



cutting through complexity

Abilities in Motion Network

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KPMG's Abilities in Motion Network (AIM) is committed to providing guidance on, and raising awareness of, how the workplace environment can support our partners and employees who have a disability themselves or who have a family member with special needs. Consistent with our inclusive culture, the 12 local chapters of KPMG's AIM network help drive the firm's overall diversity priorities and enhance our business by educating and increasing awareness,

supporting career development, influencing policy decisions, participating in community activities, and much more. The network promotes an environment of mutual respect and teamwork among all our people, while providing an avenue for those seeking the guidance, encouragement, and camaraderie of others who have successfully faced similar challenges.

Local Chapters

- Atlanta
- Boston
- Chicago
- Dallas
- Houston
- Los Angeles
- Montvale
- New York
- Philadelphia
- San Francisco
- Short Hills
- Washington, D.C.

AIM Advisory Board

The AIM Advisory Board includes senior leaders from across the firm, each of whom has a clear vision and strong commitment to driving the firm's diversity and inclusion imperatives. These include attracting, engaging, and retaining talent; fostering professional growth by offering career-enriching opportunities; and supporting market development through relationship building and community involvement.

Six subcommittees have been established to drive the network's national objectives:

• Mental Health Awareness

The Mental Health Awareness Committee leads the efforts in promoting the mental wellbeing of employees while also providing training and support.

• AIM Membership

AIM exists in large part to serve the needs of its members. This committee promotes participation in the network and regularly takes the pulse of our people, identifying strengths, seeking new ideas, and ensuring that our programs and initiatives are addressing members' needs.

• Talent Development

An important function of AIM is to identify internal and external resources to help performance managers understand the best way to support and advance people with disabilities. Just as important is helping provide the resources they need to effectively perform their work. This committee develops recommendations for and works with the performance-management team to ensure that managers are providing appropriate support for people with disabilities as they grow their careers. The committee also

works with Cornell University and other institutions on career-development programs for people with disabilities, and is developing an "AIM Ambassadors" program to work closely with KPMG's recruiters.

• Internal Communications

This committee develops and drives communications strategies that support AIM initiatives and accomplishments, and increase awareness firmwide.

• Special Olympics

KPMG has enjoyed a long relationship with Special Olympics, sponsoring events across the country and providing KPMG volunteers to work the events. This committee is charged with organizing fundraising efforts, recruiting volunteers, and raising awareness of Special Olympics and its mission.

• External Partnerships

This committee helps ensure that KPMG is aligned with strategic organizations, that share our commitment to people with disabilities, including the U.S. Business Leadership Network (USBLN®), the National Business & Disability Council (NBDC), Springboard Consulting (Disability Matters) and others. The committee works to enhance KPMG's reputation in the marketplace as an employer of choice for people with disabilities.





KPMG is proud to be a Founding Partner of the 2014 Special Olympics USA Games, and to be serving as the sole corporate sponsor of the golf portion of the event.

Since 2009, KPMG LLP has been a proud supporter of the Special Olympics, serving as the silver level and golf venue sponsor for the 2010 National Games, and as the sponsor of the 2009, 2011, 2012, and 2013 National Invitational Golf Tournaments.

Hundreds of KPMG professionals have volunteered to serve at these events, raised funds, and provided financial support for Special Olympics.

Since 2007 AIM

- Established a mentoring program within the AIM network to help identify mentors who are willing to serve as a resource to others
- Implemented a transparent accommodations request and review process
- Conducted facilities audits in KPMG offices across the United States
- Conducted multiple educational webcasts on a wide range of topics to network members and all KPMG employees
- Sponsored employee participation in Cornell's EDI Professional Development Experience for Employees with Disabilities
- Proud sponsor, cosponsor, and host of (2008-2013, 2015) annual Disability Matters Conference
- Contributing member of the Conference Board Research Working Group producing "Leveling the Playing Field: Attracting, engaging and advancing people with disabilities"

- Contributed to Portland State University research on supporting employees who are parents of children with mental and behavioral disorders

Ongoing Initiatives

- Conduct firmwide disabilities awareness training
- Collaborate with firmwide Recruiting to identify new sources for recruiting people with disabilities
- Train recruiters to specifically address the needs of potential candidates with disabilities
- Special recruiting outreach to disabled military veterans: KPMG works with Wall Street Warfighters, providing career-transition assistance and consideration for job opportunities at the firm; and EARN's workforce recruitment program, considering hundreds of disabled veterans for entry-level positions.
- Founding partner of the USBLN® certification committee for disability-owned businesses
- Continue to raise awareness and understanding of mental illness in the workplace

Recognition



In 2014, DiversityInc ranked KPMG among its "Top 50 Companies for Diversity" for the seventh consecutive year.



Springboard Consulting honored KPMG as part of their Disability Matters program, naming us as the recipient of the Work/Life award in 2009, the Employer of Choice award in 2011 and the Disability Champion award in 2012. And Workforce Champion Award in 2015

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