

**THIS IS WHERE
YOUR TIME GOES FURTHER.
YOUR WANTS AND NEEDS MATTER.
YOUR WORK FUELS YOUR LIFE.**



FLEISHMANHILLARD



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FAST FLEISHMANHILLARD BENEFITS AT A GLANCE.

OUR PROGRAMS MAKE SENSE. DOLLARS, TOO:

10

Enjoy a full 10-week paid parental leave

15

That's how many days off you get just for holidays.
(No, that doesn't include vacation.)

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Fifteen days of vacation. Starting Year One.
The longer you stay, the more you gain.

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Take another 10 days to care for your family or self.
Even your dog, cat, rabbit — you name it.

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Refer friends, family, whoever. If they get hired and
have the chops for the job, you get paid.





WORK, REST AND RECHARGE. ON YOUR TERMS.

- **LOCATION:** Want to explore a new city? Experience a new culture? We have offices in 80 cities and 30 countries, worldwide.
- **FLEXIBILITY:** We offer a hybrid working environment that includes in-office days with your colleagues and the option to periodically work from home.
- **HOLIDAYS:** Our 15 holidays include two floating holidays you can take on your schedule. No matter what the calendar says.
- **VACATION:** You start with 15 days a year, your first five years. Then your vacation starts trending up, all the way to 25 days.

BE THERE WHEN IT MATTERS MOST.

- **PARENTAL LEAVE:** All FleishmanHillard parents receive 10 weeks of paid time off to bond with your family's new addition.
- **FAMILY AND WELLNESS TIME:** Stress less with 10 days to care for yourself or your loved ones — including time for your pets.
- **PAW PACKAGE:** Our pet insurance benefits even protect your furry, feathered or scaled family members.

STAY HEALTHY. LIVE HAPPY.

- **CALM:** Free premium-level membership for all employees. If you are in the need of sleep, meditation or just need to relax, the Calm app is here to help.
- **CARROT:** Family Forming Care is here to help you on your unique journey to parenthood. Receive personalized support from the Carrot Care Team including fertility, adoption, foster care, surrogacy, etc. and a \$20,000 lifetime benefit maximum* to use for eligible Carrot expenses.
- **CARILOOP:** A HIPPA compliant support platform for your day-to-day family or personal needs. Connect with a licensed coach who can assist with anything from senior care to childcare, or even dog walking services.
- **MILKSTORK:** This service eases the stress for our moms who are traveling on business while breastfeeding. Through their easy to use website, you can request shipping and toting cooler kits to get your milk home safely.
- **FHEEL WELL:** Take care of your health and well-being with up to \$500 reimbursed annually for eligible activities and equipment.
- **HEALTH PLANS:** Top medical, dental and vision, sure. But we go beyond the basics with flexible spending accounts (FSAs), legal assistance and more.
- **TRAVEL INSURANCE:** Leave worries at home with travel assistance and emergency care — even on personal vacations for you and your family.
- **EMPLOYEE ASSISTANCE PROGRAM (EAP):** Get the help you need for life's big and small decisions including six counseling sessions per issue for you and members of your household.

PUT YOUR MONEY TO WORK.

- **401(k) SAVINGS PLAN:** From contribution matches to financial planning, we're here to help you save and understand your investments.
- **EMPLOYEE STOCK PURCHASE PROGRAM (ESPP):** Purchase shares of Omnicom common stock each quarter through a payroll deduction — all at a 5% discount.
- **REFERRAL BONUS:** Get paid to work with your friends, family, really anyone smart. We'll give you a bonus for each new hire you refer.