## IF <br> Interpublic Group

## SECOND QUARTER 2012 EARNINGS CONFERENCE CALL

July 26, 2012

## Overview - Second Quarter 2012

- Organic revenue growth was $+0.8 \%$
> International $=+6.0 \%$ led by LatAm \& AsiaPac regions
> U.S. $=(3.2 \%)$ includes revenue headwinds from ' 11 losses
- Operating income was $\$ 176$ million compared with $\$ 174$ million last year
- Operating margin was $10.3 \%$ compared with $10.0 \%$ last year
- Diluted EPS was $\$ 0.22$, an increase of $+16 \%$ from a year ago


## Operating Performance

|  | Three Months Ended June 30, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2012 |  | 2011 |  |
| Revenue | \$ | 1,715.7 | \$ | 1,740.7 |
| Salaries and Related Expenses |  | 1,088.9 |  | 1,095.7 |
| Office and General Expenses |  | 450.4 |  | 471.0 |
| Operating Income |  | 176.4 |  | 174.0 |
| Interest Expense |  | (32.7) |  | (33.1) |
| Interest Income |  | 6.7 |  | 9.7 |
| Other Income, net |  | 4.7 |  | 5.3 |
| Income Before Income Taxes |  | 155.1 |  | 155.9 |
| Provision for Income Taxes |  | 50.1 |  | 47.6 |
| Equity in Net Income of Unconsolidated Affiliates |  | 0.5 |  | 0.6 |
| Net Income |  | 105.5 |  | 108.9 |
| Net Income Attributable to Noncontrolling Interests |  | (3.6) |  | (4.3) |
| Net Income Attributable to IPG |  | 101.9 |  | 104.6 |
| Dividends on Preferred Stock |  | (2.9) |  | (2.9) |
| Net Income Available to IPG Common Stockholders | \$ | 99.0 | \$ | 101.7 |
|  |  |  |  |  |
| Earnings per Share Available to IPG Common Stockholders: |  |  |  |  |
| Basic | \$ | 0.23 | \$ | 0.21 |
| Diluted | \$ | 0.22 | \$ | 0.19 |
| Weighted-Average Number of Common Shares Outstanding: |  |  |  |  |
| Basic |  | 437.4 |  | 473.1 |
| Diluted |  | 477.7 |  | 546.9 |
| Dividends Declared per Common Share | \$ | 0.06 | \$ | 0.06 |

## Page 3

(Amounts in Millions, except per share amounts)

## Revenue

Three Months Ended

|  | $\$$ | \%Change |
| :--- | :---: | :--- |
| $\$$ | $1,740.7$ |  |


| Total change | $(25.0)$ | $(1.4 \%)$ |
| :--- | :---: | ---: |
|  |  |  |
| Foreign currency | $(49.7)$ | $(2.8 \%)$ |
| Net acquisitions/(divestitures) | 11.2 | $0.6 \%$ |
| Organic | 13.5 | $0.8 \%$ |

June 30, 2012

Six Months Ended

|  | $\$$ | \%Change |
| :--- | :---: | :--- |
| $\$ 3,215.5$ |  |  |


| $7.0 \quad 0.2 \%$ |
| ---: |

(65.8) (2.1\%)
18.1
0.6\%
54.7
1.7\%
\$ 3,222.5

|  | Three Months Ended June 30, |  |  |  |  | Six Months Ended June 30, |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  | Change |  | 2012 |  | 2011 |  | Change |  |
|  | 2012 |  | 2011 | Total | Organic |  |  | Total | Organic |
| IAN | \$ 1,423.3 | \$ | 1,471.7 | (3.3\%) | (0.5\%) | \$ | 2,667.2 |  |  | \$ | 2,707.6 | (1.5\%) | 0.5\% |
| CMG | \$ 292.4 | \$ | 269.0 | 8.7\% | 8.0\% | \$ | 555.3 | \$ | 507.9 | 9.3\% | 8.3\% |

[^0]Page 4 See reconciliations of segment organic revenue change on pages 17 and 18.
(\$ in Millions)

