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PRESS RELEASE



PUBLICIS GROUPE AGENCIES TOP CORPORATE EQUALITY INDEX AS GROUPE NAMED MOST ATTRACTIVE EMPLOYER IN ITS SECTOR IN FRANCE

Publicis Groupe [Euronext Paris: FR0000130577, CAC40] is proud to announce that just after being named the Most Attractive Employer in the Service Sector in France by the Randstad Awards, eight of its agencies in the U.S., DigitasLBI, Leo Burnett, MSLGROUP, Razorfish, Re:Sources, Saatchi & Saatchi North America, Starcom Mediavest Group and ZenithOptimedia were awarded at a ceremony hosted by the Human Rights Campaign (HRC) March 29, 2016.

These agencies achieved perfect scores of 100 on The HRC's Corporate Equality Index (CEI), a national benchmarking survey and report on corporate policies and practices related to LGBT (lesbian, gay, bisexual and transgender) workplace equality, released last fall. For the 2nd consecutive year, 6 of the above agencies received perfect scores.

Publicis Groupe was also recognized at the [Randstad Awards](#) last week with the title of Most Attractive Employer in the Services Sector in France, for the second time, out of a total of 32 companies nominated. After surveying 10,000 people on criteria such as salary, job security, career opportunities, and social responsibility, Publicis Groupe achieved a global attractiveness score of 35.6%, the highest in its sector.

These achievements are a testament to the inclusive professional environment Publicis Groupe and its agencies continually work to nurture.

Publicis Groupe's LGBT and ally business resource group [Égalité](#) (Equality) encouraged internal engagement in the HRC CEI by advocating for Publicis Groupe agencies to participate in the survey and adopt policies that are as LGBT-inclusive as possible. When Égalité took flight in 2012, only two Publicis Groupe agencies were participating in the Corporate Equality Index survey. This year, eleven Publicis Groupe agencies participated.

Achieving a workplace that is free of discrimination and harassment is an ongoing process and one that is the collective responsibility of each and every person. For its part, Publicis Groupe takes seriously its responsibility to promote an equitable and inclusive workplace that is free of discrimination and harassment. Not only are these matters of policy, there are specific forums (CEO Roundtables and quarterly Talent Engagement & Inclusion Council meetings) to address related matters and countless examples of programming that brings to life Publicis Groupe's commitment to talent engagement and inclusion. Examples include the executive and financial backing of Publicis Groupe's business resource groups, such as VivaWomen!, MOCA (Men of Color Alliance) Viva Mama, Viva Besa, Viva:Tech, and the many professional development opportunities offered by the company's Talent Engagement & Inclusion team.

All opportunities activated by Publicis Groupe’s Talent Engagement & Inclusion team have the full backing of Publicis Groupe and are grounded in an important clause of Janus, Publicis Groupe’s global code of conduct, which spells out its commitment to its talent:

- ***Nous croyons en l’Homme*** – *Publicis believes in Mankind. Our talents are our most precious asset and they lay the foundation of business future. They must be chosen for their personalities, their ethics and professional qualities without any exclusion, preferential treatment or discrimination. As a fulfilling environment, Publicis Groupe abides by three rules: Commitment to work environment, Commitment to personal development, and Commitment to solidarity.*

If you are interested in reviewing the full 2016 Corporate Equality Index report published by the Human Rights Campaign you can do so [here](#).

About Publicis Groupe – The Power of One

Publicis Groupe [Euronext Paris FR0000130577, CAC 40] is a global leader in marketing, communication, and business transformation. Active across the entire value chain, from consulting to creation and execution, Publicis Groupe offers its clients a unified, fluid model allowing them access to all the Groupe’s tools and expertise around the world. Publicis Groupe is organized across four Solutions hubs: “Publicis Communications” (Publicis Worldwide with MSLGROUP, Saatchi & Saatchi, Leo Burnett, BBH, and Prodigious), “Publicis Media” (Starcom Mediavest, ZenithOptimedia and Vivaki.); “Publicis.Sapient” a one of a kind global digital platform (Sapient Consulting, SapientNitro, DigitasLBI, Razorfish) and Publicis Healthcare.

Present in 108 countries, the Groupe employs more than 77,000 professionals.

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