

## Equal Employment Opportunity (EEO)

New York Life has a long-standing commitment to equal employment opportunity (EEO). 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.

It is also part of our policy to ensure that the work environment is free of unlawful discrimination or harassment based on 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, as well as free from harassment for any other reason.

All of the Company's supervisory and management personnel are responsible for implementing New York Life's policy of equal employment opportunity and affirmative action.