



www.pwc.com

What makes us PwC

*Explore your career
opportunities*



This booklet will help you learn more about PwC, our lines of service and why PwC is a great place to launch your career.





Contents

What makes us PwC	2
Leadership Development Experience	3
Working with Purpose	4
Corporate responsibility	5
Diversity and inclusion	6
Assurance	8
Risk Assurance	10
Private Company Services	11
Advisory	12
Tax	14
Global mobility	17
Benefits, career milestones and more	18
Student development programs	20
Career <i>Advisor</i>	21

What makes us PwC

Our purpose, vision and values are what connects the more than 223,000 people across the PwC global network of firms and helps distinguish us in the marketplace and with our clients.

Our purpose—to *build trust in society and solve important problems*—is **why we do what we do**. It defines the difference we seek to make in the world as we address the needs of today and tomorrow.

Our vision is our global strategy that provides a framework for **what we want to achieve** and the choices we will make to meet the needs of our changing world.

Our values—*act with integrity, make a difference, care, work together, reimagine the possible*—define **how we do it**. They are the expectations we have for working with our clients and each other.

Our purpose and values are the foundation of our success. Although we come from different backgrounds and cultures across the globe, our values and behaviors are what we have in common and help us deliver on our purpose.

Flexibility & well-being

At PwC, our focus is having a firm culture where our people can sustain peak performance, while feeling they have a full and well-rounded life. Our culture of flexibility allows our people to achieve their work goals in a way that works for them - flexibility in where, when and how they work. And through our increased focus on well-being—**be well, work well**—we are shifting the mindset on how we work. Rooted in science-backed concepts, we provide our people with the skills and knowledge to prioritize well-being and become the best leaders they can be, both professionally and personally.

84%
of the largest
companies in
the US work
with us

13 years
consecutive
on Fortune's
"100 Best
Companies to
Work For" list



Penelope worked flexibly to focus on her family in a time of need

Manager, New York



Ellen is passionate about yoga— it helps her stay in shape and manage stress

Senior Associate, San Diego



Jamie finds ways to give back to his community

Director, Chicago



Affshin takes advantage of slow times to reset and do things that are personally important to him

Principal, Seattle

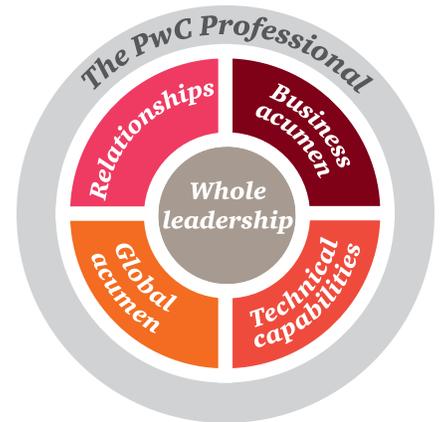
The PwC Professional

Guiding your leadership development

At PwC, we are committed to developing leaders at all levels who have the skills, opportunities and confidence to be unique leaders in our increasingly diverse, complex and interconnected world. Our values and distinctive leadership framework, called the PwC Professional, provides a clear pathway for our ways of working and your progression as a purpose-led and values-driven leader.

Our personalized approach to ongoing development will arm you with leadership skills, no matter what your role or job title. Your coach and team members will help you broaden your capabilities while helping our clients meet their needs and tackle the challenges redefining our world.

Are you ready to build a career in a rapidly changing world? Developing as a PwC Professional means that you will be ready to create and embrace opportunities to advance your career, and fulfill your potential.



Rod Adams
PwC US Talent Acquisition Leader

"We use the phrase 'leadership at all levels' because we expect people, whether they're interns or associates, in some shape or form to be leaders and to coach others."

#1 Best Accounting Firm and **#1** in Prestige by Vault.com

PwC total global gross revenues for 2016 were **US\$35.9 billion, up 7%**

Real-time development

At PwC, we're committed to developing high-performing professionals through our integrated Leadership Development Experience. A critical part of this experience is a real-time development culture that emphasizes continual learning spurred by in-the-moment feedback, helping you realize the best in yourself and in others, and encouraging teamwork and collaboration. We want you to feel confident and inspired to build a successful and rewarding career.

Working with Purpose

The growing expectations of business present the opportunity—and responsibility—to reimagine the possible in addressing the complex issues faced by our clients, colleagues and communities. At PwC, we are answering this call by pursuing our purpose: To build trust in society and solve important problems.

The demands of society on business have never been so great. Financing needs far outpace public sector resources. Emerging technologies mean more access to knowledge and data, as well as security concerns. Businesses can do more to unite and create movements to catalyze change for impact.

At PwC, we're focused on delivering solutions that have positive impact on our clients and society. Our people work together to address important problems and fulfill our role as an agent of change who finds opportunity in every challenge. Purpose transcends the bottom line, brings humanity to our

services and is critical to engaging our people to positively impact our clients, society and each other.

