related to short-term international assignees of the target company. As a result, the client was able to favorably adjust the purchase price for the target and subsequently put in place processes to identify short-term assignees and migrate their associated tax and financial costs.

Client profile

- Global organizations of all sizes that have mobile employees moving between countries on a short- or long-term basis

Preferred majors

- Bachelor's or master's degree in accounting, finance, or business administration
- Bachelor's degree in human resources
- Bachelor's degree in international business

I like tax because...

KPMG's leadership provides opportunities for professionals to establish and implement creative solutions to challenges that our clients face each day.

— **Greg, Global Mobility Services**

International Tax



Handling taxes has become one of the most daunting, complex issues a multinational enterprise faces. KPMG's International Tax professionals have deep technical knowledge of tax and trade regulations and a keen understanding of changing business conditions in jurisdictions worldwide, which allows us to provide specialized services to support our clients' international activities.



Overview

KPMG's International Tax Services are offered across three broad areas:

International Corporate Tax Services for multinational corporate enterprises ranging from those just beginning to invest internationally to FORTUNE 250 companies and their international equivalents. KPMG assists these clients with tax planning for expansion and contraction of international operations, cash repatriation, global effective tax rate improvement, location of global capital and debt, international tax reporting and compliance, and advising on the resolution of disputes with tax authorities.

International Alternate Investments Tax Services for multinational funds and their managers and investors. We help these clients with international tax planning and compliance with the goal of identifying global tax efficiency to maintain increased investor return, which is one of the most complex tasks facing the industry.

Trade & Customs Services For organizations that import and export goods and services. We can help by identifying efficient ways to increase growth, while meeting complex regulatory trade requirements.



Success story

KPMG's team recently helped a large industrial group structure its overseas expansion. By structuring debt and intellectual property in a tax-efficient manner, the team was able to reduce the group's ongoing effective tax rate and meet the client's business needs.



Client profile

- Large and mid-market clients with international operations



Preferred majors

- Master's degree in accounting or taxation
- JD, LLM in taxation
- Coursework in information systems, computer science and/or data and analytics a plus

I like tax because...

KPMG's high performance culture drives our success and creates a work environment that is both engaging and conducive to learning.

— Sam, International Tax

Mergers & Acquisitions



Every transaction has its tax implications. When a company is contemplating an acquisition, disposition, merger or restructuring, the importance of understanding and planning for the tax implications cannot be overlooked. It can mean the difference between exposing the business to dire risk or taking advantage of valuable transaction opportunities.



Overview

KPMG's Mergers & Acquisitions Tax professionals have deep experience creating tax efficiencies throughout the life cycle of a client's business. Clients rely on KPMG for support in:

- Determining and shaping the immediate and long-term tax impact of acquisitions and dispositions through the right structuring
- Understanding the potential tax risks and benefits associated with a specific transaction
- Identifying a tax-efficient way to integrate the target and acquirer following a transaction
- Addressing the complexities and benefits of using partnerships or joint ventures in acquisitions and existing structures
- Assisting with virtually every phase of tax structuring for a troubled company, including debt negotiations, bankruptcy petitions and liquidations
- Determining the proper use of tax attributes, such as net operating losses, through section 382 and other tax-attribute studies
- Analyzing earnings & profits, stock basis, transaction and bankruptcy costs, and income tax provisions.

I like tax because...

At KPMG I work on complex issues for large multinational clients, and management and partners always make sure I have the tools and knowledge necessary to succeed.

– Brad, Mergers & Acquisitions



Success story

KPMG's M&A Tax practice serves both the "serial" acquirers (large strategic acquirers in acquisitive mode or private equity firms) as well as middle-market clients that engage in one-off acquisitions or dispositions. For example, for one "serial" acquirer, we perform a complete suite of M&A Tax services including (i) assisting with planning acquisitions (due diligence, tax consulting on tax-efficient acquisition structures), post acquisition integration, analysis of the transaction costs, and analysis of target's tax attributes, as well as (ii) assistance with planning dispositions of the client's business and (iii) keeping track of the client's tax attributes and any potential limitations.



Client profile

- Large and medium companies planning an acquisition, disposition, merger, or restructuring



Preferred majors

- Master's degree in accounting or taxation
- JD, LLM in taxation

State and Local Tax



Individual state and local governments still face challenges that encourage them to seek new revenue streams. As a result, they are increasingly aggressive in enforcing compliance and assessing penalties for not complying with state and local tax regulations. Yet, state tax regulations are inconsistent and judicial decisions are in a constant state of change. KPMG's State and Local Tax (SALT) practice can keep clients up to speed.



Overview

KPMG's experienced SALT professionals help companies navigate this ever-changing landscape to help ensure that our clients are paying the right amount in state taxes. This results in careful, proactive tax planning and compliance for our clients. Our team of more than 800 professionals work across functions and across state lines to provide clients with the tax guidance they need. These include areas such as:

- Income and franchise tax
- Indirect tax
- Unclaimed property
- Credits and incentives

KPMG's State Tax Resource Network is one of our greatest assets, providing access to more than 100 professionals who act as a subject matter resource for their specific state. It is their job to keep you informed of the administrative, judicial and legislative happenings that might affect your business across all tax types.



Success story

KPMG's SALT team was engaged by a large organization to assist with the review of recent transactions and internal reorganizations to evaluate its tax positions and the impact, if any, the transactions may have on its financial statements. It was critical that the company understand its tax attributes to help measure the overall cash and financial statement tax impact of the various business transactions. After modeling a variety of alternatives and reviewing available elections in certain state jurisdictions, KPMG helped reduce the company's overall state income tax expense and its state effective tax rate by over 3 percent.



Client profile

- U.S. and foreign enterprises conducting business in multiple states – corporations, funds, and other organizations, including those just beginning to invest domestically to FORTUNE 500 companies that are well-established across many states, localities, and foreign countries



Preferred majors

- Master's degree in accounting or taxation
- JD, LLM in taxation
- CPA eligible – 150 hours
- Bachelor's degree in non-150 credit hour states only
- Coursework in information systems, computer science, and/or data and analytics a plus

I like tax because...

The training I received at KPMG gave me the confidence and technical skills to excel. As a global intern in London, KPMG has provided me the opportunity to work with people from all over the world.

– Ashley, State & Local Tax

Join our team

As the tax professionals of tomorrow and the future of the firm, our new hires are at the heart of shaping our Tax talent strategy. KPMG invests in its people, let us invest in you.



Connect with KPMG!



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