



New York Life Pay Equity Statement

New York Life has a long-standing commitment to diversity, equity and inclusion across our entire business, and we hold ourselves to a standard of continuous improvement. Our DE&I policy notes that “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 age, citizenship, color, ethnicity, gender, gender identity, genetic information, marital status, national origin, physical or mental disability, political affiliation, race, religion, sex, sexual orientation, veteran, or 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.