Plan Highlights

Eligibility

You're eligible to enroll in the IPG Savings Plan on the first of the month that starts on or after you complete one month of service with IPG or one of its subsidiaries. If you are rehired within 30 days, Plan eligibility rules are described in more detail within the Summary Plan Description.

Enrolling Online

Enroll online through the Empower website at **empowermyretirement.com**. The first time you go online, you'll need to create a username and password to access your account and these new features. Click *Register* and then select the *I do not have a PIN* tab and follow the prompts.

Step-by-Step Enrollment

Step 1: Choose your contribution percentage

- Contribute up to 75% of your eligible pay (base pay plus overtime; bonus is not included) up to Internal Revenue Service (IRS) limits
- You can contribute on a pretax or Roth 401(k) basis or use a combination of both
  - Contribute on a pretax basis to lower your taxable income and pay less in current income taxes
  - Contribute on a Roth 401(k) basis to allow your money to potentially grow tax-free (as long as you take a qualified distribution*)
- If you are 50 or older, you may be able to make "catch-up" contributions more than the IRS limits that otherwise apply (these contributions also are eligible to receive the IPG Company match)
- Your contribution is through automatic payroll deductions from your paycheck. Be sure to check your paycheck to ensure that the election you made is deducted correctly
- If you participated in a plan with a prior employer, it is your responsibility to ensure you do not contribute more than the IRS limit for the year. You must contact Empower by March 1 of the following calendar year to request a refund

Matching Contributions

- IPG matches 50% on the first 6% of the eligible pay (base plus overtime; bonus is not included) that you contribute each pay period if you have less than 10 years of service
- IPG matches 75% on the first 6% of the eligible pay that you contribute each pay period after you have 10 or more years of qualifying service
- Matching contributions are calculated based on your contributions each pay period; to avoid missing out on the match, be sure to spread out contributions so you contribute at least 6% of eligible pay every period
- Each year, the Company will determine Discretionary Match goals and will measure IPG's success in meeting them. If awarded, Discretionary Match is calculated on your contributions up to the first 6% of covered pay (base pay plus overtime; bonus is not included)

Vesting

- You are always 100% vested in your own contributions (the value of your contributions and their earnings are yours when you leave the Company, no matter how long you've worked at IPG)
- Matching contributions become vested after three years of service
- If you terminate employment before satisfying the vesting requirement, you will forfeit the matching contributions and earnings, if any

Investment Choices

Step 2: Choose your investments

Think about what kind of investor you are and how long you have to invest. The Plan offers you three different paths for selecting and managing investments depending on how hands on or hands off you want to be.

Path	Which path describes you?	Options
1	**Do it myself** • You're an avid investor and routinely follow the markets online, on television, and in the newspapers	• Core funds • Self-directed brokerage (fees apply).
2	**Help me do it** • You can select a fund based on the year you expect to retire and your risk tolerance • You're fairly interested in investing and managing your account on your own • You like reviewing Plan investments and tracking their performance	• Target date funds • Online Advice[1]
3	**Do it for me** • Investing is something for which you lack the time or interest • It's easier and more convenient to let someone else handle your account	• Professional Management Program[1] (fees apply)

The Empower Brokerage account is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments available through an Empower Brokerage account.

Manage Your Account

Step 3: Stay connected

- Designate a beneficiary(ies); without this designation, your benefits will be distributed based on the terms of the Plan
- Add a personal email address to ensure you receive your quarterly account statement

How to Access Your Savings

The IPG Savings Plan is designed to help you save for your long-term goals, but there are ways to access your money early if needed:

Loans

- You are allowed to borrow up to 50% of your vested balance (from $1,000 to $50,000)
- You will pay back the loan with interest (the interest goes into your account)
- You can have two loans outstanding at a time
- There is a $50 origination fee per loan
- You can take up to five years to pay back a general loan
- You can take up to 10 years to pay back a primary residence loan

Withdrawals

- You can request a hardship or age-59½ in-service withdrawal if necessary (subject to IRS and Plan rules)
- Withdrawals of after-tax contributions contributed prior to January 1, 2019, and "rollover" contributions are also permitted

Rollovers

- You can roll over account balances from other eligible retirement plans into the IPG Savings Plan. Consider all your options and their features and fees before moving money between accounts

Receiving a Distribution

- You can request a distribution from the Plan when you retire, leave IPG, or become disabled
- You are not eligible to take a distribution from the Plan solely on the basis of a transfer to a non-participating company, i.e., an IPG agency not in the U.S.
- The value of your pretax contributions (including match) and any earnings associated with those contributions are taxed when you take a distribution from the Plan; also, an additional 10% penalty may be imposed if you are under age 59½
- The value of your Roth 401(k) account, including any earnings associated with those contributions, is not subject to tax when paid as long as you are taking a qualified distribution. If a distribution is not a qualified distribution, the investment earnings are taxed as current income in the year in which they are paid. An additional 10% penalty on the investment earnings also may be imposed if you are under age 59½
- Plan document and IRS rules govern when you and your beneficiaries must begin receiving distributions
- You may be able to avoid current income taxes by rolling over your balance in this account to another qualified retirement plan or to an Individual Retirement Account (IRA)
- If you leave IPG and take a distribution that results in a forfeiture of unvested matching contributions, then are rehired within five years, those unvested matching contributions will be restored to your Plan account as long as you return the full amount of the distribution you received. For more details, call Empower at **844-866-4IPG (4474)**

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1 Online Advice and the Professional Management Program are part of the Empower Advisory Services suite of services offered by Empower Advisory Group, LLC, a registered investment adviser. Past performance is not indicative of future returns. You may lose money.

*Subject to requirements: Roth 401(k) contributions must be in your account for at least five years and the money withdrawn after you have reached age 59½, died, or been disabled. If a distribution is not qualified, the earnings are taxed as ordinary income and may be subject to early withdrawal penalties.

This handout provides a high-level summary of the benefits provided by The Interpublic Group of Companies, Inc. Savings Plan (the "Plan"). Additional detail is provided in your Summary Plan Description. Although this handout and the verbal statements of Plan representatives are meant to be accurate, the actual Plan document and relevant laws will govern at all times. In the event of any conflict between this handout and the Plan document, the Plan document will control. The Interpublic Group of Companies, Inc. reserves the right to amend the Plan at any time.