



Your Career. Inspired.

Tax services

kpmg-campus.com



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've established various initiatives that ensure our professionals have the support and opportunities they need to grow their careers – bringing innovative technologies to learning, expanding rotational opportunities, enhancing our inclusion and diversity programs, and supporting 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.

Helping our professionals succeed in today's changing workplace



Steve Fortier, chief talent officer (CTO) for KPMG's Tax practice, talks about the changing workplace and the practice's Career Connections approach to helping its professionals learn and grow as they pursue rewarding careers – wherever those careers may take them.

How is the workplace changing at professional services firms like KPMG?

The workplace and the broader business environment are changing at breakneck speed due to advances in technology, increasing globalization, changing demographics, and other trends. Expectations are changing, too.

When I started my career over 25 years ago, it was common for people to spend much of their career climbing the ladder at perhaps one or two organizations. That was then. Today, most people want a less linear career path. They want to take on different challenges every few years and are more likely to change employers as they pursue their long-term career goals.

What does the Tax professional of the future look like?

Successful Tax professionals will need to have a broad understanding of tax issues facing our clients and a deep knowledge of perhaps one or two core disciplines in tax, just as they do today. With more companies looking for tax professionals to serve as strategic business advisors, they'll also need a good grasp of the industries they work in, good communication skills, and keen business acumen. In addition, they'll need to understand how different technologies can help them do their jobs more efficiently and deliver greater value. This includes becoming more familiar with managing complex data sets, analytics, visualization, artificial intelligence, and robotic process automation (aka., bots).



How is KPMG preparing its tax professionals to succeed in the 21st century?

Our Tax practice has been radically rethinking how we recruit, develop, and retain tax professionals. As part of a more holistic approach to career development that we're calling KPMG Career Connections, we've been rolling out new initiatives and enhancing existing ones to give our professionals the support and opportunities they need to learn and grow throughout their careers at KPMG, as well as outside the firm should they decide to pursue opportunities in industry, government, or academe.

What are some of these new initiatives?

Let me highlight three here. Last year KPMG's Tax practice launched our [Diverse Work Experience program](#) to give associates and seniors the opportunity to work on different tax-related projects beyond their core disciplines. The idea here is to help them expand their technical skills and gain a broader view of the tax-related issues facing our clients early in their careers.

We also launched our [Just Ask! program](#) to raise awareness about the many different opportunities across KPMG to tackle meaningful new challenges and develop new skills. These include going on overseas assignments, transferring into different practices or roles, and adopting flexible schedules to pursue an advanced degree or certification.

In addition, we've introduced an [Assistant Coach program](#) to provide our people with more frequent and timely feedback and guidance. Typically one or two levels above the professionals they "coach," our assistant coaches work closely with performance managers to help "counselees" understand where they can go in their careers and how KPMG can help them get there.

How does training fit into the puzzle?

It's critical. While KPMG regularly receives kudos for the quality of its training, we're not resting on our laurels. We've moved quickly to provide more case-based classroom training that requires participants to apply new knowledge and skills to real-world situations. We're rapidly developing more digital on-demand training assets as part of our emphasis on continuous learning. And we're working closely with early-career professionals to help them put what they learn into action.

How would you describe your vision for talent management at KPMG's Tax practice?

Our overarching goal is to create the kind of environment in which our professionals feel fully empowered and supported in pursuing the many career opportunities open to them at KPMG or outside the firm. We're making good progress, but there's more to do.



KPMG

Career Connections



Start here.
Go anywhere.

+ differentiated recruiting

+ advanced degrees & certifications

+ global rotations

+ KPMG client service

+ KPMG alumni programs

+ retirement

+ industry opportunities

+ practice transfers

+ domestic rotations

+ flexibility:
a key element
along your journey

How to arrive?
You decide.

Experience multiple careers within your career.

Through **KPMG Career Connections**, we help our people build fulfilling and inspiring careers by supporting the pursuit of internal and external opportunities while also maintaining ties with those who follow prospects outside the firm.

Forge your own personalized path through active and open career management and coaching.

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KPMG Master of Accounting with Data and Analytics Program

An innovative program from KPMG and leading business schools that combines learning + funding + doing to develop accountants in the data age for KPMG sponsored students.