The only way we can tackle these challenges is with people like you. You bring diverse experience, background and perspective that shape the value you deliver in your role and the personal meaning you find in your work. When you bring your whole self to work at PwC, we're better able to reimagine how our skills and talents can make a difference. Simply put, our purpose comes to life when you live yours.



Tim Ryan
US Chairman and
Senior Partner

“We need people who can lead themselves and others, and who have an open and inclusive mindset so they can bring together diverse teams to get to the right solutions for our clients and our communities.”



Corporate responsibility

Corporate responsibility is a key element of our overall business strategy and core to who we are as an organization. We set goals to innovate, build and deliver solutions to key societal challenges that are important to the clients we serve, the people we employ, and the communities in which we live and operate. Here are some of the ways you could get involved:

Skills-based Volunteering: We offer our people a variety of volunteering opportunities that can tap into their professional skill set— from teaching financial literacy and technology skills curricula to supporting participation in our local communities with causes that are important to them.

Corporate Responsibility (CR) Fellows Program: The CR Fellowship is an available rotational opportunity to help develop your skills while providing exposure to new areas of the firm. Our goal is to further develop your skills, leverage your interests, and capitalize on your commitment to CR, while offering flexibility and versatility.

Giving: PwC offers gift matching to a number of non-profit organizations and Universities. Our giving app is available year-round, with crowdfunding technology allowing you to tap into your personal and professional networks to financially support causes important to you.

Green teams: Local market teams help us in furthering our environment goals and, with an environmental agenda, work with schools and nonprofit organizations to educate and improve their local communities.

Board seat training: For those interested in joining a nonprofit board, we offer training to help you prepare for your role.

Pro Bono: For our firm, pro bono is about sharing our professional skills to create value for nonprofits. Through fee-waived work, we aim to help mission-driven NGO clients grow their operations, expand their reach and serve the communities in which we operate.

\$78.2 million worth of pro bono services delivered over three years

PwC Charitable Foundation: The PwC Charitable Foundation is committed to supporting the people of PwC and addressing the societal issues that impact them, their families and their communities. In the past two years alone, the PwC Foundation engaged over 9,000 unique PwC partners, principals and staff; reached over six million students and educators; responded to over 50 US disasters; and disbursed over \$650,000 to the people of PwC in times of need. Learn more about our progress at pwcharitablefoundation.org.

PwC's Access Your Potential™

Building upon the success of our *Earn Your Future™* commitment to develop critical financial literacy skills, *Access Your Potential™* is our new \$320 million, five-year investment focused on closing opportunity, education and skills gaps through curricula, educator training and student mentorship and coaching.

You'll have the opportunity to engage in a variety of ways, from providing students with online advice about career and college, to teaching financial literacy and tech skills in the classroom, to being a mentor to a student who might not otherwise have a role model in their life...just to name a few!



89% of our people participated in at least one corporate responsibility activity last year



45% carbon reduction goal by 2020

Diversity and inclusion



PwC named a 2017 Military Friendly employer gold award winner

Named #1 on the Best Workplaces for Parents by Great Place to Work® and Fortune

PwC named a 2017 Top Employer for Diversity, LGBT Employees, Veterans, Disabilities & Executive Women by DiversityInc.

PwC named a Best Place to Work for New Dads in 2017 by Fatherly.com

Best Places to Work for LGBT Equality Awards: Human Rights Campaign Foundation 100% Rating Corporate Equality Index 2006–2017

2016 marks the 23rd time PwC has made the Top 100, and the 13th time we placed in the Top 10, among Working Mother's "100 Best Companies to Work For"

We all have a unique story to tell that shapes our perspectives. At PwC, we cultivate an environment in which our differences are embraced and our people feel comfortable bringing their whole selves to work.

Our people leverage their diverse viewpoints to drive our high-performing teams that spur innovation and help us sustain a competitive advantage in the marketplace. Our internal, professional affinity groups help our people connect with one another and provide mentoring, learning and development opportunities. These forums also give professionals access to role models that can help them develop and advance.



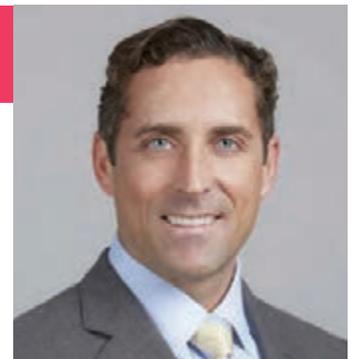
**Natasha, Partner,
Chicago**

"My dad is black and my mom is Mexican. Being biracial and experiencing both cultures growing up has helped me communicate well with others. When you demonstrate that you understand the importance of collaborating, you differentiate yourself as a leader. I believe that seeing diversity in the top ranks of PwC sends a strong message: if you can see it, you can be it."



