



# WELCOME

WE'RE GLAD YOU'RE HERE

# IPG AND THE CMG AGENCIES



DEVRIES

FutureBrand

**GOLIN**  
go all in

GOO JACK MORTON

octa8on

 **weber  
shandwick**  
engaging. always.



## WHO IS WEBER SHANDWICK?

**3,000+** employees

---

**126** offices in **81** markets

---

**60%** of client engagements multi-market

---

Represent **43%** of Fortune 100

---

Staff speak **65** languages

---

**1000+** industry awards in over 10 years

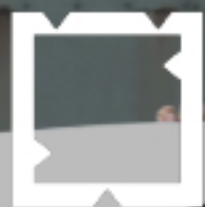
---

**8** year average tenure among top 150 clients





# ABOUT US



**ENGAGING,  
ALWAYS**





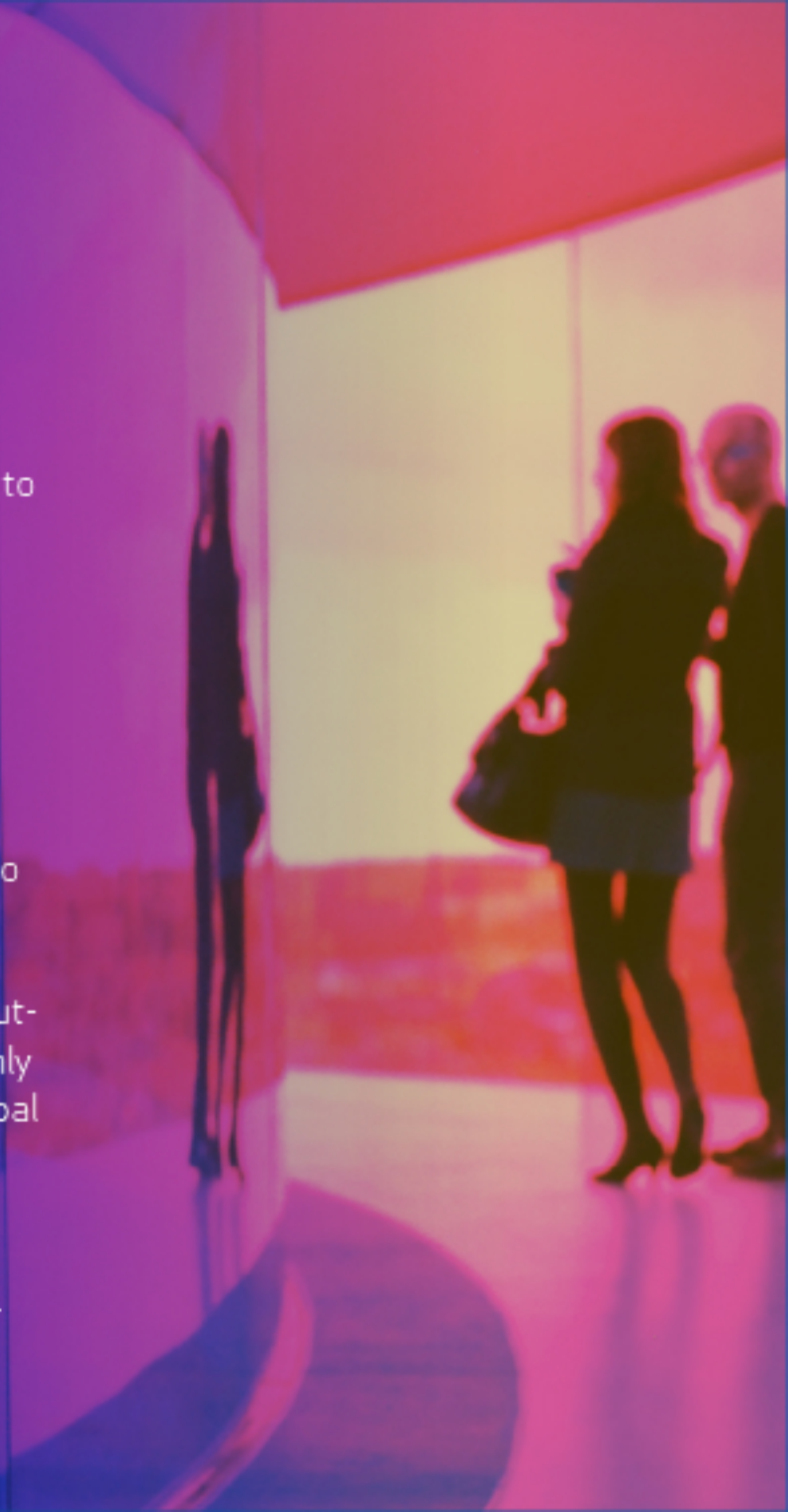
# Want to defy convention? Break it.

