



## **Equal Employment Opportunity (EEO)**

New York Life has a long-standing commitment to equal employment opportunity. Through this policy, the Company is fulfilling a compelling moral and social obligation as well as complying with the law. Since 1964, when New York Life was the first life insurance company to sign a voluntary "Plan for Progress" with the President of the United States, the Company has made significant progress in employing and advancing minorities and women.

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.

Concerns about this policy should be directed to our Ethics Hotline at 888-331-0619 or [www.ethicspoint.com](http://www.ethicspoint.com)