KPMG Master of Accounting with Data and Analytics Program (the Program) is the first of its kind to provide:



Specialized knowledge



A curriculum developed by leading business schools with the support of KPMG combines advanced accounting with specialized courses on technology and data and analytics, including hands-on use of software tools and data sets used by seasoned professionals.



Financial assistance



KPMG will pay tuition and reasonable costs for room and board, books, and fees for KPMG sponsored students.



Work experience

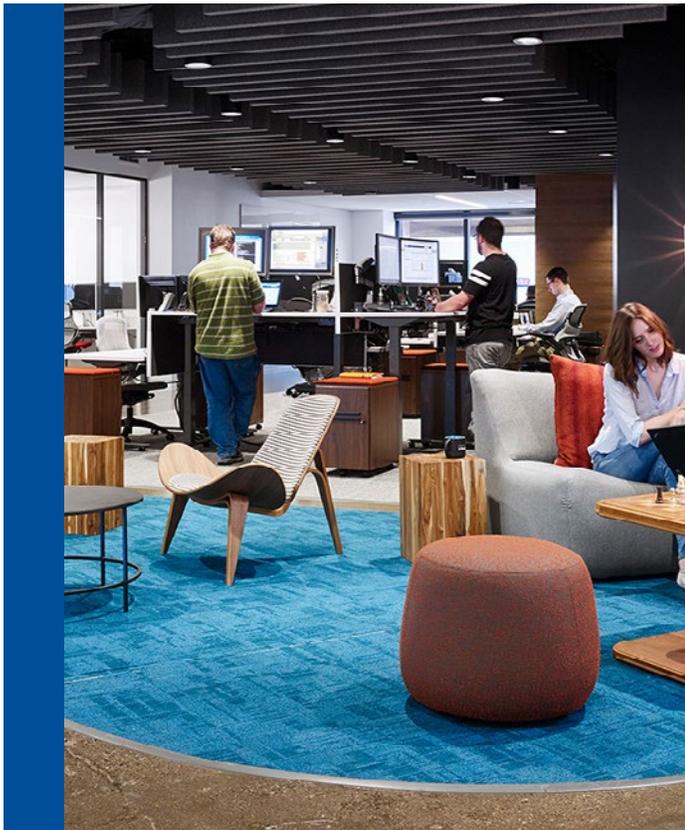


The Program includes a Data & Analytics-focused internship as well as a full-time position as an experienced associate for KPMG sponsored students with an opportunity for an accelerated career track at KPMG for high performers.



First-of-its-kind program combines D&A-focused accounting curriculum with practical use of the latest analytics technology and real-world experience working on-site on Audit or Tax engagements.

Visit kpmgmasters.com and contact your KPMG recruiter to get all the Program's details and qualifications!



Tax innovation

As technology innovation transforms the landscape of business, KPMG is transforming technology innovation. KPMG Tax helps businesses deliver more with less. With our extensive tax knowledge, robust technologies, and an overall culture that inspires ideas and innovations, we can help solve key issues and create new enterprise value to transform the tax function into a competitive advantage.

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

- Inspire new thinking 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 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 integrating data and analytics, digital labor and business transformation.

KPMG Ignition sparks innovation and fuels change

KPMG has developed a dynamic network of innovation capabilities over 3 US locations where tax and technology come together in transformative ways. **KPMG Ignition Tax** is a unique collaborative space where our talented professionals – from developers and data scientists to tax professionals – can share knowledge, discover innovative opportunities and offer transformative solutions for our clients. The Ignition centers in Denver, Atlanta and New York City, offer project-focused workspaces that spark innovation and fuel change.

Tax Innovation Rotation Program

Now interns can be at the center of the Ignition environment! The Tax Innovation Rotation Program is a three-week rotation that places select tax interns in an Ignition center to experience our technologies, collaborate with our specialized teams and deliver genuine change for our clients. After the rotation, tax interns return to their home office with a new perspective and expanded skill set to share with their colleagues. Rotations are offered in the spring and summer in all three of our Tax Ignition centers. Contact your recruiter to apply.



