



Since its founding in 2005, KPMG LLP’s African-American Network (AAN) has grown to 12 chapters and nearly 1,000 members across the country.

AAN’s mission is to support African-American partners and employees in their pursuit of professional excellence through career advising and sponsorship, leadership development, client service, and credentialing that promotes retention and advancement. AAN is also committed to fostering inclusion, enhancing cultural awareness, and making a difference through volunteer efforts that address issues in underserved communities.

**Local Chapters**

- Atlanta
- Boston
- Chicago
- Dallas
- Detroit
- Houston
- Los Angeles
- Montvale/Short Hills
- New York
- Philadelphia
- San Francisco/Mountain View
- Washington, D.C./Tysons Corner

**AAN Advisory Board**

The AAN Advisory Board includes senior KPMG leaders from across the firm, all of whom have a clear vision and strong commitment to driving the firm’s diversity and inclusion strategy. The board is committed to attracting, engaging, and retaining talent; fostering professional growth by offering career-enhancing opportunities; and supporting market development through relationship building.

The board has established four subcommittees to help drive the network’s national objectives:

- **Recruitment** – Through alliances with recruiting, senior talent acquisition, and external diversity organizations, the Recruitment Committee is charged with supporting the development of a robust, diverse talent pipeline at all levels of the firm.
- **Retention** – With its focus on talent sustainability, the Retention Committee strives to engage AAN members by exposing them to partners and other leaders who can provide valuable advice, help them navigate their careers, and support their success in a high-performance culture.
- **Advancement** – Through mentoring and career coaching, the Advancement Committee provides AAN members with insights on how to build the reputational capital needed to accelerate their development and career progression.



- **Business Process Group** – Established to address the specific needs of our Business Process Group professionals, this subcommittee provides AAN members with guidance to help them manage their careers while increasing their visibility and marketability in the workplace.

### Representative Activities

Each year, KPMG sponsors the participation of AAN members in the convention of the National Association of Black Accountants (NABA). Nearly 100 KPMGers take part in several days of networking, technical sessions, workshops, and more, including the KPMG Case Study Competition, an event that allows

college students to work out real-life business scenarios and present their results to a panel of judges. Through the Partner Outreach Initiative, AAN partners from across the country visit select offices to facilitate sessions on optimizing performance and career opportunities in a high performance culture.

On a local level, AAN chapters' activities and events promote networking, professional and market development, and community service. Recent examples include:

- The Atlanta chapter hosted speaker Andra Hall, owner of CamiCakes, to share her story of successful entrepreneurship.
- In Boston, the local chapter shopped for and assembled bags of essentials for children in need to help Cradles to Crayons, a local charity. A campus recruit who participated in the volunteer effort decided to join KPMG because he felt the experience demonstrated the firm's commitment to service.
- The Chicago chapter hosted a career development and mentoring luncheon focused on developing effective mentoring relationships, managing career development, maintaining active networks, and preparing for leadership roles.
- AAN members in Los Angeles joined with Operation Hope, a not-for-profit social investment banking and financial literacy organization, to deliver its *Banking on Our Future* financial-literacy curriculum at a local school.
- More than 30 members in the New York chapter came together for a panel discussion featuring successful African-American female executives representing KPMG's clients. Topics included the importance of the mentoring relationship, board membership, and the wisdom of taking calculated risks.
- More than 25 AAN members in Washington, D.C. joined students from Howard University for a KPMG's Family for Literacy book distribution and reading event at a local school. The group also hosted local businesswoman Danielle Poux, owner of Danielle's Desserts, who shared her experiences as an entrepreneur.