GRI G4	Description	UN Global Compact Principle Alignment	Reference/Response
Strategy & Analysis			
G4-1	Provide a statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.		Message from Michael Roth, Chairman and CEO, Interpublic Read Detailed Response
Organizational Profile			
G4-3	Report the name of the organization.		Interpublic Group of Companies, Inc.
G4-4	Report the primary brands, products and services.		IPG operates in all major world markets – our companies specialize in consumer advertising, digital marketing, communications planning and media buying, public relations and specialized communications disciplines. Read Detailed Response
G4-5	Report the location of the organization's headquarters.		909 Third Avenue New York, New York 10022
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.		IPG is a global company with offices in over 100 countries. Read Detailed Response
G4-7	Report the nature of ownership and legal form.		IPG is a publicly traded company. Read Detailed Response
G4-8	Report the markets served.		IPG is one of the world's premier global advertising and marketing services companies. Read Detailed Response
G4-9	Report the scale of the organization, including: total number of employees, total number of operations, net sales or net revenues, total capitalization broken down in terms of debt and equity, quantity of products or		IPG is a global company with employees and operations in more than 100 countries.

	services provided.		Read Detailed Response
G4-10	a. Report the total number of employees by employment contract and gender. b. Report the total number of permanent employees by employment type and gender. c. Report the total workforce by employees and supervised workers and by gender. d. Report the total workforce by region and gender. e. Report whether a substantial portion of the organization's work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. f. Report any significant variations in employment numbers (such as seasonal variations in employment in the tourism or agricultural industries).	Principle 6	Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11. Read Detailed Response -STRONGER- Diversity and Inclusion In Action at IPG 09/12/2014 Interpublic Earns Perfect Score on 2015 HRC Corporate Equality Index 11/19/2014 IPG's D&I Team Hosts Programs to Foster Inclusion 02/05/2016 IPG Named Best Place to Work on 2016 HRC Corporate Equality Index 11/19/2015 IPG Takes A Stand on Bullying 10/16/2014
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Principle 3	The percentage of IPG employees covered by collective bargaining is zero – 0 percent. Read Detailed Response
G4-12	Describe the organization's supply chain.		Understanding and Monitoring the Conduct and Impact of our Supply Chain. Read Detailed Response
G4-13	a. Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain, including: • Changes in the location of, or changes in, operations, including facility openings, closings, and expansions		There have been no significant changes during the reporting period in IPG's size, structure, ownership, or supply chain. Read Detailed Response

	• Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) • Changes in the location of suppliers, the structure of the supply chain, or in relationships with suppliers, including selection and termination		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.		The precautionary approach generally applies to manufacturing, rather than service companies. Since IPG is a provider of marketing services, we do not consider the precautionary approach.
G4-15	List externally developed economic, environmental and social charters, principles or other initiatives to which the organization subscribes or which it endorses.		IPG is committed to good corporate citizenship. Read Detailed Response -STRONGER- Interpublic is First U.S.-Based Ad Holding Company to Sign UN Global Compact 10/27/2015 IPG Volunteers Pack 1200 Meals for Those in Need 10/01/2015
G4-16	List memberships of associations and national or international advocacy organizations to which the organization holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, views membership as strategic.		IPG takes its role as a corporate citizen seriously. Read Detailed Response
Identified Material Aspects & Boundaries			
G4-17	a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or		Please see Part I - Item 1, Business, page 2 of IPG 10K which can be accessed at the following link: http://investors.interpublic.com

	equivalent documents is not covered by the report. The organization can report on this Standard Disclosure by referencing the information in publicly available consolidated financial statements or equivalent documents.		
G4-18	a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.		Interpublic completed a comprehensive materiality process. Read Detailed Response
G4-19	List all the material Aspects identified in the process for defining report content.		Click below for a list of material GRI G4 aspects that were identified in the process for defining report content which included a comprehensive stakeholder-driven materiality assessment detailed in this report. Read Detailed Response
G4-20	For each material Aspect, report the Aspect Boundary within the organization as follows: report whether the Aspect is material within the organization; if the Aspect is not material for all entities within the organization, select one of the following two approaches and report either (the list of entities or groups of entities included in G4-17 for which the Aspect is not material, or the list of entities or groups of entities included in G4-17 for which the Aspects is material); report any specific limitation regarding the Aspect Boundary within the organization.		Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report.
G4-21	For each material Aspect, report the Aspect Boundary outside the organization, as follows: report whether the Aspect is material outside the organization; if the Aspect is material outside of the organization identify the entities, groups or entities or elements for which the aspect is material and describe the geographic area where the Aspect is material for the entities identified; report any specific limitation regarding the Aspect Boundary outside the organization.		Unless otherwise noted, the boundary for the disclosures in our report represent the entire Interpublic entity as described in our 10K annual report. Read Detailed Response