**Andy, Principal,
Los Angeles**

"Bringing my whole self to work allows me to develop stronger relationships, as my colleagues and clients get to know me, and not an image I try to portray. In addition, I don't waste precious and finite energy presenting myself as someone I'm not—I played that game early in my career and it was exhausting, and with two five year olds at home my husband and I need all the energy we can muster."



Enabling inclusive leaders



PwC is proud to share that we have helped bring together more than 250 companies into the CEO Action for Diversity & Inclusion™ commitment. This is the largest CEO-driven business commitment to take action and cultivate workplace environments where diverse experiences and perspectives are valued. Join the conversation at www.CEOAction.com and online #CEOAction.

We've developed educational resources to help people recognize, understand and manage their potential blind spots. The videos, quizzes, and discussion guides are now in the public domain at www.pwc.com/us/blindspots. We encourage individuals and companies to use these resources to harness the power of diversity by promoting open conversations about blind spots.

PwC made history this June by participating in its first official NYC Pride March sponsorship! More than 200 of our colleagues, friends and allies helped mark this milestone by organizing, volunteering, and marching in the largest pride parade in the US. Want to learn more about why we're #PwCProud? Follow the hashtag across social media.



Assurance

If you're studying accounting, you're learning all about the financial principles that form the backbone of a business's day-to-day operations. Wondering how this translates on a larger scale in the real world? Read on...



Our capital markets cannot function appropriately without complete and accurate information— and PwC Assurance teams play a privileged role in the capital markets. We do this by:

- Asking questions
- Testing assumptions and information
- Providing companies assurance over their reporting



Let's get straight to the point—You might be thinking that Assurance means audits and auditing is antiquated and boring. ***Do we have news for you!***

Being in Assurance at PwC you'll work on multiple clients, gaining valuable insights into numerous organizational models, financial processes, business technologies, supply chain structures...the list goes on.

And don't forget about what's happening in...

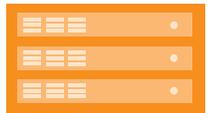
The Future of Assurance

Delivering a high-quality audit that leverages leading edge technology, advanced data analytics and process improvement is no small feat. It requires an incredible breadth of technical and industry experience to simplify the process through innovation. That's why we need the right people to get the extraordinary done.

Now more than ever, companies turn to us for our new and innovative solutions for core audit services, and, where permissible, cyber security, IPOs, governance, risk and compliance and more to help businesses work more efficiently and effectively.

To highlight just one part of this, let's look at DATA:

In the future, auditors will spend less time manually validating and recalculating client data and more time leveraging large scale data extraction, technology and tools to provide deeper insight and advice. As we transform the way we conduct an audit, a relevant STEM background coupled with accounting will be a valuable skill set and an advantage to our business and your development. We are looking for people who have strong data analytical skills who can help identify unusual trends, higher-risk transactions or other anomalies in the data.

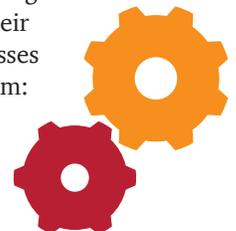


FY16, PwC's assurance business grew by 6%, to US\$15.3 billion.

External Audit

Our External Audit teams independently test companies' reporting to stakeholders on the financial position and performance of their businesses and on the internal controls over systems and processes that govern and produce their financial information. We perform:

- Core financial statement and internal control audits
- Business and performance reviews and reporting
- Social, environmental and other compliance reviews



Brittney, Manager, Raleigh

“Assurance is a great place to work, because it provides a ‘behind the scenes’ view into any company by truly learning what drives their business model, what challenges and the biggest risks are that they face, and what their perspectives are on the future of their respective industry. Understanding the basics of a set of financial statements in any industry is a skill that will set anyone apart throughout their entire career.”



DJ, Manager, San Jose

“Even as an Associate, the work I did was very diverse and I had the opportunity to work with many people on various projects, and that’s still the case today. I talk to friends who work at other jobs and it sounds like they do the same thing day after day.”



Assurance Sectors

Are you passionate about healthcare? Renewable energy? Print and online media?



Voted #1 in Accounting 50, #1 in Prestige, #1 in Overall Diversity and Top 5 Accounting Internship by Vault.com.

Professional Credential

PwC supports our staff in completing the exam requirements to become credentialed. Eligible hires receive free preparatory training for various credential exams such as Certified Public Accountant (CPA), Certified Internal Auditor (CIA), and Certified Information Systems Auditor (CISA).

New hires who pass their primary credential exam within their first year with the firm may be eligible for a primary credential bonus, with those who pass all parts of the CPA exam are eligible to receive a \$5,000 bonus (less withholdings).

Assurance Specialty Practices

Capital Markets & Accounting Advisory Services (CMAAS)—

Whether a company is contemplating growth, a need for additional capital (IPO or otherwise), a strategic divestiture, or experiencing stress or accounting change, PwC’s CMAAS professionals support our clients in moments of exceptional change. The complexities of transformative events demand specialized accounting and financial reporting acumen and skills to help anticipate and resolve issues before they impact value.