## Geographic Revenue Change

|  | Three Months Ended June 30, 2012 |  | Six Months Ended June 30, 2012 |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Total | Organic | Total | Organic |
| United States | (3.7\%) | (3.2\%) | (1.2\%) | (0.4\%) |
| International | 1.6\% | 6.0\% | 2.2\% | 4.6\% |
| United Kingdom | 5.3\% | 4.2\% | 5.4\% | 3.4\% |
| Continental Europe | (11.5\%) | (2.5\%) | (10.4\%) | (3.8\%) |
| Asia Pacific | 14.7\% | 14.3\% | 17.7\% | 15.4\% |
| Latin America | 18.8\% | 27.2\% | 11.5\% | 16.7\% |
| All Other Markets | (9.3\%) | (4.2\%) | (7.6\%) | (3.6\%) |
| Worldwide | (1.4\%) | 0.8\% | 0.2\% | 1.7\% |

## Organic Revenue Growth

## Trailing Twelve Months



[^1]
## Expenses

| Salaries \& Related | 2012 |  | 2011 |  | Change |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | \$ | Total | Organic |
| Three Months Ended June 30, | \$ | 1,088.9 |  |  | \$ | 1,095.7 | \$ | (6.8) | (0.6\%) | 1.6\% |
| \% of Revenue |  | 63.5\% |  | 62.9\% |  |  |  |  |
| Three months severance | \$ | 20.6 | \$ | 22.5 | \$ | (1.9) | (8.4\%) |  |
| \% of Revenue |  | 1.2\% |  | 1.3\% |  |  |  |  |
| Six Months Ended June 30, | \$ | 2,193.8 | \$ | 2,175.8 | \$ | 18.0 | 0.8\% | 2.1\% |
| \% of Revenue |  | 68.1\% |  | 67.7\% |  |  |  |  |
| Six months severance | \$ | 42.0 | \$ | 45.6 | \$ | (3.6) | (7.9\%) |  |
| \% of Revenue |  | 1.3\% |  | 1.4\% |  |  |  |  |


| Office \& General | 2012 |  | 2011 |  | Change |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | \$ | Total | Organic |
| Three Months Ended June 30, | \$ | 450.4 |  |  | \$ | 471.0 | \$ | (20.6) | (4.4\%) | (2.3\%) |
| \% of Revenue |  | 26.3\% |  | 27.1\% |  |  |  |  |
| Three months occupancy expense (ex-D\&A) | \$ | 120.9 | \$ | 128.2 | \$ | (7.3) | (5.7\%) |  |
| \% of Revenue |  | 7.0\% |  | 7.4\% |  |  |  |  |
| Six Months Ended June 30, | \$ | 891.7 | \$ | 911.0 | \$ | (19.3) | (2.1\%) | (0.9\%) |
| \% of Revenue |  | 27.7\% |  | 28.3\% |  |  |  |  |
| Six months occupancy expense (ex-D\&A) | \$ | 242.8 | \$ | 253.0 | \$ | (10.2) | (4.0\%) |  |
| \% of Revenue |  | 7.5\% |  | 7.9\% |  |  |  |  |

Page 7 See reconciliations of organic measures on pages 17 and 18.

## Operating Margin

## Trailing Twelve Months



## Balance Sheet - Current Portion


${ }^{(1)}$ In the second quarter of 2012, Facebook completed an initial public offering and as a result our Facebook investment was reclassified to restricted marketable securities and adjusted to market value through stockholders' equity on our unaudited Consolidated Balance Sheet.
(2) During 2011, we combined media and production liabilities that were previously reflected in accrued liabilities with accounts payable in our Consolidated Balance Sheets. As a result of this change, which was applied retrospectively, accounts payable includes all media and production liabilities.

## Cash Flow

## NET INCOME

OPERATING ACTIVITIES
Depreciation \& amortization
Three Months Ended June 30,

Deferred taxes
50

Other non-cash items (1) 5
Change in working capital, net
Other non-current assets \& liabilities
Net cash provided by Operating Activities

| $(16)$ |  |
| ---: | :---: |
| 9 |  |
|  | 67 <br>  |

## INVESTING ACTIVITIES

## Capital expenditures

| $(36)$ | $(36)$ |
| :---: | :---: |
| $(50)$ | $(37)$ |
| 9 | 5 |
| $\mathbf{( 7 7 )}$ |  |
|  |  |