That's why we created a new kind of engagement firm for the hyper-connected marketplace of the new engagement era. And we continue to push beyond to deliver on every platform and every continent.

We integrate multi-platform solutions that drive results. By re-engineering our global organization to bring the full power of Weber Shandwick to every client through borderless access to resources, an eco-system of specialty engagement agencies and a diverse group of the best talent on the planet - from strategic planning, social/digital innovation, content creation, and analytics to brilliant storytellers who know how to make every story a social buzz.

Weber Shandwick has moved beyond boundaries to help our clients outperform expectations, and the results are being noticed. We're the only PR firm on the Advertising Age A-List and we're the Holmes 2014 Global PR Agency of the Year, and that's just for starters.

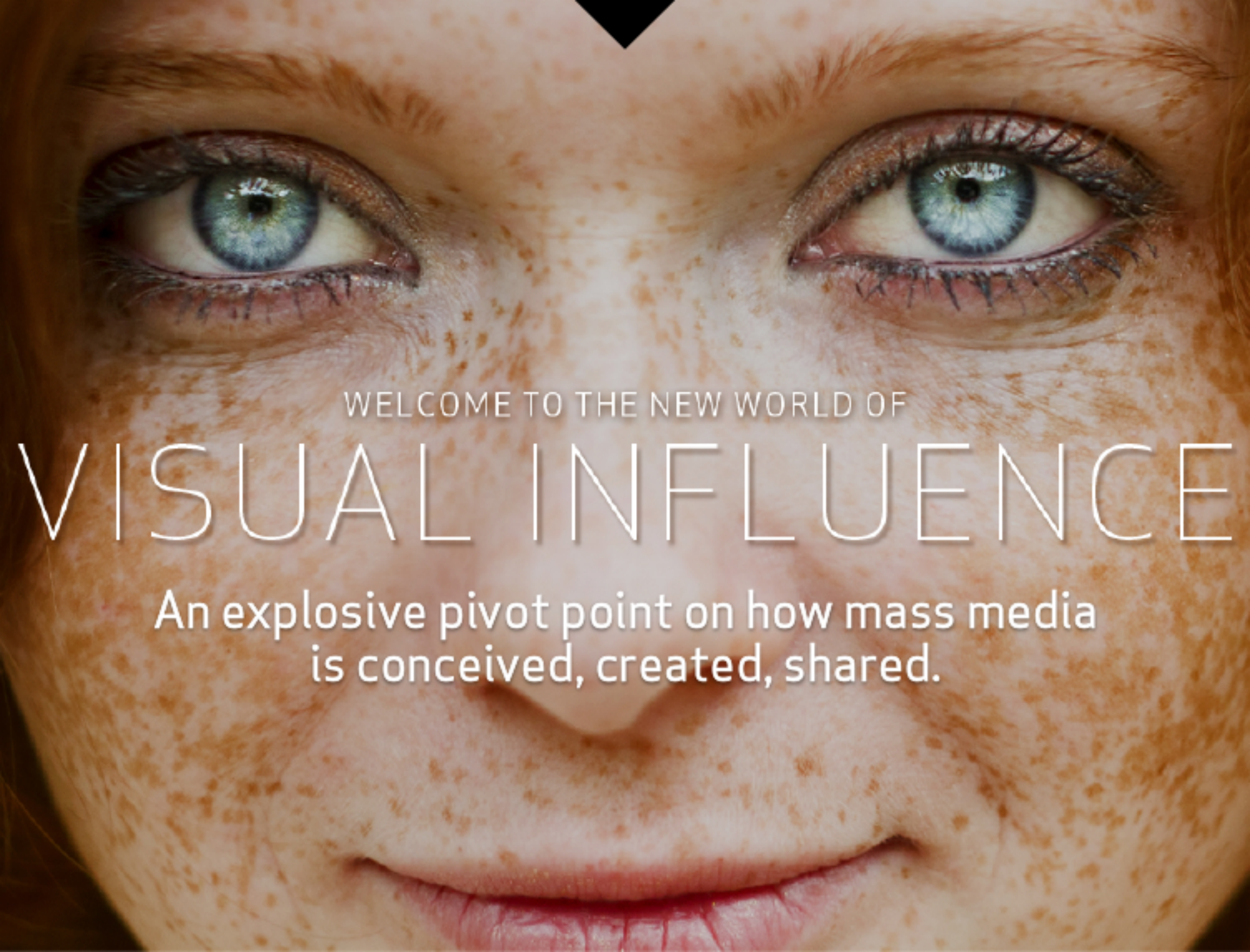
We are committed to deliver unconventional thinking that drives the best outcomes for our clients and great opportunities for our people. And we are, foremost, committed to be engaging, always.