Valuation—Help clients solve complex issues in the areas of financial reporting, tax reporting and value consulting. Whether it’s assisting a client to understand the value of strategic alternatives, or helping them estimate the value of their business, asset or financial instrument, the advice we provide enables clients to understand the implications of value across their business.

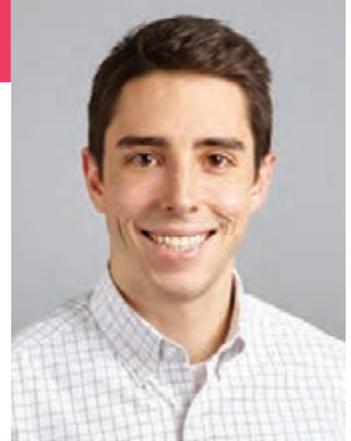
PwC’s Consumer Finance Group (CFG)—is a proven thought leader on complex consumer finance issues. CFG clients are bank and consumer finance companies that extend various types of financing, such as mortgage, home equity, credit card, educational, and automobile to consumers. Leveraging in-depth industry knowledge, PwC’s CFG team assists our clients by proactively identifying and resolving a wide range of potential issues before they impact their business.

Risk Assurance

PwC's Risk Assurance teams are pioneers at the forefront of business evolution, helping companies transform how they perceive, manage, and capitalize on risk. Our professionals help companies see risk holistically so they can plan, forecast and make informed decisions that keep their business on track. We bring together knowledge and experience in technology, finance, business processes, and regulations to help companies determine effective risk management solutions to meet their strategic business goals, and provide confidence that risks are being anticipated, understood and managed strategically.

Matthew, ICRS, Experienced Associate, Philadelphia

"In Risk Assurance, we are focused on identifying risks within our client's business, and then evaluating and monitoring these areas to provide analysis to management. Our work is client service oriented, which translates into being a problem solver. We have to be able to assess, learn, and adapt to situations. Our clients have specific needs, and we have to be able to identify these needs and apply our business acumen and technical capabilities to each situation to properly address the task at hand."



Risk Assurance Teams

Advanced Risk and Compliance Analytics (ARCA)

PwC develops custom analytic platforms to drive meaningful data-driven insights, so clients can detect, monitor and predict risk. ARCA harnesses the power of data to help clients prioritize threats, comply with regulations and manage reporting responsibilities.

Enterprise Systems Solutions

With specialized experience in multiple enterprise resource planning (ERP) systems—Salesforce, SAP, Workday, Oracle, JD Edwards, Hyperion, EPIC, and Cerner—our team works with companies to fully leverage their ERP technologies. We do so for a higher return on investment, more efficient processes, and enhanced risk mitigation for the organization.

Cybersecurity and Privacy Solutions

We help companies protect their most critical assets. Using a balanced approach, we use an integrated model that touches upon IT, finance, and business operations to help clients mitigate and manage risk.

Internal Audit, Compliance & Risk Management Solutions (ICRS)

As today's risk landscape and stakeholder demands evolve, it's essential for companies to think comprehensively about risk management as part of their corporate governance structure. PwC's ICRS team provides a holistic approach to anticipate and manage risk. We help compliance functions work more cohesively to identify, monitor and mitigate risk for better coverage

and greater flexibility, while freeing up resources to focus on the strategic aspects of compliance.

Process Assurance Solutions (PA)

Our Process Assurance professionals have multi-dimensional skills to deliver data and technology solutions to enhance end-to-end business and IT processes so businesses can make better decisions, improve operational performance, and build trust with their clients and stakeholders. We're embedded within Risk Assurance and enhance client engagements by bringing best-in-class controls, systems, process, and technical capabilities, in combination with deep risk, regulatory, audit, and sector experience.

Trust and Transparency Solutions (TTS)

Companies can effectively communicate accurate information about their risk management and controls framework through a Service Organization Controls (SOC) Report. Enter PwC. Via a broad range of Assurance Reporting services (SOC 1, SOC 2 and 3, SOC 2+ and Agreed Upon Procedures), we can help a client assess its control posture with a focus on controlling costs, mitigating risk, and enhancing trust and transparency.

Private Company Services

At PwC's Private Company Services (PCS), we recognize private companies are different from public entities—audit requirements, stakeholders and ownership structures are just a few of those differences. As a result, we developed PCS, a national practice designed around the specific needs of private companies.

