



Frequently asked questions

KPMG Master of Accounting with Data and Analytics Program

Developing accountants
in the data age

March 2019

kpmg.com





Note: KPMG provides Baylor University's Hankamer School of Business technology and proprietary Audit tools for use in its Master of Accounting curricula but is currently not sponsoring students at the university.

Program expectations

What is the intention of the KPMG Master of Accounting with Data and Analytics Program?

Many technologies, including data and analytics (D&A), are changing the way that KPMG and the public accounting profession provide services. Beyond a deep knowledge of accounting, professionals often need to be D&A-savvy and possess the analytical skills and critical thinking to improve procedures and deliver insights that are expected in the data age. The focus of D&A in academia is not primarily aimed at our profession, and new talent will benefit from more preparation in order to work in today's data-driven accounting environment. The KPMG Master of Accounting with Data and Analytics Program (the Program) has been created to help provide this education and to provide financial support to a select number of KPMG-sponsored students (Program Participants), who are joining this program. In addition to the benefits to the graduates of the Program, we plan to include elements of the curriculum in the training that our existing professionals receive.

Why is D&A so important to KPMG and the accounting profession?

The quantity of information new D&A technologies and tools are able to handle, and the speed with which they are able to do so is unprecedented. Clients and shareholders expect their Audit and Tax professionals to keep pace, improve services and provide deeper insight based on the new capabilities and data volumes. Addressing this new reality is critical to our profession's focus on quality. Our connection with leading business schools to develop the Program curriculum is one example of our innovative approach to resolving an industry-wide challenge.

Which universities are participating in the Program?

It is KPMG's intention to advance the education of accounting with D&A. We are working with a number of universities to create innovative and impactful programs to achieve our intentions for the benefit of KPMG, our profession, academia, and students working to build a career in the accounting profession in today's data age. KPMG developed the Program working with The Ohio State University Max M. Fisher College of Business and the Villanova School of Business. We are excited to now be sponsoring students at the following universities:

- Arizona State University's W. P. Carey School of Business
- The Ohio State Max M. Fisher College of Business
- The University of Georgia's Terry College of Business
- The University of Mississippi's Patterson School of Accountancy
- The University of Missouri's Robert J. Trulaske, Sr. College of Business
- The University of Southern California's Leventhal School of Accounting
- Virginia Tech's Pamplin College of Business
- The Villanova School of Business.

(Together, the "Program Universities"). The University of Mississippi's Patterson School of Accountancy offers both a Master of Accountancy and Data Analytics and a Master of Taxation and Data Analytics. Beginning with the 2020-2021 academic year, KPMG intends to expand the Tax component of the Program to additional universities. Please refer to the Program Web site at kpmg.com/us/masters for the most current list of participating universities. In addition, KPMG provides Baylor University's Hankamer School of Business technology and proprietary Audit tools for use in its Master of Accounting curricula, but is currently not sponsoring students at the university.

Why should individuals become Program Participants in the KPMG Master of Accounting with Data and Analytics Program?

This award-winning KPMG Program offers:

- A master's degree for accounting professionals in the data age. The demanding coursework will go beyond traditional accounting principles to include technologies and methodologies used in today's highly complex, data-centric accounting environments, ensuring that next generation accounting students are equally comfortable in their D&A skills, as they are in their traditional accounting skills.
- For Program Participants, paid tuition, fees, books, and a stipend to help cover room and board toward a graduate degree specializing in advanced accounting with D&A methods, tools and technologies, including KPMG's proprietary tools and data sets.
- For Program Participants, real-world experience using KPMG's proprietary tools during a paid Audit or Tax internship focused on D&A in the spring semester/term.
- For Program Participants, an Audit or Tax position as a full-time experienced associate with an opportunity for an accelerated career track at KPMG for high performers.

Curriculum

What courses will be offered in the Program?

The demanding coursework at the participating universities goes beyond traditional accounting principles to include technologies and methodologies used in today's highly complex, data-centric accounting environments, ensuring that next generation accounting students are equally comfortable in their D&A skills, as they are their traditional accounting skills.