G4-22	a. Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.		There are no restatements of information provided in previous reports.
G4-23	a. Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.		The GRI framework was not used on prior reports so there is no change to report in the Scope and Aspect boundaries.
Stakeholder Engagement			
G4-24	Provide a list of stakeholder groups engaged by the organization.		Note this response is cross-referenced for G4-24, G4-G5 and G4-26. Read Detailed Response
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.		Note this response will be cross-referenced for G4-24, G4-G5 and G4-26. Read Detailed Response
G4-26	Report the organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.		Note this response will be cross-referenced for G4-24, G4-G5 and G4-26. Read Detailed Response
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting. Report the stakeholder groups that raised each of the key topics and concerns.		Sustainability is a key priority for IPG as it is for our stakeholders, including employees, clients and shareholders. Read Detailed Response -STRONGER- McCann Health Partners with UN Commission on Pneumonia Prevention Campaign 12/02/2015 Mullen Lowe Lintas Creates New Work for Lifebuoy's "Help a Child Reach 5" 12/31/2015 Weber Shandwick Supports UN

			Sustainable Development Goals 12/11/2015
Report Profile			
G4-28	Reporting period (such as fiscal or calendar year) for information provided.		We are reporting on a calendar year cycle.
G4-29	Date of most recent previous report.		We last printed our corporate citizenship report, STRONGER, in April of 2014 and update our STRONGER website on a weekly basis.
G4-30	Reporting cycle.		IPG will report annually.
G4-31	Provide the contact point for questions regarding the report or its contents.		Jemma Gould Director, Content Creation Interpublic Group 909 Third Avenue, 25th Floor New York, New York 10022 212-704-1327
G4-32	Report the in accordance option the organization has chosen. Report the GRI Content Index for the chosen option. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be in accordance with the Guidelines.		The GRI G4 Guidelines served as a guide for our reporting and our report includes a GRI content index, but we do not declare in accordance with either core or comprehensive levels.
G4-33	Report the organizations policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided. Report the relationship between the organization and the assurance providers. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.		This report has not been externally assured.
Governance			
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.		Our 2014 Proxy Statement provides detailed information on our governance structure. Read Detailed Response
Ethics & Integrity			

G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Principle 10	Interpublic's Code of Conduct forms the foundation of how we interact with one another, with our vendors and with our clients. It helps ensure that we operate ethically and transparently as we perform our jobs. Read Detailed Response
Economic			
G4-EC1	Direct economic value generated and distributed		See detail at link below. Read Detailed Response
G4-EC3	Coverage of the organization's defined benefit plan obligations		Please see link below for more information on IPG's defined benefit plans. Read Detailed Response
G4-EC8	Significant indirect economic impacts, including the extent of impacts		Sustainability in all its forms -- environmental responsibility, good corporate citizenship, ensuring socially-responsible business practices -- is important and integral to the way we do business around the world. Read Detailed Response -STRONGER- Mediabrands Promotes STEM-Based Careers to Kids in London 02/05/2015 Social Responsibility is a Core Value at McCann Tel Aviv 12/15/2014 FCB Inferno Fights Homelessness with "Change Please" 12/10/2015

			McCann Health Partners with UN Commission on Pneumonia Prevention Campaign 12/02/2015 FCB and the Red Cross Use Children's Drawings to Raise Funds for Syrian Refugees 12/03/2015 FCB Ulka Helps Educate Girls in India 05/15/2015
Environment			
G4-EN3	Energy consumption within the organization	Principle 7 Principle 8	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response
G4-EN5	Energy intensity	Principle 8	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response
G4-EN6	Reduction of energy consumption	Principle 8 Principle 9	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response -STRONGER- Campbell Ewald Takes to Two Wheels 10/28/2014 FCB Mayo and UTEC Develop "Plant Lamps" to Bring Light to Underserved Communities 11/10/2015

