

OMNICOM
LEAVES OF ABSENCE

UPDATED NOV. 2025

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DISTRIBUTION

There are situations where employees may need to take extended time off from work. Brief information on salary continuation during medical and parental leave is below.

For more information on these policies, as well as (1) family leave and medical leave in accordance with the federal Family and Medical Leave Act of 1993; (2) military leave; (3) bereavement leave; (4) jury and witness duty leave; (5) voting leave; (6) unpaid medical leave; (7) personal leaves of absence and/or (8) other legally required leaves of absence, please refer to the Employee Handbook.

SALARY CONTINUATION - MEDICAL LEAVE AND PARENTAL LEAVE

The Company provides salary continuation to eligible employees during an eligible medical or parental leave. For more detail on requirements, waiting periods, flexible return to work policies, and other important information, please refer to the relevant section of the Employee Handbook.

MEDICAL LEAVE SALARY CONTINUATION

Medical leave salary continuation is based on years of service, as set forth in the schedule specified below.

MEDICAL LEAVE SALARY CONTINUATION SCHEDULE

Your Service to the Company was of the 1st day of Medical Leave*	Maximum Salary Continuance
Start date and up to 1 year from start date	2 weeks per calendar year, per medical condition
Over 1 year and up to 6 years from start date	8 weeks per calendar year, per medical condition
Over 6 years from start date	12 weeks per calendar year, per medical condition

PARENTAL LEAVE SALARY CONTINUATION

Ten (10) weeks of paid parental leave of absence is available for regular, full-time employees upon the birth, foster placement, or adoption of the employee's child.

Parental Leave Salary Continuation must be used as a single continuous leave and taken in full within twenty (20) weeks of the birth, adoption, or foster placement of the employee's child, or if the parent is disabled at the time of the child's birth, adoption, or placement, within twenty (20) weeks of the conclusion of the parent's disability period.

Parental Leave Salary Continuation under this policy will run concurrently with FMLA leave and any other family or parental leaves under applicable state or local law, if the employee is eligible for such leaves. Parental Leave Salary Continuation under this policy does not extend the period of leave permitted under the FMLA or any applicable family or parental leave under state or local law, if the employee is eligible for such leaves.



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If an employee is eligible for state or insurance paid family or parental leave benefits (e.g., Paid Family Leave in New York), the employee must first apply for such payments with the insurance carrier and/or directly with the state to be eligible for Parental Leave Salary Continuation under this policy. Any salary continuation payments the employee receives under this policy will be offset by any state or insurance family or parental leave benefits the employee receives from the state or insurance carrier.