Each university has integrated the Program to fit seamlessly within its master of accounting and/or master of taxation degree. The curriculum will include 30 credit hours of accredited coursework, including subjects such as those listed below:

- Data Analysis and Visualization
- Systems for Data Analytics
- Auditing through Information Systems
- The Future of Data and Analytics in Tax Practice
- Probability, Uncertainty and Statistical Decision Making
- Auditing with Automated Audit Procedures
- Innovation, Emerging D&A and Cognitive Technologies
- Data Mining for Business Intelligence
- Fraudulent Financial Reporting.

Application/Acceptance process for Program Participants

What is the KPMG application process for admittance into the Class of 2020–21 Program as a Program Participant?

Application to the Program is a two-step process. Applicants must first be selected by KPMG to participate in the Program and then are asked to apply to one of the designated Program Universities where they must also be admitted by the university before receiving a formal offer to join the Program.

The KPMG application for Audit will be available in early 2019 on the Program Web site, kpmg.com/us/masters and through KPMG recruiters. The application for Tax will only be available through recruiters. Specific dates will be updated on the Web site as they are finalized. Interested applicants should reach out to their Recruiting contact or visit the Program Web site at kpmg.com/us/masters to receive more information. Recruiting contacts can be identified by visiting kpmgcampus.com/campus/connectwithkpmg.

The KPMG application includes submitting a résumé and a most recent transcript, completing an employment application, submitting an unofficial GMAT score, as well as answering essay questions. KPMG will review applications and select candidates who will move on to an interview process. Based on the results of the interview process, KPMG will request selected candidates to apply to a designated Program University (including submitting an official GMAT score). The GMAT is often overlooked by applicants until the last minute and/or they expect to get a high score with little to no preparation. We encourage applicants to plan accordingly and allow themselves the time to prepare for and receive a high score. The GMAT cannot be waived for any reason.

Key dates and deadlines for admission into the Class of 2020-21:

- KPMG application availability: March 15, 2019
- KPMG application submission deadline: May 19, 2019
- Applicants must take the GMAT and submit their unofficial score: July 14, 2019
- KPMG notifications of selection to candidates: August 5, 2019
- University application deadline (including GMAT score): August 18, 2019
- University acceptance: communicated by August 30, 2019
- Candidate acceptance of the offer: September 17, 2019.

The above deadlines are approximate. Please continue to check the Program Web site at kpmg.com/us/masters for updates.

What are the basic qualifications for Program Participants?

- Applicants are seeking a career with KPMG in Audit or Tax.
- Applicants have an interest in data and analytics.
- Applicants have demonstrated leadership, innovation ability, and adaptability to change.
- Applicants will have completed their bachelor's degree in accounting (or equivalent program) from an accredited college or university by their start in the Program in August 2020.
- Applicants must complete all educational requirements to be CPA license eligible (in the state of employment) upon completion of the master's degree program.
- Applicants must complete the GMAT exam.

- Applicants must be currently authorized to work in the United States without the need for a visa sponsorship now or in the future. Applicants should not require sponsorship for a nonimmigrant working visa (such as an H-1B visa, TN, etc.), now or at any point in the future. Those initially working pursuant to OPT, EAD, a STEM extension or a J visa, will require sponsorship upon its expiration and therefore are not eligible for consideration for the Program.
- Program Participants are contractually committed to remain in good academic standing and to professional employment with KPMG for three years upon acceptance to the Program (to begin from the date of full-time hire), and are subject to a repayment provision as outlined in the program agreement. Employees otherwise remain employees at will during (and after) the three year period.

When should an applicant apply to the Program?

A student should apply to the Program during the spring semester/spring quarter one year prior to their anticipated graduation with a bachelor's in accounting (or equivalent program). By graduation, the student should have completed the minimum number of units for their bachelor's in accounting (or equivalent program) but does not need to have completed the units required for CPA licensing. Following are a few examples:

- Student plans to finish a bachelor's degree in accounting by August 2020 and will take additional units to be CPA eligible during fall 2020/spring 2021. Student should apply to the Program in the spring of 2019.
- Student plans to finish a bachelor's degree in accounting along with a second major by August 2020. The student is unable to complete the bachelor's degree in accounting without the second major any earlier. Student should apply to the Program in the spring of 2019.
- Student is completing a double major in accounting and international business in December 2020, but plans to finish the bachelor's degree in accounting by August 2020 (student would be unable to complete the second major and would instead do the Program). Student should apply to the Program in the spring of 2019.
- Student plans to finish a bachelor's degree in accounting by August 2020 and continue with a master's degree in accounting, which will be completed in spring 2021. Student should apply to the Program in the spring of 2019.
- Student plans to finish an integrated bachelor's and master's degree program in accounting in May 2021 at one of the KPMG Master of Accounting with Data and Analytics Program's universities. Student should apply to the Program in the spring of 2019.
- Student plans to finish an integrated bachelor's and master's degree program in accounting in May 2021 at a university that is not one of the KPMG Master of Accounting with Data and Analytics Program Universities. The student is unable to complete the bachelor's degree without completing the master's degree. Student should apply to the Program in the spring of 2020.

