



# Your business has evolved, has your employee value proposition?

Optimize your employee experience with KPMG



## Connecting growth with rewards

In their early stages, growing businesses have many competing priorities to address as demand for their products and services increases. As a result, human resources (HR) and employee benefits are often neglected. Rapidly growing employers are likely overpaying by outsourcing their HR functions or limiting the flexibility in their total rewards program.

As organizations grow, within the US and globally, they must reevaluate their employee value proposition to attract and retain quality talent. Whether in a professional employer organization (PEO) or working with a small HR team, this is the prime opportunity for employers to begin to develop a unique corporate culture, offer benefits valued by the workforce, and set a sustainable foundation for their future business. Developing an enhanced employee experience, scalable HR department, and total rewards program can be daunting, but we are here to help.



## The KPMG team

We are a strategic and innovative team with experience supporting small and mid-size organizations across the spectrum of HR initiatives. Our team is comprised of brokers and consultants across multiple disciplines, including global employee benefits, US benefits brokerage and consulting, employment tax, compensation, payroll, equity, mobility, and employee engagement.

Our consultants are experienced in benefit placement and program design, identifying vendor partners, building compensation frameworks, technology integrations, and employee engagement. The coordinated and cohesive approach we deliver provides consistent messaging and economies of scale in time and fees.



## Enhance your employee experience

Here's how.

Becoming a leading employer doesn't happen overnight, but our team of benefits brokers and consultants is experienced in establishing competitive total rewards programs that are cost effective for the organization. Our team's ability to design and implement an innovative tech-enabled program allows your HR staff to focus on supporting the critical needs of the business and streamline the employee experience. Prepare your organization for its next chapter by strategically implementing new and innovative benefits and HR solutions that provide your employees with flexibility and choice.





## We can help you

Act as broker of record for your organization, managing all aspects of your total rewards program to help ensure it is market competitive, fits the unique needs of your organization and your people, and can scale with the organization as it grows.

Streamline HR responsibilities through payroll, onboarding, learning management, performance reviews, policies and procedures, leave administration, and more through leveraging innovative vendor partners and the latest HR technology.

Expand into new global geographies and align rewards programs with market norms.

Establish a compensation compliance structure and long-term incentive plans.

Help ensure mobility and equity plans are operating efficiently across compliance, taxation, and technology within the US and abroad.

Conduct an objective third-party review of your benefits program to identify inefficiencies and cost-savings opportunities.

Develop a hybrid-work compliance and reporting program as you move into new jurisdictions.

Evaluate your executive compensation program for market competitiveness.



## We are all in the people business

Employees are the most valuable asset of any growing business. At KPMG, we can help you to connect with your employees and get the most out of your workforce. Consider how our team can support you as your organization evolves:



## Contact us

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