Business \& investment purchases/sales, net
Net cash used in Investing Activities

| 2012 |  | 2011 |  |
| :---: | :---: | :---: | :---: |
| \$ | 106 | \$ | 109 |

## FINANCING ACTIVITIES

| Repurchase of common stock | $(65)$ |  |
| :--- | ---: | ---: |
| Common stock dividends | $(26)$ | $(128)$ |
| Preferred stock dividends | $(3)$ | $(28)$ |
| Acquisition related payments | $(35)$ | $(44)$ |
| Net increase in short-term bank borrowings | 25 | 30 |
| Distributions to noncontrolling interests | $(7)$ | $(8)$ |
| Other financing activities | $(1)$ | $(112)$ |
| Net cash used in Financing Activities | $(40)$ | $(175)$ |
| Currency Effect |  | 13 |

Decrease in Cash \& S/T Marketable Securities $\quad \$ \quad$ (72) $\$$

## Total Debt ${ }^{(1)}$



## Summary

- Strong international growth in Q2 despite challenging environment
- Managing impact of top-line challenges this year in line with margin target and will cycle revenue headwinds by year-end
- Balance sheet and cash flow continue as important sources of value creation


# $\|$ 

Interpublic Group
Appendix

## Operating Performance

|  | Six Months Ended June 30, |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
|  | 2012 |  | 2011 |  |
| Revenue | \$ | 3,222.5 | \$ | 3,215.5 |
| Salaries and Related Expenses |  | 2,193.8 |  | 2,175.8 |
| Office and General Expenses |  | 891.7 |  | 911.0 |
| Operating Income |  | 137.0 |  | 128.7 |
| Interest Expense |  | (65.3) |  | (65.0) |
| Interest Income |  | 14.7 |  | 18.0 |
| Other Income (Expense), net |  | 3.4 |  | (0.8) |
| Income Before Income Taxes |  | 89.8 |  | 80.9 |
| Provision for Income Taxes |  | 30.9 |  | 26.1 |
| Equity in Net Income of Unconsolidated Affiliates |  | 0.9 |  | 0.9 |
| Net Income |  | 59.8 |  | 55.7 |
| Net (Income) Loss Attributable to Noncontrolling Interests |  | (0.9) |  | 3.7 |
| Net Income Attributable to IPG |  | 58.9 |  | 59.4 |
| Dividends on Preferred Stock |  | (5.8) |  | (5.8) |
| Net Income Available to IPG Common Stockholders | \$ | 53.1 | \$ | 53.6 |
|  |  |  |  |  |
| Earnings per Share Available to IPG Common Stockholders: |  |  |  |  |
| Basic | \$ | 0.12 | \$ | 0.11 |
| Diluted | \$ | 0.12 | \$ | 0.11 |
| Weighted-Average Number of Common Shares Outstanding: |  |  |  |  |
| Basic |  | 437.5 |  | 474.6 |
| Diluted |  | 459.7 |  | 515.6 |
| Dividends Declared per Common Share | \$ | 0.12 | \$ | 0.12 |

## Page 14

[^2]
## Cash Flow

## NET INCOME

OPERATING ACTIVITIES

| Depreciation \& amortization | 100 |
| :--- | :--- |
| 99 |  |

ation \& amortization
(43)

Deferred taxes
17
19
Change in working capital, net
Other non-current assets \& liabilities
Net cash used in Operating Activities
INVESTING ACTIVITIES
Capital expenditures
Acquisitions \& deferred payments, net
Business \& investment purchases/sales, net
Net cash used in Investing Activities

## FINANCING ACTIVITIES

Purchase of long-term debt
(401)
(2)

Proceeds from issuance of $4.00 \%$ Senior Notes due 2022247
Repurchase of common stock
Common stock dividends
(52)

Preferred stock dividends (35)

Acquisition related payments
Net increase in short-term bank borrowings 29
Distributions to noncontrolling interests
Other financing activities
Net cash used in Financing Activities
Currency Effect

| 100 | 99 |
| ---: | :---: |
| $(43)$ | $(36)$ |
| 17 | 19 |
| $(461)$ | $(669)$ |
| $(14)$ | $(71)$ |
| $\mathbf{( 3 4 1 )}$ | $\mathbf{( 6 0 2 )}$ |


| $(58)$ | $(53)$ |
| :---: | :---: |
| $(52)$ | $(39)$ |
| 12 |  |
|  |  |


| Six Months Ended June 30, |  |  |  |
| :--- | :--- | :--- | :--- |
| 2012 |  |  |  |
|  |  | 60 | $\$ 11$ |
| $\$$ |  |  | 56 |


| Decrease in Cash \& S/T Marketable Securities | $\$$ | (801) | $\$$ | (866) |
| :--- | :--- | :--- | :--- | :--- |