Individuals who have already graduated with a bachelor's degree in accounting from an accredited college or university and who otherwise meet the basic qualifications of the Program and to be admitted into one of the designated Program Universities may apply to the Program in the spring of 2019.

What is the application process for the Program Universities?

Candidates will be conditionally accepted into the Program by KPMG contingent upon acceptance by one of the designated Program Universities. Thus, once candidates have been selected for the Program, they will need to apply directly to one of the designated Program Universities as directed by KPMG. For the Class of 2020-21, applicants will be able to indicate a limited number of Program Universities they will not be able to attend during the selection process; however, admission to each

university is solely based on the university's admission criteria. Currently, Tax Program Participants are only attending the University of Mississippi's Patterson School of Accountancy.

How are applicants assigned to a Program University?

Applicants will be able to indicate a limited number of Program Universities they will not be able to attend in their initial Program application. At the same time, Program Universities will be able to do a review of certain applicant materials and identify the applicants the Program University is unlikely to accept. KPMG will assign Program Universities based on a pre-determined process which takes into account a number of factors, including but not limited to: undergraduate university, permanent residence, and KPMG office location. Applicants will not be assigned to any Program University they indicated they could not attend, nor a Program University that indicated they would be unlikely to accept the applicant. Once Program Universities have been assigned, applicants will have to go through the Program University's full application process and selection process.

Do applicants need to have an accounting degree to apply for the Program?

In order to be eligible to become a Program Participant, applicants will have completed their bachelor's degree in accounting (or equivalent program) from an accredited college or university in time for the start of the Program in August 2020. Program Participants are responsible for ensuring they meet the educational requirements to be CPA license eligible (in their state of employment). The Program Universities will provide 30 credit hours of accredited coursework as part of their master of accounting or master of taxation degree.

Who at KPMG will interview the candidates?

Candidates for the Program will be interviewed by a combination of KPMG professionals, including Partners from the local offices.

If a student has already accepted a full-time offer with KPMG, can the student still apply for the Program and defer the full-time start date?

Applicants who have accepted full-time offers for winter 2020 and beyond are eligible to apply to the Program.

Does an applicant's bachelor degree need to be entirely complete to start the Program?

An applicant's bachelor degree must be entirely complete by the start of the Program in early August 2020.

Can an individual apply for the Program if they will need sponsorship now or in the future for a visa?

Applicants must be currently authorized to work in the United States without the need for visa sponsorship by KPMG now or in the future. Applicants should not require sponsorship for a nonimmigrant visa (such as an H1-B visa, TN, etc.), now or at any point in the future. Those initially working pursuant to OPT, EAD, a STEM extension or a J visa, will require sponsorship upon its expiration and therefore are not eligible for consideration for the Program.

Program logistics for Program Participants

The tuition and stipend are taxable to the Program Participants. Will KPMG pay the Program Participants an amount for the estimated tax liability?

KPMG's funding of tuition and a stipend may be taxable to the student. However, to further demonstrate KPMG's commitment to the student's success and the value we place on the student's future with KPMG, the firm will fund each student in an amount intended to approximate the additional tax liability incurred by a typical student as a result of this KPMG funding.

Will Program Participants be able to work part-time (either at KPMG or elsewhere) during their coursework at one of the Program Universities?

Other employment while in the Program (other than during the internship) is at the Program Participant's discretion; however, it cannot detract from the Program Participant's strong academic progress toward graduation in the summer of 2021.

What are the beginning and ending dates of the semesters at the universities? What are the dates of spring break, holidays, etc.?

Please refer to the academic calendars published by each of the Program Universities on their respective Web sites. While some Program Universities will follow the same academic calendars for the Program, others may start several days early or extend a term. Academic calendars will be distributed to Program Participants after they are admitted into the Program.

