

UNITEDHEALTH GROUP®

Compensation Confirmation Statement

Total Rewards

UnitedHealth Group's mission is to help people live healthier lives and to help make the health system work better for everyone. Our employees support this mission by living our values. Our managers are committed to our pay-for-performance philosophy in support of our mission. As part of our Common Review process, your manager has evaluated your contributions and demonstration of our values and made decisions about your compensation. Those decisions are detailed below:

Employee ID:	001153906	Current Job Title:	Principal Architect
Name:	BRYAN NIEZNAJKO	Current Job Grade:	30
Performance Rating:	2 - Needs Improvement		

Base Salary	
Current	USD 170,688

Thank you for your continued efforts in our mission!