KPMG's Learning, Development, and Innovation Facility

Lake Nona, Orlando, FL



Meeting and learning spaces with flexibility to accommodate

1000 attendees



800 single-occupancy rooms



An Innovation Center, designed for team, creativity and collaboration as well as client interaction



A KPMG museum that will showcase KPMG's heritage, values and purpose-led culture



Multiple dining options: casual eating, a coffee and wine bar, and a pub-like venue



Recreational amenities including a fitness facility, hiking and biking paths, a softball field and a volleyball court



KPMG Tax



Fortune 100 Best

2018 Fortune 100 Best Companies to Work For



Big 4

Fastest Growing
Tax practice of the Big 4 in the US over the past 5 years

Tax 
Leadership Councils

Top 10

DiversityInc's 2018 Top 50 Companies for Diversity



Global

Opportunities

(Rotations, Training, Leadership Programs)



Tax Trek



2018

LearningElite
GOLD ORGANIZATION

100 Best Companies

 Working Mothers 100 Best Companies for the 21st year



Proud to be

Among the Top Companies for Executive Women By the National Association for Female Executives



3



Tax Ignition Centers
around the country



Career Development
programs



KPMG Career Connections

#9

Vault's 2018 Best Accounting Internships



Best In Class Training/
Leadership Development



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 Reward Services (GRS):** Helping meet the challenges associated with global employee reward program design, implementation, administration, tax effectiveness and compliance.
- **Global Business Travelers:** Managing the risks created by domestic or international business travelers – tax, social security and entry requirements.
- **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.



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

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

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

Ignition Tax

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 today's tax environment, clients rely on KPMG to help them achieve their goals among a multitude of competing priorities.

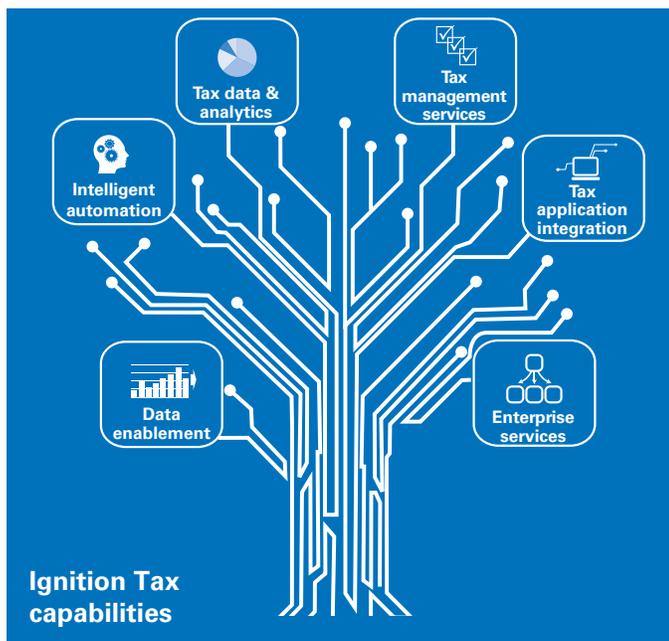
KPMG is in tune with these constantly shifting landscapes; we are constantly preparing our Tax professionals to anticipate and help solve key client issues through the convergence of tax knowledge with our significant technology investment.



Our Tax leadership is driven by the countless opportunities possible through a culture defined by innovation and quality. These principles are evident in creating KPMG Ignition Tax, where tax and technology come together in transformative ways. With access to KPMG Ignition Tax, our professionals are clearly positioned to deliver value by enabling data and analytics and intelligent automation within business transformation.



KPMG recognizes the value of our Tax professionals' skills. We enable our team to leverage the latest technology and advancements to perform more efficiently and effectively than ever before, continually investing time, energy, and resources to advance our Tax professionals.



Preferred bachelor's or master's degree in:

- Accounting
- Accounting information systems
- Actuarial science or a related field
- Business or data analytics
- Computer science
- Economics
- Engineering
- Finance
- Information science
- Management
- Statistics

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.



Some or all of the services described herein may not be permissible for KPMG audit clients and their affiliates or related entities.

Connect with KPMG!



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