Upon completion of the master of accounting or master of taxation degree associated with the Program, will students receive their degrees at a university ceremony?

Students will receive their degrees from their respective Program Universities at a ceremony consistent with the timing available at each Program University.

When enrolled at one of the Program Universities, what living options will Program Participants have?

Housing options will vary by school. A stipend will be paid to Program Participants to help cover reasonable room and board costs. The amount of the stipend is determined based on the Program University each Program Participant attends and the office they are assigned as part of the Program. Each Program Participant will be responsible for securing their own housing.

Will the degree meet the CPA license requirements in the state of my preferred office?

Program Participants are responsible to ensure they meet the educational requirements to be CPA license eligible (in their state of employment). The Program Universities will provide 30 credit hours of accredited coursework as part of their master of accounting or master of taxation degree.

D&A focused internship for Program Participants

Which KPMG offices are participating in the Program for the Class of 2020-21 and beyond?

For Audit, KPMG offices from across the United States will participate in the Program.

For Tax, positions will be available in most major markets. In Tax, we focus on a diverse work experience, emphasizing collaboration across service lines. Candidates from all tax backgrounds are encouraged to apply.

How is the internship in the spring semester/term within the Program differentiated from other Audit or Tax internships?

Program Participants will have a semester of education on D&A skillsets and/or KPMG D&A tools before they enter their internship. With that education, the interns can participate in the execution of the KPMG engagement team's advanced D&A strategy at a level that is beyond a traditional intern. As such, during the Program's internship, Program Participants may have the opportunity to work on select KPMG Audit or Tax teams using KPMG's advanced D&A tools. Upon their master's degree completion associated with the Program, the Program Participants will return to their respective internship cities and engagements to begin their KPMG careers.

During the spring semester/term internship will Program Participants need to find their own housing?

Yes, it is up to the Program Participant to find and pay for their own accommodations in the city of their paid internship, if necessary.

Full-time employment for Program Participants

How will a Program Participant's career at KPMG be enhanced through their participation in the Program?

Assuming strong performance during the internship period, Program Participants will start as full-time experienced associates (second year staff) with an opportunity for an accelerated career track at KPMG for high performers. In addition, graduates from the Program Universities may have the opportunity to serve on a selection of KPMG's Audit or Tax engagements using our advanced data & analytics tools as well as participate in a leadership development program exclusively for Program Participants. During their internship and once they start full-time, candidates will have a D&A mentor. Program Participants are contractually committed to professional employment with KPMG for three years upon acceptance to the Program, to begin at the date of full-time hire, otherwise they are subject to a repayment provision as outlined in the program agreement.

Note that promotions are performance-based and are not guaranteed. Likewise, employment at KPMG remains "at will" and is not guaranteed for any period of time.

Are there any rotations available to Program Participants as a result of participating in the Program?

As with all KPMG professionals, there are a number of rotation opportunities available as a full-time employee and as one progresses in his or her career.

What are the travel expectations once a Program Participant begins to work at KPMG?

Travel is often necessary in a career in public accounting and at KPMG. As such it may be necessary to travel to locations where engagement teams using KPMG's advanced D&A strategy are working.

Will a Program Participant's internship during the Program and full-time position be in the same office?

The internship during the Program and full-time assignments are expected to be in the same office.

Will there be an opportunity for a Program Participant to relocate to another office after joining with KPMG full time?

Program Participants are expected to remain in the office where they initially start for three years. As with all KPMG personnel, transfers to other offices will be considered on a case-by-case basis based upon specific office needs.

Program expectations for Program Participants

How long must a graduate of the Program commit to work for KPMG at a minimum?

Upon acceptance to the Program, Program Participants are contractually committed to remain in good academic standing and to professional employment with KPMG for three years after graduation with their Master Degree associated with the Program (to begin from the date of full-time hire). Otherwise, 100 percent of tuition, room and board, books, fees and other amounts, including taxes, paid by KPMG on behalf of the Program Participants are to be paid back to KPMG. Employees otherwise remain employees at will during (and after) the three year period.

What academic standards do Program Participants need to meet during their coursework?

All Program Participants are expected to maintain a strong academic record while they are students at each of the Program Universities. Students are to adhere to the academic standards required at their Program University as well as the honor code and/or code of conduct.

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