

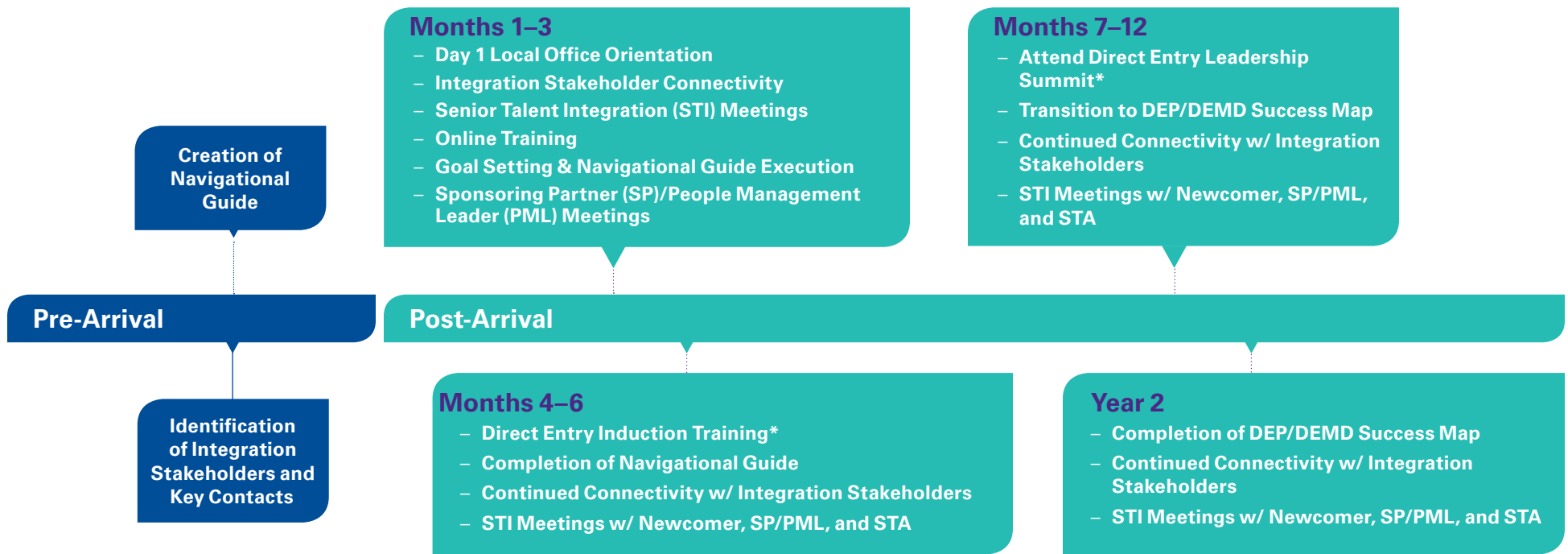


Senior Talent Integration

KPMG is proud to be a global network of professional services firms committed to converting understanding of information, industries, and business trends into value. Delivering on this commitment requires recruiting the finest talent available to help lead and shape our firm. We partner with firm leadership to facilitate a comprehensive, cross-functional, and consistent integration process for Direct Entry Partners and Managing Directors. Our team establishes a foundation of trust and reliability through a vested professional and personal interest in the success of each newcomer.



Integration Process and Program Timeline



Integration Stakeholders and Key Contacts

Integration Stakeholders are firm professionals who have been strategically identified to support DEPs/DEMDs throughout the first year and beyond. Each of these professionals has a different role to perform as well as a vested interest in the success of our newcomers. Key Contacts are firm professionals who have been assigned to support DEPs/DEMDs and Integration Stakeholders in functional and technical roles.

Navigational Guide

A framework and reference guide designed to facilitate successful integration. Integration Stakeholders and Key Contacts assist newcomers in the execution of the guide.

DEP/DEMD Success Map (Advisory only)

Function specific milestones of expected competencies learned, behaviors displayed, and business outcomes achieved by end of second year with the firm. Complements the Navigational Guide.

DEP/DEMD Launch Plan (Tax only)

Detailed road map of networking, market & business development, client and target assignments for first 90 days. Complements the Navigational Guide.

Direct Entry Induction Program*

Function specific program focused on structure and organization, strategy, market development, operations, and risk management.

Direct Entry Leadership Summit*

An annual two day program that provides senior firm leadership the opportunity to share strategic priorities, vision, and current programming/projects being undertaken in Clients & Markets, Innovation and Enterprise Solutions, Governance, Technology, Professionalism & Integrity, Human Capital, and Global Initiatives with our newest Direct Entry Partners and Managing Directors. An unparalleled learning and networking opportunity.

*timing depends on start date