A wooden honey dipper is shown dripping with golden honey. Three bees are flying around the dipper: one at the top, one to the right, and one at the bottom. The background is a soft, out-of-focus grey.

# THE BUZZ





WELCOME TO THE NEW WORLD OF

# VISUAL INFLUENCE

An explosive pivot point on how mass media  
is conceived, created, shared.

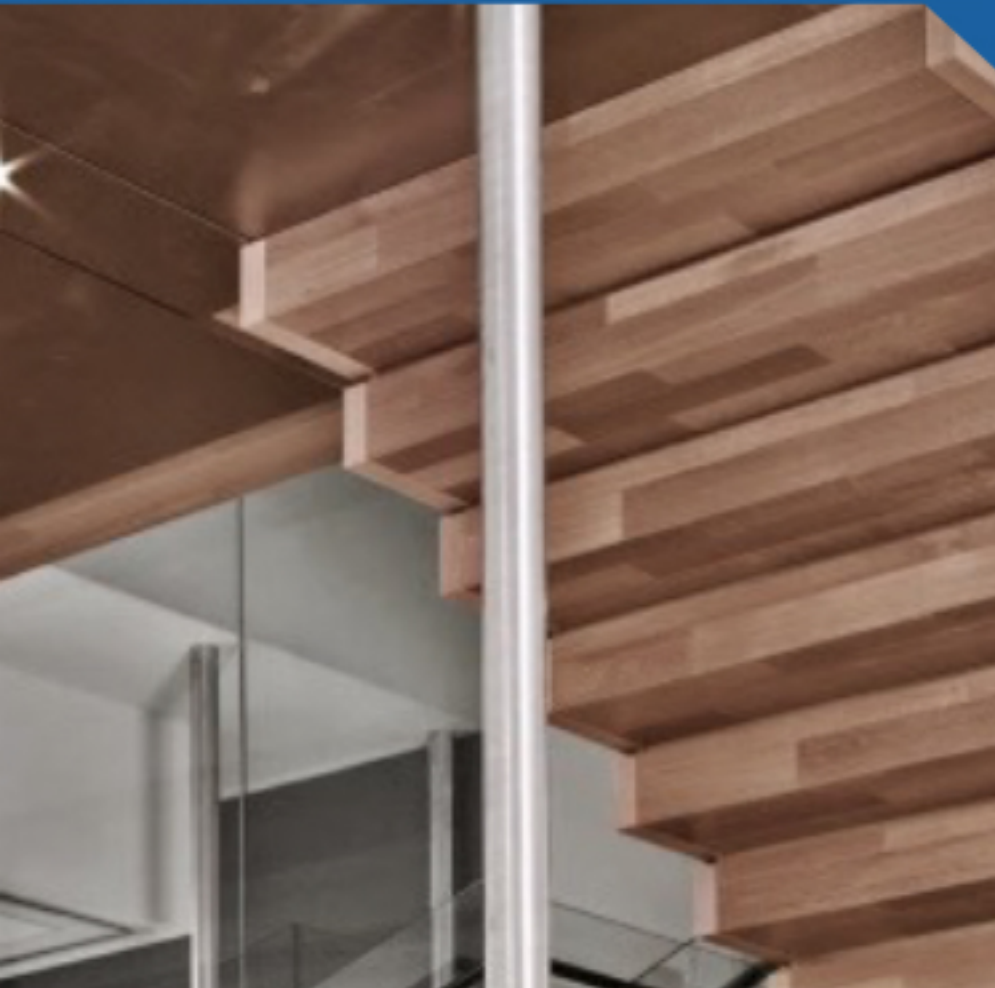




# NAVIGATING WS



# 909 THIRD AVE



<b>SAWMILL</b>	19 <sup>th</sup>
<hr/>	
DEVRIES	19 <sup>th</sup>
<hr/>	
FINANCE	14 <sup>th</sup>
<hr/>	
HR & LEGAL	12 <sup>th</sup>
<hr/>	
	11 <sup>th</sup>
<hr/>	
 JACK MORTON	11 <sup>th</sup>





# PERFORMANCE MANAGEMENT

# PERFORMANCE AND DEVELOPMENT GOALS SHOULD BE **SMART**

# S

SPECIFIC

Goals should be straightforward and emphasize the task(s) that you would like to achieve.

# M

MEASURABLE

Establish concrete criteria for measuring progress toward the attainment of each goal that you set.

# A

ATTAINABLE

Goals must be within your capacity to reach. You cannot commit to accomplishing goals that are too far out of your reach, or unreasonable.

# R

RELEVANT

Make sure each goal is consistent with other goals you have established and fits with your immediate and long-range plans.

# T

TIME BOUND

Setting an end point on your goal gives you a clear target to work towards.



