

OMNICOM
IN-OFFICE POLICY

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CONFIDENTIAL –
NOT FOR EXTERNAL
DISTRIBUTION

At Omnicom, we believe being together in person enhances our ability to collaborate, communicate, and innovate.

Currently, Omnicom’s policy requires employees to work in the office for a minimum of three days a week, unless additional in-office days are directed by their agency or manager. Our objective is to increase this requirement over time, and many of our agencies as well as Omnicom’s corporate group already require five days of in-office attendance.

Excused absences (e.g., short-term disability, vacation, sick time) and approved work at a different location (e.g., client office) will be considered in compliance with this policy. Requests for medical accommodation to work remotely need to be submitted to Human Resources for approval.

In the United States, employees who do not comply with this policy will not be eligible for a salary review or promotion, and will be subject to discipline, up to and including termination of employment. Employees terminated pursuant to this policy will not be eligible to receive severance pay.

