

OMNICOM
HR & BENEFITS FAQs

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DISTRIBUTION

1. Is my employer changing? Do I need to complete any employment paperwork, such as signing a new offer letter?

In most cases, employers are not changing, and new offer letters are not required unless there is a material change to your role or required by local law. In that case, you'll be contacted individually.

2. Can legacy Interpublic employees buy Omnicom stock?

Omnicom is a publicly traded equity; as always, insider trading and blackout periods apply to employees with material, non-public information. All Omnicom employees are able to participate in Omnicom's Employee Stock Purchase Plan (ESPP). The next entry date is expected to be March 1, 2026. For more information please visit the appropriate section of the Omnicom Hub (accessible via SSO at OMCHub.com).

3. Will employees' tenure be impacted in any way?

Legacy Interpublic employees will carry their years of service at Interpublic with them as they join Omnicom.

4. Will agency-specific allowances (i.e., health/wellness reimbursements, etc.) continue?

To the extent Interpublic employees have agency-specific allowances, they will maintain them through end of year and roll into Omnicom's programs as of January 1, 2026.

5. Does Omnicom offer a pre-tax childcare program?

Omnicom maintains a pre-tax dependent care program (FSA). For more information, please visit the open enrollment / benefits website.

6. Does Omnicom provide an employee assistance program? Will legacy Interpublic employees immediately move from our current EAP, CCA@yourservice?

Legacy Interpublic employees will transfer to Omnicom's EAP program as of January 1, 2026. For now, the existing program and provider remains in place.

7. How does this impact the company-paid holiday calendar?

For the remainder of 2025, Omnicom and Interpublic will each honor their previously communicated holiday calendars. The 2026 holiday calendar for the combined company can be found on the Omnicom Hub (accessible via SSO at OMCHub.com).

8. What is Omnicom's go-forward policy around paternal leave and/or family medical leave?

Legacy Interpublic employees will follow their current policies through the end of year and roll into Omnicom's programs as of January 1, 2026. Information about the go-forward policy can be found on the Omnicom Hub our internal integration hub, (accessible via SSO at OMCHub.com).

9. Is our HRIS changing? Can I access my pay statements and HR forms the same way?

There are no changes to the way you access pay statements or HR Forms as a result of the transaction.

10. How will immigration/visa sponsorship (e.g., and other non-immigrant visas) be handled, what is the successor entity process/timing, and who is the immigration point of contact?

Unless you have been advised that your employer is changing, the transaction has no impact on your immigration status. For those who have been advised that your employing agency will change, we will review your non-immigrant visa petition and take the necessary steps to have your sponsorship changed to ensure you remain in good status. The immigration team has been contacting affected employees individually leading up to Close. If you have not yet been contacted, please reach out to Diana Brown at Diana.Brown@mbww.com.

11. Will approved accommodations (medical, religious, etc.) be honored after Close?

All previously approved accommodations will be honored; if you have further questions or specific concerns, please reach out to your manager or HR Business Partner.

CULTURE & PERFORMANCE DEVELOPMENT

12. How will performance reviews be handled during and after the transition, especially with leader changes?

2025 reviews will follow your current network/agency process. If your direct supervisor changes, both current and former leaders may provide input. Omnicom intends to align on one global review process for 2026.

13. How will Interpublic employees be mapped into Omnicom's career path and titling structure?

Details and guidance as to how Interpublic titles will merge into the existing structure will be shared in early 2026.

14. Does Omnicom have an Employee Family Leave program in the United States?

Information about Employee Family Leave and all other policies can be found in the Employee Handbook.

15. Does Omnicom offer tuition reimbursement? Will my current course continue to be covered in the new year?

There are no changes to tuition reimbursement policies in 2025. A unified policy will be available in 2026.

