Women: Making a Difference

KPMG LLP

Women's Initiatives at KPMG : Creating a great place for women to build their career

KPMG recognizes the importance of diversity and the value that women and their perspectives bring to our organization. Women's Initiatives at KPMG focus on a practical and sustainable approach to educating and advancing women in the workplace. The firm's goals include improving career opportunities, furthering competitive position in the marketplace, diversifying client outreach, and driving Employer of Choice initiatives.

Comprising nearly half of all new hires at KPMG, women represent an enormous part of KPMG's talent pool, and thanks to the ongoing commitment of our leadership and the work of the Women's Advisory Board (WAB) and KPMG's Network of Women (KNOW), statistics from FY07 show that our ongoing initiatives are making a difference:

- KPMG led the 2007 *Public Accounting Report* Survey of accounting firms' representation of female partners in each firm.
- 26 percent of KPMG's FY08 new partner class is women
- Female headcount was 47.2 percent in FY07
- 30.3% decrease in female turnover firmwide since FY03

Women's Advisory Board

KPMG's Women's Advisory Board was established in 2003 with a clear vision: to create a more compelling work environment and enhance career opportunities for women across the firm by driving national and local initiatives that retain, support, advance, and reward them. Membership of the WAB was expanded to further broaden its perspective with the addition of six more members, including three men.

In 2007, the WAB initiated a four-year strategy to help advance KPMG's position as a leader in the advancement of women. The group outlined necessary components of the strategy, including identifying a common, practical vision; spotting roadblocks and finding solutions; and determining actions necessary to achieve the vision. Seven work stream committees were established to develop specific strategies: External and Internal Communications; Metrics and Accountability; Associate/Senior Management Advancement; Partner Advancement; Innovation and Cultural Inclusion; and Strategic Market Relationships. Each work stream has created a short-term and long-term action plan and is implementing their top priorities.

K|N|O|W
KPMG'S NETWORK OF WOMEN

KNOW (KPMG's Network of Women)
KNOW was established in 2003 to help support Women's Initiatives and enhance the personal and professional objectives of women professionals at KPMG. Since its inception, KNOW has expanded rapidly, growing to 60 chapters in 2007 and proving itself to be a successful venue for women to connect with peers, meet mentors, and share career experiences. KNOW delivered nearly 300 professional development and career advancement programs in 2007 to an audience of over 12,000 KPMG women and 3,000 KPMG men. KPMG women. And externally, more than 80 organizations have requested that KPMG guide them in efforts surrounding the advancement of women.

WORKING MOTHER 100 BEST COMPANIES 2007 top 10

Working Mother Magazine "100 Best Companies"
KPMG has been honored as one of the Top Ten organizations for working mothers for its variety of programs and services aimed to help working parents and all employees manage their personal and professional lives. This marks the firm's 11th time on the "100 Best" list.

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External Sponsorships

KPMG sponsors a select group of professional women's organizations, enabling the firm to share leading practices, stay ahead of trends, and provide a wealth of networking opportunities among influential business leaders.

ATHENA International
KPMG began sponsoring ATHENA at a platinum level in 1999. In addition to general administration support, KPMG provides conference sponsorship, including the annual fall awards luncheon. KPMG is an active participant in the ATHENA POWERLINK Program—a business mentoring program designed to increase the growth and profitability of women-owned businesses.

Catalyst
KPMG is a sponsor of Catalyst research, and sponsored and participated in a Women of Color: Professional Fields study. In addition to a contributing sponsorship of the premiere Catalyst Awards dinner, we also share best practice information.

InterOrganization Network (ION)
KPMG is the founding sponsor of ION, which was founded in 2004 and consists of ten regional organizations in the United States that combine their energies in advocating the advancement of women to positions of power in the business world, especially to boards of directors and executive suites.

Network of Executive Women (NEW)
KPMG is a board member and contributes to the NEW strategic development process in addition to facilitating NEW's mentor program and women's research support.

Pink Magazine
KPMG has been a National Sponsor for the luncheon series held in six major cities and underwrote a women's work/life study for the publication.

Simmons School of Management
KPMG is title sponsor of the 2008 Simmons School of Management's Leadership Conference, which provides a unique forum where some of the world's most accomplished women speak candidly about what they have learned on their journeys to success.

Women Corporate Directors (WCD)
KPMG is a corporate sponsor of the Women Corporate Directors' Spring and Winter Institutes. The Firm has been instrumental in working with WCD to provide chapter leadership, suggestions for new members and program content, for their 11 existing chapters. KPMG will also support the organization as it rapidly expands into new markets including: London, Los Angeles, Charlotte, and San Francisco.

Women's Business Enterprise National Council (WBENC)
KPMG has been a member of the WBENC from the beginning and has been an active board member since 1998. WBENC is the nation's leading advocate of women-owned businesses as suppliers to America's corporations. It also is the largest third-party certifier of businesses owned and operated by women in the United States.

Working Mother Conference
KPMG sponsors a conference breakfast, as well as firm participation in the annual "100 Best Companies for Working Mothers" awards dinner event.

Tom Peters Company
KPMG is underwriting a research study by the Tom Peters Company to identify common traits and qualities in the cultures created by women-managed and women-owned organizations, which will culminate in the development of a thought leadership publication showing how dominant culture traits incorporated into organizations result in enhanced performance.