The PCS difference

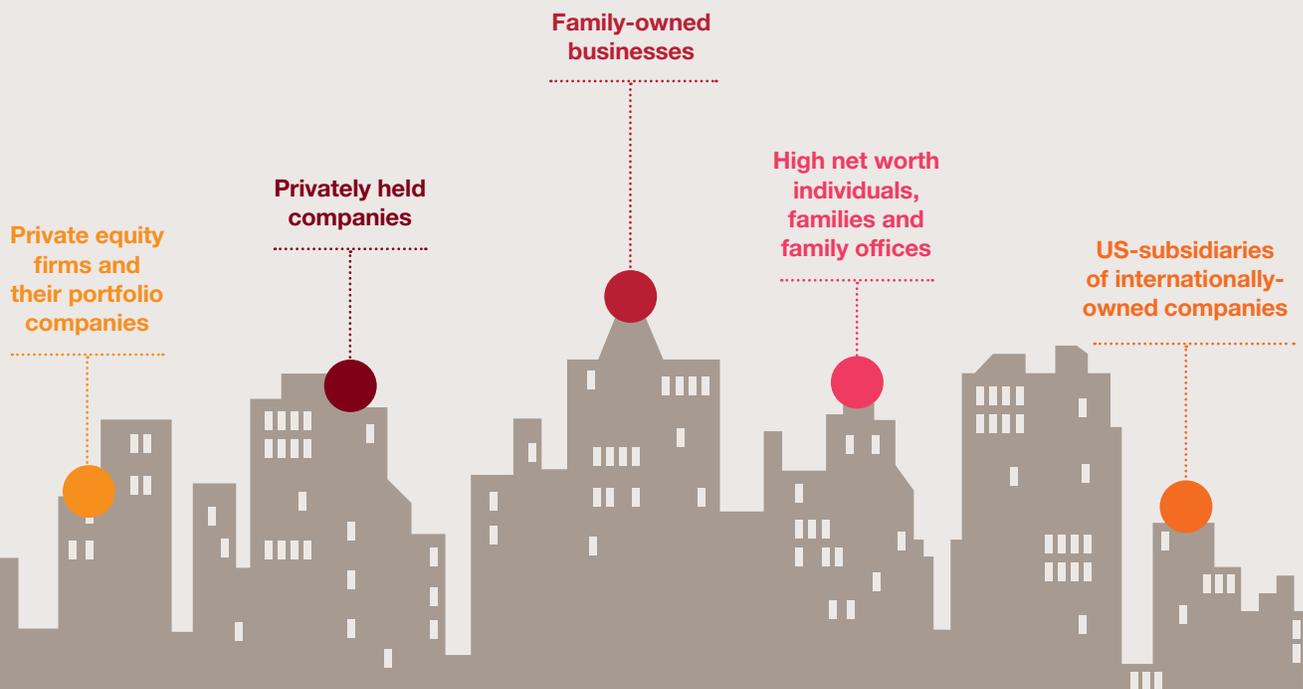
- Comprised of audit and tax professionals solely dedicated to serving private companies, their owners and high net worth individuals.
- PCS understands the unique issues private companies face. We don't look solely through an audit, tax or advisory lens; we take a holistic view of a private company's business.
- The majority of America's largest private companies are PCS clients, according to Forbes America's Largest Private Companies report.
- Over the past year, the PwC global network of firms has advised and worked with over 100,000 entrepreneurs and private companies around the world.

**Donya, Senior Manager,
San Francisco**

"My work has exposed me to PCS's diverse client roster and allowed me to work within many different industries and sectors, such as the video game industry, venture capital funds, retail, steel manufacturing, agriculture, renewable energy and benefit plan audits. The experience I gained from working in such diverse fields has been invaluable."



Who we serve



Advisory

It takes a diverse set of people and skills to create a competitive differentiation in the market and for our clients every day. PwC Advisory (Consulting, Deals & Forensics) integrates industry and functional knowledge across the globe to help clients address their complex business challenges.

Looking to turn your ideas into action?

PwC Advisory provides the platform to do just that.

PwC Advisory will give you the tools, network and experience to help you advance your career, wherever it may take you. In PwC Advisory, you:

- **Advise:** Develop knowledge, build relationships and challenge the status quo to create value for our clients and our firm
- **Execute:** Transform organizations with innovative solutions designed to help our clients succeed
- **Learn:** Participate in formal training programs and enhance your skill set through day-to-day coaching and mentoring
- **Grow:** Expand your network and experience personal and professional growth through opportunities such as volunteer programs and global experiences

Esha, Manager, Boston

“PwC provided me the unique opportunity to transcend geographies through my work. Working on projects in Germany, Australia, India—in addition to the US—allowed me to expand my global network and work seamlessly across cultures and boundaries. At a very early stage, I was able to generate tangible impact for my clients through analytics driven strategy. Working with bright, diverse colleagues has enhanced my capabilities as a consultant and allowed me to develop a rich, lasting professional network.”



Matt, Associate, San Francisco

“As I am here longer, I am noticing that my client exposure is increasing and I am getting more diverse client opportunities. In my opinion, at the associate level, it is important to work hard, ask questions, and develop genuine relationships with your team and your clients. These actions opened doors for me.”