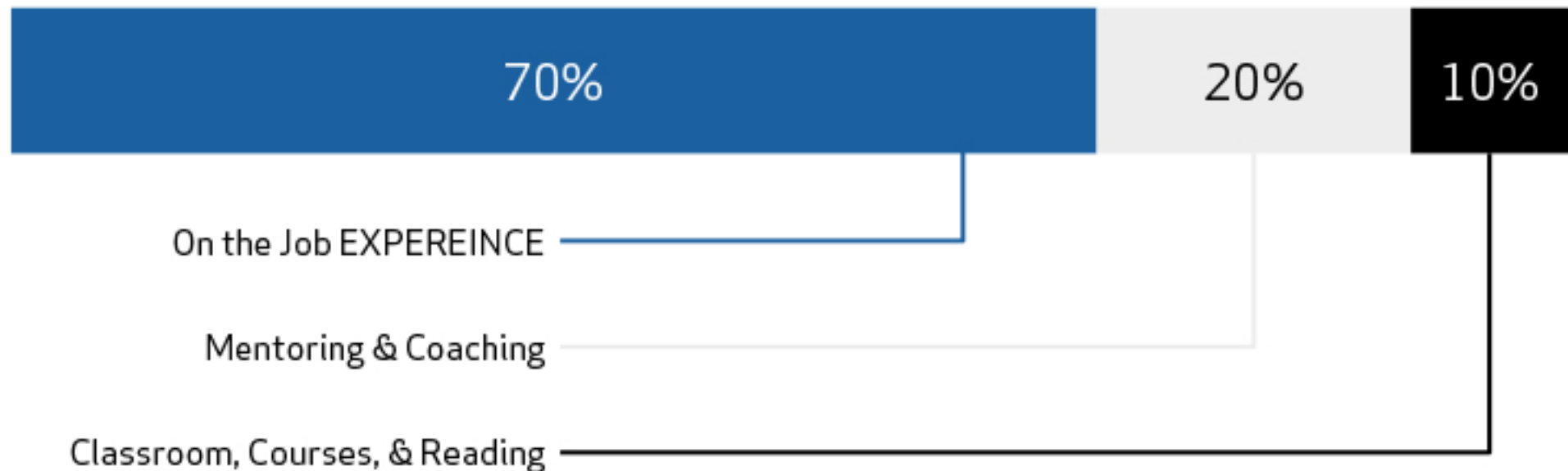


# LEARNING & DEVELOPMENT

## OUR LEARNING PHILOSOPHY

# 70:20:10

### LEARNING MODEL







# DIVERSITY & INCLUSION



**BENEFITS**



# BENEFITS OVERVIEW

Eligibility Dates

