

Benefits Designed for You

LGBTQ+ Benefits



You belong here.

At Omnicom, we provide inclusive benefits and programs for all employees, including our LGBTQ+ employees and their loved ones. When you're part of our team, you're welcomed, included and supported by benefits created with you in mind.



Domestic Partner Coverage

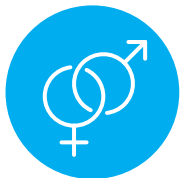
We provide equal coverage for your spouse or domestic partner of any gender—for health benefits, life insurance and accidental death and disability. And we cover your children, including children of your spouse or domestic partner.



Health Benefits

Committed to your health and the health of your loved ones, we offer:

- Quality choices for medical, dental and vision coverage.
- Programs to help you support a chronic health condition or quit tobacco/nicotine.
- Medical coverage for sexual health, including STD services, birth control and medications such as pre-exposure prophylaxis (PrEP).



Gender Affirming Benefits*

We believe in everyone's right to be their true self. Our Medical Plans provide gender affirming benefits for you and your enrolled dependents, aligned with the World Professional Association for Transgender Health (WPATH) Standards of Care, covering:

- Up to \$70,000 per lifetime maximum for gender reassignment surgery and related medical services.
- Up to \$5,000 per lifetime maximum for prescription drugs for hormone replacement, blockers, etc.
- Routine, chronic or urgent non-transition services.

*Available to Medical Plan participants (age 18 and older) after a year of continuous hormonal therapy under physician supervision and full-time, real-life experience in their new gender.



The Human Rights Campaign Foundation's Corporate Equality Index is the national benchmarking tool on corporate policies, practices and benefits pertinent to LGBTQ+ employees. Omnicom is proud to have met all the criteria to earn a 100% rating for the past five years.



Emotional Health

We understand that the struggle to be recognized and treated fairly can be difficult. We offer programs to support mental wellbeing, including free, confidential counseling through our Employee Assistance Program (EAP). And we offer access to virtual and onsite behavioral health therapy for anyone enrolled in an Omnicom Medical Plan.



Family Support

We support the many ways to grow a family.

- Beginning in 2022, we're pleased to offer family forming benefits. More detailed information will follow in the near future.
- Our MetLife Legal Services plan covers legal services related to adoption and advice on surrogacy, egg and sperm donation, embryo donation, embryo adoption and more.
- Plus, we offer maternity and parental leave to help your growing family bond.



Family Care

Your family matters to us. We offer benefits to make sure they're always in good hands.

- Our Caregiving Leave provides paid time off to take care of any family member—from spouses or domestic partners to parents and grandchildren.
- Our Dependent Care Flexible Spending Account (FSA) helps families save money on child or elder care.
- The EAP can help you with your personal to-do list, like finding child and elder care providers in your area. Reach out day or night for support and resources, or someone to talk to.
- If you experience a loss, our Bereavement Leave gives paid time off to be with family when needed most.



Financial Health

One of our medical plans comes with a Health Savings Account (HSA) that can be used to pay for eligible health care expenses for any tax dependent. We offer a 401(k) Plan and provide access to free financial workshops to help you build a secure future. And, we offer financial protection against the unexpected with life and disability coverage.



Our LGBTQ+ community and allies are invited to join our OPEN Pride Employee Resource Group. Email us at openpride@omnicomgroup.com.