Consulting

We work side by side with our clients to solve their toughest problems and deliver results to give them a clear path forward from strategy through execution. Consulting specialties include:

Strategy Consulting (Strategy&)—

PwC’s Strategy& is a global team of strategy consultants. Bringing diverse viewpoints together, our teams challenge conventional wisdom, innovate, and inspire companies to take bold actions.

Working alongside talented colleagues on several strategy engagements per year, you’ll be challenged to develop solutions to today’s most complex strategic issues.

Management Consulting—PwC

Management Consultants provide innovative solutions focused on deal-related transactions, operations, customer experience, sales and marketing, talent and organizational change, finance, and program and portfolio management.

Risk Consulting—PwC Risk

Consultants help clients navigate the risks of change and crises in order to be resilient, grow and turn risk into an advantage. We provide innovative solutions focused on risk considerations across corporate cultures, enhanced governance in risk management, predictive risk analytics, improved risk management processes and controls, monitoring functions and executive/board reporting.

Technology Consulting—PwC

Technology Consultants work with teams helping our clients achieve their greatest business imperatives by enabling technology and innovation that drive business results. We are business and system integrators who transform the client enterprise from technology strategy through execution and optimization.



Get to know PwC Advisory

Top 10 Consulting Internship by Vault

Top 10 Consulting firms to work for by Vault and Fortune

For 8 consecutive years, Consulting magazine has listed PwC as one of the Best Firms to Work for



FY16 revenues from PwC's Consulting, Deals, and Forensics global operations rose 8%, exceeding the **\$11.5 billion** mark, outpacing the consulting industry

Cybersecurity and Privacy

Our Cybersecurity and Privacy practice helps clients think more broadly about cybersecurity and privacy and move boldly toward new possibilities. PwC sees cybersecurity and privacy as a tool to not only protect business value but also create it. We offer an end-to-end portfolio of services to support any technology leader at any point, including strategy and transformation, implementation and operations, incident readiness and response, and privacy and consumer protection.

Our team has deep experience helping global businesses across industries strategically assess, design, deploy and improve cybersecurity programs. We provide a comprehensive range of offerings that can help organizations understand dynamic cybersecurity challenges, adapt to and respond to business risks, and protect the assets most critical to their brand, competitive advantage, and shareholder value.



Service areas

- Strategy and Transformation
- Privacy and Consumer Protection
- Implementation and Operations
- Incident and Threat Management

Transaction Services/Deals

Our deal advice makes it easier for our clients to plan, execute, anticipate issues and ultimately realize value from the right deals.

We advise clients on acquisitions, divestitures, joint ventures and alliances, capital raising and dealing with distress (e.g., bankruptcy). We help them develop the right strategy before the deal, execute their deals, identify issues and points of negotiation and value, and implement changes to deliver synergies and improvements.



Service areas

- Business Recovery Services (BRS)
- Capital Markets Accounting Advisory Services (CMAAS)*
- Deals Strategy
- Financial Due Diligence (FDD)
- Insurance Risk Management Solutions (IRMS)
- Valuation*

*Part of the Assurance Line of Service

Forensic Services

Our practice enables clients to protect their strategic goals by helping them effectively navigate their global threat landscape. We have a deep understanding of the regulatory environment and know how to investigate potential rule breakers, bringing clarity and confidence to our clients most important challenges. We apply an analytics-centric and technology-enabled approach to provide thorough and swift access to facts and insights.



Service areas

- Fraud, Investigations & Regulatory Enforcement
- Information Governance & Discovery
- Forensic & Investigative Analytics
- Disputes & Claims
- Intellectual Property Optimization
- Crisis Management & Strategic Intelligence

Tax



Tax professionals assist clients in complying with the tax laws and in understanding the tax implications of running their businesses.

Doesn't working in Tax mean only preparing tax returns?

Doesn't it mean sitting at a desk by yourself?

Not at PwC! PwC's tax professionals are valued business advisors. They work in teams on the cutting edge of one of the most challenging and intellectually rigorous fields, solving problems and helping clients anticipate and adapt to complex and evolving tax environments.

What does Tax work really look like?

- **Broad base of compliance and consulting experience**—tax strategy, planning, compliance, and regulatory development analysis.
- **Teaming environment**—projects are staffed with a team. The diversity of perspectives strengthens team learning and contributes to better outcomes for our clients.
- **Clients range from multinational corporations to prominent individuals**—the US Tax practice has nearly 14,000 clients and we work with 95% of the Fortune 1000 and 96% of the Fortune 100.
- **Exposure to diverse work experiences prior to promotion to senior associate.** Through strategic deployment, associates will gain knowledge in multiple tax technical areas and industries. Our goal is for all associates to experience at least three different areas of our tax practice prior to promotion to senior associate. Ongoing insight from career coaches, leaders, and human capital professionals provide support for an open dialogue on interests and diverse career paths.