---

Medical

---

Dental

---

Vision

---

401(k)

---

Ancillary Benefits





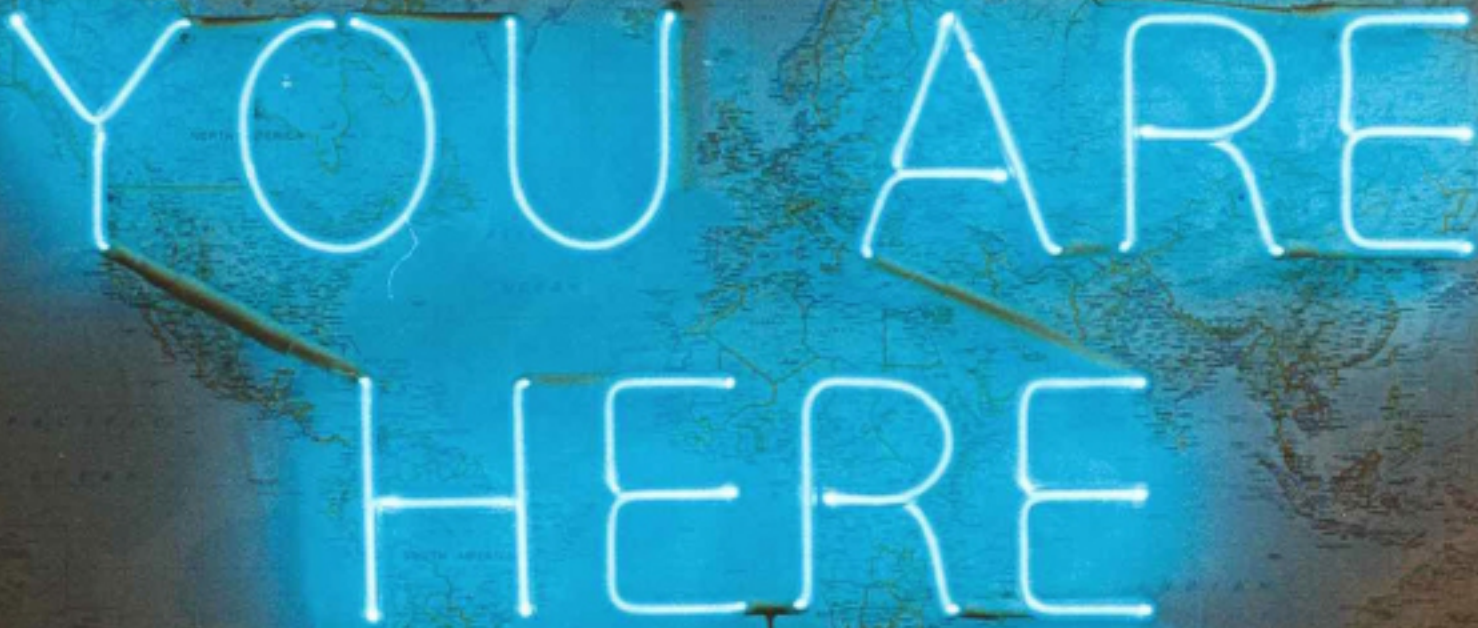
# IT OVERVIEW





**NEXT STEPS**

WHAT'S NEXT?

