

Compensation Policy

Allianz PNB Life Insurance, Inc. recognizes the importance, contribution and performance of its employees in achieving and supporting the Company's goals. Allianz PNB Life Insurance, Inc. is committed to maintaining a compensation policy that ensures equitable job and position evaluation, competitive pay, and performance-based pay increases. Allianz PNB Life Insurance, Inc.'s compensation policy is designed to:

- Attract, develop, retain, and reward high quality employees.
- Provide for internal equity by consistently evaluating jobs and pay programs.
- Pay salaries that are competitive with similar employment in the industry.
- Reward employees on the basis of individual and team performance towards the Company's goals.
- Comply with all labor laws and regulations.
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Source: HRD Policies on Employee Compensation