			Carmichael Lynch and Subaru Launch Zero Landfill Initiative 06/09/2015
G4-EN7	Reductions in energy requirements of products and services	Principle 8 Principle 9	To streamline our operations and reduce unnecessary usage of energy, water, and natural resources, IPG focuses on our people. Read Detailed Response -STRONGER- IPG Puts Sustainability into Action 06/28/2012 IPG is Making Sustainability a Priority 10/26/2015 IPG's Travel Is Getting Greener 09/12/2014
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	Principle 7 Principle 8	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Principle 7 Principle 8	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Principle 7 Principle 8	Smart travel policies – traveling less where possible, traveling lighter and traveling smarter – is a shared goal that we have committed to. Read Detailed Response
G4-EN18	Greenhouse gas (GHG) emissions intensity	Principle 8	Note this response is cross-

			referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Principle 8 Principle 9	Note this response is cross-referenced for G4-EN3, G4-EN5 G4-EN6, G4-EN15, G4-EN16, G4-EN 18 and G4-EN 19. Read Detailed Response -STRONGER- Hyundai and Advantage International Honored for Sustainability at Super Bowl 50 02/08/2016 Carmichael Lynch and Subaru Launch Zero Landfill Initiative 06/09/2015
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Principle 8	As a client services company with clients and offices all over the world, our employees travel frequently for business. We are working to mitigate the impact of this travel in several ways. Read Detailed Response
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	Principle 8	Note this response is cross-referenced for the following indicators: G4-EN32, G4-LA14, G4-HR10, G4-SO9. Read Detailed Response
Labor Practices & Decent Work			
G4-LA1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Principle 6	Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11.

			Read Detailed Response -STRONGER- Interpublic Earns Perfect Score on 2015 HRC Corporate Equality Index 11/19/2014 IPG's D&I Team Hosts Programs to Foster Inclusion 02/05/2016 IPG Named Best Place to Work on 2016 HRC Corporate Equality Index 11/19/2015
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11. Read Detailed Response
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings		Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11. Read Detailed Response
G4-LA11	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category	Principle 6	Note this response is cross-referenced for G4-10, G4-LA1, G4-LA2, G4-LA10, and G4-LA11. Read Detailed Response
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Principle 6	Diversity and Inclusion have been priorities for IPG for more than a decade. Read Detailed Response -STRONGER- IPG Sponsors 3% Conference 11/03/2014 IPG's D&I Team Hosts Programs to Foster Inclusion 02/05/2016

			IPG Supports 2020 Women on Boards 11/20/2015 IPG Named Best Place to Work on 2016 HRC Corporate Equality Index 11/19/2015
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria		Note this response is cross-referenced for the following indicators: G4-EN32, G4-LA14, G4-HR10, G4-SO9. Read Detailed Response
GA-LA16	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms		We provide our employees with a number of different approaches to express concerns about their work environments. Read Detailed Response
Human Rights			
G4-HR2	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	Principle 1	IPG understands the importance of training, particularly as it relates to ensuring a workplace that operates ethically and transparently and is also free from any type of harassment. Read Detailed Response
G4-HR10	Percentage of new suppliers that were screened using human rights criteria	Principle 2	Note this response is cross-referenced for the following indicators: G4-EN32, G4-LA14, G4-HR10, G4-SO9. Read Detailed Response
Society			
G4-SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	Principle 10	We are a global business. Operations outside the United States represent a significant portion of our revenues, approximately 44% in 2014.

			Read Detailed Response
G4-SO4	Communication and training on anti-corruption policies and procedures	Principle 10	IPG regularly communicates its anti-corruption policies and procedures by a variety of methods. Read Detailed Response
G4-SO6	Total value of political contributions by country and recipient/beneficiary	Principle 10	Although personal political activity is welcome, as employees we may not make political contributions by or in the name of IPG or any of its subsidiaries. Read Detailed Response
G4-SO9	Percentage of new suppliers that were screened using criteria for impacts on society		Note this response is cross-referenced for the following indicators: G4-EN32, G4-LA14, G4-HR10, G4-SO9. Read Detailed Response