



New York Life Pay Equity Statement

All employment practices, including hiring, training and development, compensation, promotion, benefits, tuition assistance, and separation are administered on the basis of qualification and merit without regard to race, color, religion, sex, national origin, age, or any other protected status.

In addition to the above statement, we:

- Review employees' pay and our pay practices periodically to ensure that we incentivize the right behaviors and provide equal pay for equal work. These reviews of pay equity ensure competitiveness with the market and internal equity.
- Review our compensation practices for any potential differences by gender, race, or ethnicity, and take actions as warranted.