

## NOTICE TO EMPLOYEES

**Date:** December 2, 2024

**Topic:** IRS Application for Determination Letter – The Interpublic Group of Companies, Inc. Savings Plan

The Interpublic Group of Companies, Inc. is applying for an IRS determination letter on the qualification of The Interpublic Group of Companies, Inc. Savings Plan. A determination letter from the Internal Revenue Service indicates whether the plan meets certain legal requirements, complies with the relevant sections of section 401 of the Internal Revenue Code, and is “qualified,” meaning that it qualifies for special tax treatment.

The benefits of having a qualified retirement plan and operating the plan according to its terms as approved by the IRS are:

- the employer can deduct contributions made to the plan up to the applicable limits;
- the plan participants can defer income taxes on the amounts contributed to the plan; and
- contributions grow tax-deferred until distributed from the plan.

An employer must notify employees (“interested parties”) when it applies for an IRS determination of the plan’s qualified status. Employees have the right to submit comments to the IRS as to whether this Plan meets the qualification requirements as outlined in section 401 of the Internal Revenue Code.

This Notice is not a notification of any changes to benefits. No action is required by employees, unless they wish to submit comments to the IRS. If you have any questions, please review the Notice for the instructions on how to submit comments to the IRS, deadlines, and where to obtain additional information.

December 2, 2024

**NOTICE TO ALL EMPLOYEES OF  
THE INTERPUBLIC GROUP OF COMPANIES, INC. AND ITS AFFILIATES**

The Interpublic Group of Companies, Inc. (“Interpublic”) is applying to the Internal Revenue Service for an advance determination on the qualification of The Interpublic Group of Companies, Inc. Savings Plan, Plan Number 003 (the “Plan”).

The applicant is The Interpublic Group of Companies, Inc., 909 Third Avenue, New York, NY 10022. The applicant’s employer identification number is 13-1024020. The Interpublic Group of Companies, Inc. is the Plan Administrator.

The application will be filed on December 20, 2024, for an advance determination as to whether the Plan, as amended, continues to meet the qualification requirements of section 401 of the Internal Revenue Code of 1986, as amended (the “Code”). The application will be filed via pay.gov with: Internal Revenue Service, Attention: EP Determination Letters, P.O. Box 12192, TE/GE Stop 31 A Team 105, Covington, KY 41012-0192. The Internal Revenue Service has previously issued a favorable determination letter for the Plan.

**PLAN ELIGIBILITY INFORMATION**

Employees eligible to participate in the Plan generally include all employees of the Company who are employed by a participating employer in a covered position. The following individuals are not eligible to participate in the Plan: (i) employees of affiliated employers that have not adopted the Plan, (ii) leased employees, (iii) individuals not classified by the Company or a participating affiliate as common-law employees, (iv) individuals retained by the Company or one of its affiliates pursuant to a contract or agreement that specifies that they are not eligible to participate in the Plan, (v) individuals in a unit covered by a collective bargaining agreement that does not provide for their participation in the Plan, (vi) nonresident aliens who do not receive compensation from the Company or a participating affiliate that constitutes earned income from sources within the United States, or (vii) individuals classified as interns or cooperative employees.

For a list of participating employers and covered locations, or for more information about covered positions, please contact Interpublic Corporate Benefits (Telephone: 212-704-1200).

**RIGHTS OF INTERESTED PARTIES**

You have the right to submit to Employee Plans (EP) Determinations, either individually or jointly with other interested parties, your comments as to whether this Plan meets the qualification requirements of the Code. Label your comments “Interested Party Statement.” Include the EIN, plan name, and plan number in your correspondence. Also include your contact information (mailing address and phone number). Your comments to EP Determinations may be submitted to:

Internal Revenue Service  
EP Determinations  
Attn: Customer Service Manager  
P.O. Box 2508  
Cincinnati, OH 45202

You may instead, individually or jointly with other interested parties, request the Department of Labor (DOL) to submit, on your behalf, comments to EP Determinations regarding qualification of the Plan. If the DOL declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the DOL jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

## **REQUESTS FOR COMMENTS BY THE DOL**

The DOL may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the DOL to comment with respect to this Plan is 10. If you request the DOL to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include the following information (described in this Notice): (i) The name of the Plan, the Plan Number, the name and address of the applicant, and the applicant's employer identification number; and (ii) The number of persons needed for the DOL to comment (10).

A request to the DOL to comment should be addressed as follows:

Deputy Assistant Secretary  
Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210  
ATTN: 3001 Comment Request

## **COMMENTS TO THE INTERNAL REVENUE SERVICE**

Comments submitted by you to EP Determinations must be in writing and received by it by February 3, 2025. However, if there are matters that you request the DOL to comment on your behalf, and the DOL declines, you may submit comments on these matters to EP Determinations to be received by it within 15 days from the time the DOL notifies you that it will not comment on a particular matter, or by February 3, 2025, whichever is later, but not after February 18, 2025. A request to the DOL to comment on your behalf must be received by January 4, 2025, if you wish to preserve your right to comment on a matter upon which the DOL declines to comment, or by January 14, 2025, if you wish to waive that right.

## **ADDITIONAL INFORMATION**

Detailed instructions regarding the requirements for notification of interested parties may be found in sections 19A and 20A of IRS Revenue Procedure 2023-4. Additional information concerning this application (including an updated copy of the Plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the Internal Revenue Service; and copies of section 19A of IRS Revenue Procedure 2023-4) is available at the offices of The Interpublic Group of Companies, Inc. (Telephone: 212-704-1200) between the hours of 9 am and 5 pm, Monday through Friday, for inspection and copying. There may be a nominal charge for copying and/or mailing.