Our people have a say in how our practice grows and changes. During our annual **Innovation Competition**, leaders turn over the reigns to the practice. From how we coordinate assignments, provide people with opportunities, to enhance client connectivity—we look to our people to help innovate and drive new ideas within PwC.

Advanced Tax Analytics and Innovation

- Data is a vast and growing asset that most businesses are challenged to transform into a powerful strategic tool. Our technologies help clients access data that they can trust and realize insights faster and easier.
- Our Tax professionals can help clients revolutionize their Tax Function by unlocking ideas with impact that explore new opportunities for delivering enhanced insights and long-term business value.





Get to know our Tax practice

We have the largest tax practice in the US—and the world—Our global network of **41,000** tax professionals operates in 157 countries

Members of our practice were on long-term assignments at PwC network firms in **21** different countries in 2016

Over 10,000 tax professionals in the US firm

We bring in **top faculty** from the best business and accounting schools to teach our people. One of our top priorities is helping our people grow professionally and we are committed to furthering your technical skills—in classrooms and virtually, when you need it. Our goal is to provide best-in-class training.

How can I be successful from Day 1?

Our teaming environment means you're working alongside experienced professionals who will help you learn everyday.

We'll further develop your skills! PwC's Tax Foundation Milestone curriculum provides a structured approach to your formal learning during the first several years of your career. Both in the classroom and through virtual training, our curriculum will help you learn and grow your skills across a broad range of tax technical areas.

The Tax Experienced Associate Conference (TEAC) is a 4-day learning and networking event that celebrates an associate's first year with the Tax practice and is designed to provide access to core leadership, develop professional skills and promote teaming.

Robert, Manager, Charlotte

"PwC is focused on how technology can change the dialogue with our people and our clients through data & analytics."



Cecil, Manager, New York

"It was relatively early in my career, but I had an opportunity to begin interacting with clients. We were presenting on the state of the industry and some applicable news that was vital to our clients. I was involved with the actual presentation, and was thrilled with the responsibility I was afforded. It was only five or six months into my career and I was already communicating directly with clients."



Amy, Director, New York

"The best part about being in tax is the ability to continually explore new and viable opportunities for our clients, whether it's due to a law change or a change in their business. It's an environment that has a nice balance of consistency and change."



Tax Technology Corner

Tax professionals understand the role of technology in tax and help our clients evolve and thrive at the speed of change in today's world. What does this mean at PwC?

- \$500 million earmarked for technology investments over 5 years
- Tax functions are transforming with technology, with the ability to automate more and pinpoint tax-planning opportunities and trends

In order to keep up with the fast pace of change, we need people who have the right mindset and skill set to meet the expectations of our clients and the industry. What does this mean for you?

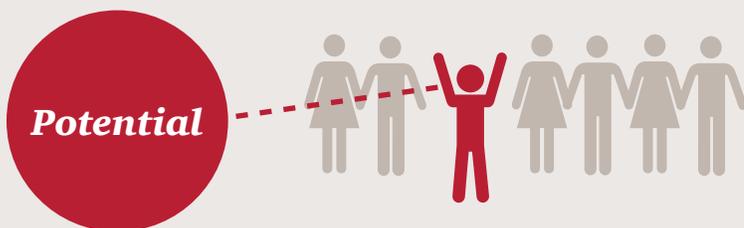


Advances in technology and data analytics are constantly changing the landscape for our clients, highlighting opportunities for PwC to deliver enhanced value in the services we provide across the firm. PwC actively seeks talent with Science, Technology, Engineering, and Mathematics (STEM) majors and minors to work with our teams and bring their unique critical thinking and quantitative skills to the table.

Through our partnership with Coursera, we offer PwC's Coursera Specialization: *Data Analysis and Presentation Skills: The PwC Approach*. PwC's Specialization consists of four online courses and a Final Specialization Project. It's available online to anyone and free to PwC partners, principals and staff!



To learn more (and to take a course) visit:
www.pwc.to/coursera



To learn more about our people working on the cutting edge visit: pwc.com/stemcareers

**Unlock
the power
of data and
analytics**

2017 Working
Mother Best
Company for
**Multicultural
Women**

Global mobility

Global mobility tours allow PwC to provide its people with unique experiences, diverse career paths, and enriching development opportunities. Tours can broaden your business knowledge and experience by gaining exposure to new ideas and processes, give you a greater understanding of international differences, build upon your cultural dexterity, and provide an opportunity to live and travel abroad. PwC created its Mobility Development Program to help prepare its people for future international experiences—from business travel to long-term assignments.



Chad, Manager, Fayetteville

“As part of my assignment to PwC Australia, I completely switched industries into Energy, Utility, and Mining. The experience made me thankful to work for a firm like PwC which has always fulfilled me while allowing me to reach farther and challenge myself.”



