

OFFICE MEMORANDUM

DATE March 24, 1964

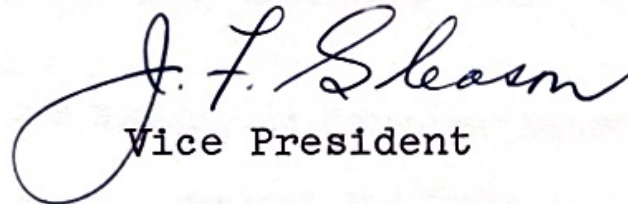
TO SECRETARY YOUNG

SUBJECT: Plans for Progress

FROM John F. Gleason

Original Document

I am enclosing herewith for safe keeping the original
"Plan for Progress" which has been signed by President Johnson,
Chairman Paynter and President Dowell.


Vice President

Enclosure

JOINT STATEMENT ON
"PLAN FOR PROGRESS"

NEW YORK LIFE INSURANCE COMPANY

THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY

New York Life Insurance Company has for many years followed a policy of employment and promotion on the basis of merit, and without discrimination because of race, creed, color or national origin. Management has, on several occasions, restated this policy and its intention that Company practices follow both the letter and the spirit of the Fair Employment Practice statutes.

The President of the United States, in Executive Order 10925, has stated that as a matter of national policy all persons are entitled to equal employment opportunities regardless of race, creed, color or national origin. In the same Executive Order he established the President's Committee on Equal Employment Opportunity to assist in carrying out this policy.

Recognizing the importance to the nation of continuing progress in providing equality of employment opportunity, the Company welcomes the opportunity to cooperate with the President's Committee on Equal Employment Opportunity and will establish a Plan for Progress, as outlined below.

The Company does not include race, creed, color or national origin in its personnel records since these are not pertinent to the employment relationship. By the same token, the Company has not established and will not establish any targets or quotas for employment of minority groups or other groups. Any statistical information provided will be estimates based on general observation.

In this spirit, the Company is formalizing a positive program to further assure that it is providing fair employment opportunities without regard to race, creed, color or national origin. This program is outlined in the following Plan for Progress.

UNDERTAKINGS BY NEW YORK LIFE INSURANCE COMPANY

I. Dissemination of Policy

A. Meetings will be held to inform management and supervisory personnel

in the Home Office of our Plan for Progress and to explain its meaning and the seriousness with which the Company regards this obligation which it has voluntarily undertaken. A copy of our

Plan for Progress will be given to each management and supervisory employee. of our policy of Equal Employment Opportunity.

B. Our Plan for Progress will be explained at meetings of management and supervisory personnel in our various field offices. This would include meetings of Field Officers, General Managers, Central "promotion from within" by promoting those employees within the Service Office Managers, Group Managers and the management of our Company who have demonstrated by their performance that they are other field offices and housing projects.

C. A joint message from our Chairman of the Board and our President will appear in an early issue of our employee magazine -- The New York Life News -- to inform all employees of our Plan for Progress and to explain its significance.

D. A copy of the Plan for Progress, and a restatement of our policy of Equal Employment Opportunity will be included in the Company's forthcoming Personnel Manual.

IV. Training

II. Recruiting and Selection

A. New York Life Insurance Company will continue to welcome and consider all applicants for employment on the basis of merit and without regard to race, creed, color or national origin.

B. We will once again remind our major sources of high school and college graduate applicants of our employment policy, and we will also notify these schools, colleges, employment agencies and interested community organizations of our commitment to this Plan for Progress.

C. Sources of recruitment will be utilized at which qualified minority group applicants may be expected to be found.

D. We will from time to time hold discussions with those personnel who recruit, interview and select applicants for employment to remind them of the Company's policy and their role in its implementation,

Company can take to enhance employment opportunities for all people on the basis of ability.

E. Future editions of all recruiting literature will include a

statement of our policy of Equal Employment Opportunity.

III. Promotions, Transfers and Terminations

New York Life has always believed in and followed a policy of

"promotion from within" by promoting those employees within the

Company who have demonstrated by their performance that they are

qualified for such consideration. New York Life Insurance Company

reaffirms this policy and will make every effort to insure that

equal consideration for promotion is given to all qualified persons

regardless of race, creed, color or national origin.

I. Transfers and terminations will continue to be carried out without regard to race, creed, color or national origin.

IV. Training

A. All of the Company's management development programs, skill training programs and training programs of any other nature will continue to be available to qualified candidates without regard to race, creed, color or national origin. The Company will

periodically review its progress in finding qualified applicants from minority groups for its training programs.

B. All management and supervisory training programs will include an explanation of the Company's policy of equal opportunity and a discussion of the role of management and supervisory personnel in implementing this policy.

V. Compensation

Wages, salaries, and employee benefits will, as in the past, be administered without regard to race, creed, color or national origin.

In Company-owned properties, New York Life Insurance Company will maintain facilities for its employees, such as cafeterias, rest-rooms, and drinking fountains, on a non-segregated basis.

VII. Implementation of Policy

The control and implementation of this Plan for Progress will be the responsibility of the Company's Personnel and Salary Committee.

Management personnel in the Home Office, each General Office, Central Service Office, Group Office and other office in the field shall familiarize themselves fully with all aspects of this Plan for Progress and see that its provisions are carried out.

UNDERTAKINGS BY THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

I. Recruiting

The Committee will work with the United States Department of Labor's employment specialists to cooperate with the appropriate State Employment Services in reviewing and intensifying efforts to obtain qualified applicants, consistent with the stated needs of the New York Life Insurance Company, without regard to race, creed, color, or national origin.

II. Training

The Committee will work with the U. S. Department of Health, Education, and Welfare in reviewing, encouraging and strengthening counseling and guidance services in school systems in areas where New York Life Insurance Company has major operations. That Department has assigned personnel to encourage participation of persons in minority groups in the Department's vocational education programs. In addition, new programs are being developed aimed at the encouragement of cooperative efforts between education facilities, community agencies and employers.

New York Life Insurance Company will report to the Committee any difficulties encountered by it in achieving this Plan for Progress in those instances where it believes the service of the Committee can be materially constructive in overcoming them.

NEW YORK LIFE INSURANCE COMPANY

By: Richard K. Paynter, Jr.
Richard K. Paynter, Jr.
Chairman of the Board

By: Dudley Dowell
Dudley Dowell
President

THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY

By: Lyndon B. Johnson
Lyndon B. Johnson
President of the United States

NEW YORK LIFE INSURANCE COMPANY

By:

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THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY

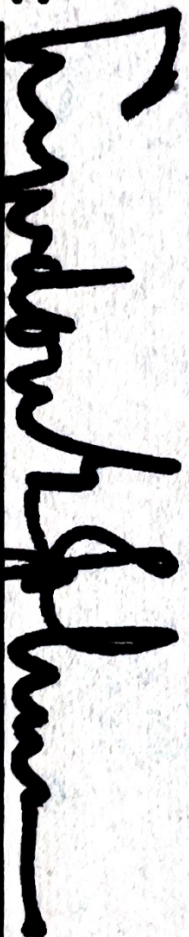
By:

Lyndon B. Johnson

President of the United States

THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY

By:

A large, bold, handwritten signature in black ink, which appears to be "Lyndon B. Johnson", written over a horizontal line.

Lyndon B. Johnson
President of the United States