## Depreciation and Amortization

| Depreciation and amortization of fixed assets and intangible assets | 2012 |  |  |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Q1 |  | Q2 |  |  |  |  | YTD 2012 |  |  |
|  | \$ | Q1 34.6 | \$ | 36.8 |  |  |  |  | \$ | \$ 71.4 |
| Amortization of restricted stock and other non-cash compensation |  | 16.7 |  | 12.7 |  |  |  |  |  | 29.4 |
| Net amortization of bond (premiums) discounts and deferred financing costs |  | (1.7) |  | 1.0 |  |  |  |  |  | (0.7) |
|  | 2011 |  |  |  |  |  |  |  |  |  |
|  | Q1 |  | Q2 |  | Q3 |  | Q4 |  | FY 2011 |  |
| Depreciation and amortization of fixed assets and intangible assets | \$ | 35.6 | \$ | 37.7 | \$ | 36.2 | \$ | 41.4 | \$ | 150.9 |
| Amortization of restricted stock and other non-cash compensation |  | 15.7 |  | 13.8 |  | 12.6 |  | 9.6 |  | 51.7 |
| Net amortization of bond premiums and deferred financing costs |  | (1.9) |  | (2.1) |  | (2.3) |  | (2.4) |  | (8.7) |

## Reconciliation of Organic Measures

|  | Three Months Ended June 30, 2011 |  | Components of Change |  |  |  |  |  | Three Months Ended June 30, 2012 |  | Change |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Foreign Currency |  | Net Acquisitions/ (Divestitures) |  | Organic |  |  |  | Organic | Total |
| Segment Revenue |  |  |  |  |  |  |  |  |  |  |  |  |
| IAN | \$ | 1,471.7 | \$ | (46.2) | \$ | 5.8 | \$ | (8.0) | \$ | 1,423.3 | (0.5\%) | (3.3\%) |
| CMG |  | 269.0 |  | (3.5) |  | 5.4 |  | 21.5 |  | 292.4 | 8.0\% | 8.7\% |
| Total | \$ | 1,740.7 | \$ | (49.7) | \$ | 11.2 | \$ | 13.5 | \$ | 1,715.7 | 0.8\% | (1.4\%) |
| Geographic |  |  |  |  |  |  |  |  |  |  |  |  |
| United States | \$ | 987.8 | \$ | - | \$ | (5.3) | \$ | (31.6) | \$ | 950.9 | (3.2\%) | (3.7\%) |
| International |  | 752.9 |  | (49.7) |  | 16.5 |  | 45.1 |  | 764.8 | 6.0\% | 1.6\% |
| United Kingdom |  | 120.3 |  | (3.4) |  | 4.7 |  | 5.1 |  | 126.7 | 4.2\% | 5.3\% |
| Continental Europe |  | 238.0 |  | (22.8) |  | 1.4 |  | (5.9) |  | 210.7 | (2.5\%) | (11.5\%) |
| Asia Pacific |  | 184.0 |  | (5.6) |  | 6.3 |  | 26.3 |  | 211.0 | 14.3\% | 14.7\% |
| Latin America |  | 90.5 |  | (10.0) |  | 2.4 |  | 24.6 |  | 107.5 | 27.2\% | 18.8\% |
| All Other Markets |  | 120.1 |  | (7.9) |  | 1.7 |  | (5.0) |  | 108.9 | (4.2\%) | (9.3\%) |
| Worldwide | \$ | 1,740.7 | \$ | (49.7) | \$ | 11.2 | \$ | 13.5 | \$ | 1,715.7 | 0.8\% | (1.4\%) |
| Expenses |  |  |  |  |  |  |  |  |  |  |  |  |
| Salaries \& Related | \$ | 1,095.7 | \$ | (32.5) | \$ | 8.7 | \$ | 17.0 | \$ | 1,088.9 | 1.6\% | (0.6\%) |
| Office \& General |  | 471.0 |  | (14.9) |  | 5.2 |  | (10.9) |  | 450.4 | (2.3\%) | (4.4\%) |
| Total | \$ | 1,566.7 | \$ | (47.4) | \$ | 13.9 | \$ | 6.1 | \$ | 1,539.3 | 0.4\% | (1.7\%) |