Serigne, Director, San Jose

“Going on a global mobility assignment, regardless of your prior experiences, forces you to rebuild your reputation from scratch. The reason you gain the trust and friendship of new colleagues is through the quality of the work you deliver. Going to PwC Switzerland’s office in Geneva helped me better understand how to market myself and my personal brand.”



Over **500** PwC US partners, principals, and staff are on global assignments to firms in the PwC global network **across 44 countries spanning 6 continents.**

84% of the Mobility Development Program participants are **senior associates and managers.**



PwC Employee Benefits

PwC offers a comprehensive array of benefits you may not think of when looking at a potential employer, including:



Healthcare plan options



Generous paid vacation and holidays



Unprescribed sick time off



Paid parental leave for both parents



401(k) savings plan



PwC-funded retirement plan



Access to group auto/home/renters insurance



Discounted pet insurance



Employee mortgage program



Educational support plan



PwC will cover the **cost of your smartphone service**, with few exceptions. Most staff can transfer their current number into our PwC eMobility plan immediately after joining the firm. PwC often offers some discounts on smartphones when staff are eligible for a new device.



Earn rewards for simply taking care of yourself—PwC paid over \$6.2 million last year to our people for healthy and responsible behaviors through our **Well-Being Rewards Program**. Employees receive financial rewards for engaging in healthy and responsible behaviors—like exercising or going to the dentist. We like to think of it as “frequent flyer awards” for the positive things you do!



Sidney, Director, Los Angeles

“No one likes to think that it could happen to them, but a few years ago I was diagnosed with a chronic medical condition that requires regular monitoring and treatment. Back when I was first trying to figure out what was happening, I was still managing a full workload and frequent international travel. This all came to a head one weekend when I found myself in the hospital in Hong Kong. At that point, I realized I needed to take a step back and took a few months off to focus on my health. During this time, PwC’s health plan was essential to getting the medical care I need and disability insurance created the financial flexibility to prioritize this situation.”

“As my condition stabilized, I gradually came back to work—first on a reduced work schedule and eventually full-time. Throughout this process, my team was incredibly supportive and gave me all the space I needed.”

Student Loan Paydown benefit

Glassdoor lists PwC's student loan reimbursement benefit as a top employer benefit and perk.



Why does PwC offer this benefit?

Student loan debt matters to our workforce. We are committed to offering our people innovative benefits that respond to what matters most in their lives and careers. This commitment aligns with our purpose as we address this major problem faced by society.



What is the SLP benefit?

PwC will pay \$1200/yr for up to six years (or promotion to manager, whichever comes first) to help eligible recent grads pay back their college loans. Given the time value of money, this could equate to up to \$10,000.*



Who is eligible?

Associates and senior associates in all lines of service with qualifying debt. Those eligible can enroll upon hire.

*This estimate is based on the average student loan, the average interest rate and average term of the loan. Individual amounts may vary.

Career Milestone Awards

Launch, Internship Development Program:

Interns who receive a full time offer at the completion of their internship are invited to Walt Disney World Resort in Orlando, Florida. Using the theme parks as our "living classroom," attendees experience an innovative and experiential-based curriculum provided by PwC and the Disney Institute.



Discover leadership development experience: Eligible client service staff promoted to senior associate build personal leadership skills, develop their network, and focus on a vision for a successful life at Discover— an off-site experience that is intense and inspiring.



New Manager Cash Award: Eligible newly promoted client service managers receive a cash award recognizing the personal investment the individual has made to reach this status and to reward their loyalty.



Milestone Sabbatical Award: Achieving the senior manager and director position is a significant accomplishment. That's why PwC provides a paid sabbatical to eligible promotees to refresh, celebrate and pursue goals outside of work.



Student development programs

PwC has several programs that will introduce you to the professional services industry, strengthen your technical skills, build relationships, and develop your leadership abilities. We are dedicated to developing leaders, and our programs are just one of the ways you can begin to explore the PwC experience and your future career passions.

When are you eligible for a PwC program? Look at your final graduation year!

	2018	2019	2020	2021	2022
Aspire	✓	✓	✓	✓	✓
Challenge			✓	✓	✓
Explore			✓	✓	✓
Start		✓	✓		
Elevate		✓	✓		
Advance	✓	✓	✓		
Launch	✓	✓	✓		



To learn more about our programs and to apply, contact your local recruiter or visit pwc.com/campus and create your talent profile.

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A free, customizable tool with the coaching and resources you need to help you get the job you want. Visit pwc.com/careeradvisor to start today.



Need help focusing your career search?

How do you present your best self?



Get focused, Get ready, and Get hired with help from CareerAdvisor!

My checklist



46
complete

30
remaining



Want a resume that stands out?

You decide what's next. It's the opportunity of a lifetime.

We've only scratched the surface of what it means to be a part of the team at PwC. The invitation is open to visit our website and explore the breadth of opportunities and experiences—and hear more of what our people have to say!

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