



pride@kpmg
ACCEPTED AND RESPECTED

Building on differences makes a difference.

KPMG LLP

Recent Recognition



new york



KPMG is ranked among DiversityInc's 2009 "Top 10 Companies for LGBT Employees" and was honored with GLSEN's (Gay, Lesbian and Straight Education Network) 2009 New York Respect Award for its "Commitment to Diversity and Inclusion." In addition, KPMG received a 100 percent rating in the Human Rights Campaign's Corporate Equality Index and Best Places to Work Survey for the sixth consecutive year, and was one of the first of the Big Four to achieve this distinction.

KPMG LLP embraces diversity and encourages our employees and partners to share their views and lifestyles, broadening everyone's awareness of differences. We believe in fostering an environment of inclusion that encourages partners and employees to be successful. By valuing our differences—whether they be gender, race/ethnicity, ideas, sexual orientation, professional insights, or personal perspectives—we build upon our individual, team, and firm strengths. It's an approach that we believe benefits our people and our clients.

About pride@kpmg

Established in October 2003, pride@kpmg is the firm's network for Lesbian, Gay, Bisexual, and Transgender (LGBT) employees and partners. With chapters in Atlanta, Chicago, Dallas, Denver, Detroit, Florida, Houston, Los Angeles, New York Metro, San Diego, San Francisco, Silicon Valley, and Washington, D.C./Tysons Corner, pride@kpmg's membership currently comprises more than 400 partners and employees across the firm.

pride@kpmg engages the firm's LGBT professionals and their straight allies in career development, community service, and mentoring, and helps foster an environment that makes KPMG the employer of choice for LGBT professionals.

The network helps raise diversity awareness and inclusiveness among leaders and colleagues, alike. The chapters host a variety of events, including various community service events focused on the LGBT community, education events that include guest speakers from

nationally recognized organizations, and/or networking social events that enable employees to build relationships with LGBT employees and others at KPMG and in the larger business community. pride@kpmg also works with the firm's other diversity networks to foster an inclusive environment.

Acceptance, respect, and pride

KPMG was among the first in the profession to offer same-sex domestic partner benefits, and our Equal Employment Opportunity (EEO) policy includes sexual orientation and gender identity.

Since 2005, KPMG has been a sponsor of the Out & Equal Annual Workplace Summit, and is also proud to be a corporate sponsor of Parents, Families, and Friends of Lesbians and Gays (PFLAG); Human Rights Campaign (HRC); Gay, Lesbian and Straight Education Network (GLSEN); and The National Gay & Lesbian Chamber of Commerce (NGLCC).

AUDIT ■ TAX ■ ADVISORY

www.kpmgcareers.com

In 2009, KPMG launched the Straight Allies campaign, which is designed to build awareness of the challenges facing LGBT professionals, foster inclusion, and encourage participation in the network by peers, coworkers, and other supporters of our LGBT partners and employees.



“Many companies tolerate difference as a workplace policy. At KPMG, I haven’t felt ‘tolerated’—I have felt welcomed. That makes all the difference in the world.”

—Tax senior associate

pride@kpmg members talk about why they chose KPMG...

“At my previous position with a small Texas oil company, my coworkers thought I was single. Shortly after I moved to KPMG, I brought my partner—as my partner—to the firm’s holiday party without hesitation. Later that same month, he was able to purchase a new car and take advantage of the substantial discount available through KPMG’s employee benefits for domestic partners.”

—Tax senior associate, Houston

“For much of his career, my partner has been self-employed. For years, he paid top dollar for mediocre health coverage. With KPMG’s domestic partner coverage, we pay about the same as a married couple would for excellent health, dental, and vision coverage, as well as life insurance. It feels great to know that my employer is so supportive.”

—Tax senior manager, San Diego

“A story that means a lot to me is about KPMG demonstrating its commitment to LGBT employees by investigating concerns I reported about a vendor’s behavior. I raised my concern to my national HR lead. My HR representative quickly and actively addressed the matter related to the vendor, and followed up with me on the status of her efforts. She also advised me that, had this vendor continued to exhibit unsatisfactory behaviors toward the LGBT community, KPMG would have terminated our relationship with the vendor. Those actions are huge to me, and really made me proud of my firm.”

—Advisory manager, Woodcliff Lake, NJ

For more information about pride@kpmg, as well as the many other diversity networks the firm supports, visit www.kpmgcareers.com.

© 2009 KPMG LLP, a U.S. limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International, a Swiss cooperative. All rights reserved. Printed in the U.S.A. KPMG and the KPMG logo are registered trademarks of KPMG International, a Swiss cooperative. 36084CH

Out and proud

New York Advisory Partner John Tantillo and New York Tax Partner Tim Stiles are the national leaders of pride@kpmg. They also believe in the exceptional value a diversity network like pride@kpmg brings to KPMG’s partners and employees—and to their firm.

“LGBT people are out there in the workforce, looking for a great place to work and build their career,” Stiles says. “We want to assure them that they are valued at KPMG.”

Tantillo adds that, “We encourage all our people to bring their ‘whole selves’ to work with them each day. That includes LGBT people, who strengthen our firm by being themselves and sharing their unique talents with each other, our teams, and our clients. pride@kpmg provides a forum that enables them to do that as they pursue their career aspirations.”

Since it was founded, pride@kpmg has provided KPMG’s LGBT partners and employees with a broad range of activities, including networking and career development, social, and community outreach events. Thanks to the commitment of its members and their allies, the leadership of Stiles and Tantillo, and the support of the firm and its national Diversity Advisory Board, the network has grown to 13 chapters across the United States.

Today, pride@kpmg remains focused on developing educational and professional programs, expanding participation in the network by straight allies, enhancing internal and external awareness and communication, and leveraging all these things to help recruit and retain KPMG’s LGBT employees.

“A diverse workforce is reflective of the communities we live in,” says Stiles.

“Without it, you’re excluding all sorts of people who bring skills, perspectives, and life experiences that will benefit our clients and our firm.”

As Tantillo says,

“Diversity is all about attracting and retaining the best people.”