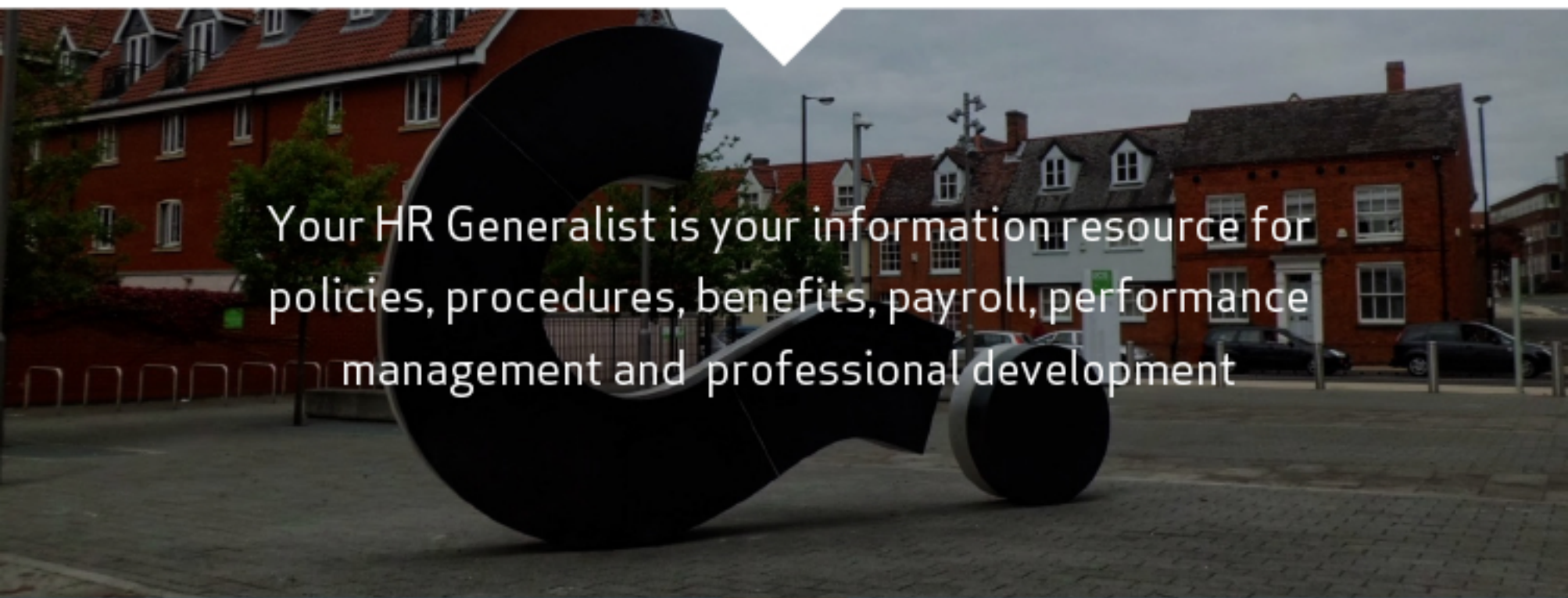
A world map is shown in a dark, textured style. Overlaid on the map is the text "YOU ARE HERE" in a bright blue, glowing neon font. The text is arranged in two lines: "YOU ARE" on the top line and "HERE" on the bottom line. The map shows continents and oceans, with the text positioned over the Atlantic Ocean and parts of North and South America.

YOU ARE  
HERE

START THE TOUR



# QUESTIONS?



Your HR Generalist is your information resource for policies, procedures, benefits, payroll, performance management and professional development

MAUREEN BRATTON,

Vice President- HR

CHRISSELLE JIN,

HR Coordinator