

# 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, 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 consultants and advisers across multiple disciplines, including employee benefits, employment tax, compensation, payroll, equity, mobility, and employee engagement.

Our consultants are experienced in benefit 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 consultants is experienced in establishing competitive total rewards programs to help your organization attract and retain talent. 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:

Conduct a current-state assessment to identify opportunities for savings and HR program enhancements

Streamline HR responsibilities through payroll, onboarding, learning management, performance reviews, policies and procedures, leave administration, and more

Establish employee benefit programs that are market competitive, fit the unique needs of the organization, and can scale with the organization as it grows

Establish a compensation compliance structure and long-term incentive plans

Ensure mobility and equity plans are operating efficiently across compliance, taxation, and technology within the U.S. and abroad

Introduce diversity, equity, and inclusion initiatives to create a more diverse and inclusive workforce and meet the unique needs of your population

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

## 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 your organization as it evolves:



Contact us today and let us help you revitalize your employee experience.

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