Page 17
(\$ in Millions)

## Reconciliation of Organic Measures



## Page 18

(\$ in Millions)

## Reconciliation of Organic Revenue Growth

| Last Twelve Months Ending | Beginning of Period Revenue |  | Components of Change During the Period |  |  |  |  |  | End of Period Revenue |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  | Foreign Currency |  | Net Acquisitions/ (Divestitures) |  | Organic |  |  |  |
| 12/31/05 | \$ | 6,387.0 | \$ | 40.4 | \$ | (107.4) | \$ | (56.2) | \$ | 6,263.8 |
| 3/31/06 |  | 6,323.8 |  | (10.9) |  | (132.6) |  | 81.5 |  | 6,261.8 |
| 6/30/06 |  | 6,418.4 |  | (8.8) |  | (157.5) |  | (68.5) |  | 6,183.6 |
| 9/30/06 |  | 6,335.9 |  | (13.9) |  | (140.4) |  | 15.6 |  | 6,197.2 |
| 12/31/06 |  | 6,263.8 |  | 20.7 |  | (165.5) |  | 57.8 |  | 6,176.8 |
| 3/31/07 |  | 6,261.8 |  | 78.4 |  | (147.2) |  | 16.0 |  | 6,209.0 |
| 6/30/07 |  | 6,183.6 |  | 102.4 |  | (124.7) |  | 166.6 |  | 6,327.9 |
| 9/30/07 |  | 6,197.2 |  | 137.3 |  | (110.9) |  | 209.2 |  | 6,432.8 |
| 12/31/07 |  | 6,176.8 |  | 197.5 |  | (70.7) |  | 233.1 |  | 6,536.7 |
| 3/31/08 |  | 6,209.0 |  | 217.8 |  | (45.9) |  | 280.6 |  | 6,661.5 |
| 6/30/08 |  | 6,327.9 |  | 244.8 |  | (12.6) |  | 282.4 |  | 6,842.5 |
| 9/30/08 |  | 6,432.8 |  | 237.4 |  | 32.8 |  | 317.2 |  | 7,020.2 |
| 12/31/08 |  | 6,536.7 |  | 71.5 |  | 87.6 |  | 243.0 |  | 6,938.8 |
| 3/31/09 |  | 6,661.5 |  | (88.3) |  | 114.7 |  | 91.9 |  | 6,779.8 |
| 6/30/09 |  | 6,842.5 |  | (286.2) |  | 139.2 |  | (275.3) |  | 6,420.2 |
| 9/30/09 |  | 7,020.2 |  | (390.1) |  | 115.2 |  | (636.4) |  | 6,108.9 |
| 12/31/09 |  | 6,938.8 |  | (251.6) |  | 69.1 |  | (748.9) |  | 6,007.4 |
| 3/31/10 |  | 6,779.8 |  | (88.2) |  | 36.0 |  | (705.4) |  | 6,022.2 |
| 6/30/10 |  | 6,420.2 |  | 59.1 |  | 2.0 |  | (316.9) |  | 6,164.4 |
| 9/30/10 |  | 6,108.9 |  | 117.7 |  | 9.6 |  | 60.1 |  | 6,296.3 |
| 12/31/10 |  | 6,007.4 |  | 63.3 |  | 17.0 |  | 419.6 |  | 6,507.3 |
| 3/31/11 |  | 6,022.2 |  | 21.0 |  | 18.2 |  | 583.7 |  | 6,645.1 |
| 6/30/11 |  | 6,164.4 |  | 61.5 |  | 12.4 |  | 535.8 |  | 6,774.1 |
| 9/30/11 |  | 6,296.3 |  | 119.1 |  | (7.7) |  | 539.5 |  | 6,947.2 |
| 12/31/11 |  | 6,507.3 |  | 122.2 |  | (8.6) |  | 393.7 |  | 7,014.6 |
| 3/31/12 |  | 6,645.1 |  | 92.9 |  | (1.4) |  | 310.0 |  | 7,046.6 |
| 6/30/12 |  | 6,774.1 |  | (14.3) |  | 14.5 |  | 247.3 |  | 7,021.6 |

Page 19
(\$ in Millions)

Interpublic Group
Metrics Update

## Metrics Update

| Category | Metric |
| :--- | :--- |
| SALARIES \& RELATED | Trailing Twelve Months |
| (\% of revenue) | Base, Benefits \& Tax |
|  | Incentive Expense |
|  | Severance Expense |
|  | Temporary Help |
| OFFICE \& GENERAL | Trailing Twelve Months |
| (\% of revenue) | Professional Fees |
|  | Occupancy Expense (ex-D\&A) |
|  | T\&E, Office Supplies \& Telecom |
|  | All Other O\&G |
| FINANCIAL | Available Liquidity |
|  | \$1.0 Billion 5-Year Credit Facility Covenants |

## Salaries \& Related Expenses

## \% of Revenue, Trailing TweIve Months



## Salaries \& Related Expenses (\% of Revenue)

## Three and Six Months Ended June 30






2012

## Office \& General Expenses

## \% of Revenue, Trailing TweIve Months



## Office \& General Expenses (\% of Revenue)

## Three and Six Months Ended June 30






2012 2011
"All Other O\&G" includes production expenses, depreciation and amortization, bad debt expense, foreign currency gains Page 25 (losses) and other expenses.
$\qquad$

## Available Liquidity

## Cash, Cash Equivalents and Short-Term Marketable Securities + Available Committed Credit Facility


(\$ in Millions)

## \$1.0 Billion 5-Year Credit Facility Covenants

## Covenants

I. Interest Coverage Ratio (not less than):

Last Twelve Months
Ending June 30, 2012

Actual Interest Coverage Ratio:
II. Leverage Ratio (not greater than): 2.75x

Actual Leverage Ratio: 1.82x

Interest Coverage Ratio - Interest Expense Reconciliation
Last Twelve Months
Ending June 30, 2012

## Interest Expense:

\$137.1

- Interest income
34.5
- Other 5.9
+ Preferred stock dividends 11.6

Net interest expense as defined:
$\$ 108.3$

Last Twelve Months
Ending June 30, 2012

## EBITDA Reconciliation

Operating Income:
\$695.4

+ Depreciation and amortization 200.8
+ Other non-cash charges
EBITDA as defined:


## Page 27 (1) Facility is undrawn as of June 30, 2012.

## Cautionary Statement

This investor presentation contains forward-looking statements. Statements in this investor presentation that are not historical facts, including statements about management's beliefs and expectations, constitute forward-looking statements. These statements are based on current plans, estimates and projections, and are subject to change based on a number of factors, including those outlined in our most recent Annual Report on Form 10-K under Item 1A, Risk Factors. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update publicly any of them in light of new information or future events.

Forward-looking statements involve inherent risks and uncertainties. A number of important factors could cause actual results to differ materially from those contained in any forward-looking statement. Such factors include, but are not limited to, the following:
$\rightarrow$ potential effects of a challenging economy, for example, on the demand for our advertising and marketing services, on our clients' financial condition and on our business or financial condition;
$\rightarrow$ our ability to attract new clients and retain existing clients;
$\rightarrow$ our ability to retain and attract key employees;
$\rightarrow$ risks associated with assumptions we make in connection with our critical accounting estimates, including changes in assumptions associated with any effects of a weakened economy;
$\rightarrow$ potential adverse effects if we are required to recognize impairment charges or other adverse accounting-related developments;
$\rightarrow$ risks associated with the effects of global, national and regional economic and political conditions, including counterparty risks and fluctuations in economic growth rates, interest rates and currency exchange rates; and
$\rightarrow$ developments from changes in the regulatory and legal environment for advertising and marketing and communications services companies around the world.

Investors should carefully consider these factors and the additional risk factors outlined in more detail in our most recent Annual Report on Form 10-K under Item 1A, Risk Factors.


[^0]:    Integrated Agency Networks ("IAN"): McCann Worldgroup, Draftfcb, Lowe \& Partners, Mediabrands and our domestic integrated agencies
    Constituency Management Group ("CMG"): Weber Shandwick, GolinHarris, Jack Morton,
    FutureBrand, Octagon and our other marketing service specialists

[^1]:    Page 6 See reconciliation on page 19.

[^2]:    (Amounts in Millions, except per share amounts)

