

UnitedHealth Group
9900 Bren Road East
MN008 – W220
Minnetonka, MN 55343

UNITEDHEALTH GROUP®



December 26, 2019

To Whom It May Concern:

Re: Verification of Employment – HIMANSHU SRIVASTAVA

This letter is to inform you that Himanshu is currently a full-time employee of Optum Services Inc (UnitedHealth Group) as a Assoc Software Engineer working a standard of 40 hours per week. Himanshu has an annual salary of \$72,720.00. For Himanshu's job description, please see the attached job profile.

Himanshu's original hire date was 04/22/2013.

UnitedHealth Group utilizes The Work Number, a service of Equifax, to provide automated Employment and Income Verifications, letters for Immigration and Visas, and External Job References. Equifax is a hired agent of UnitedHealth Group and has the authority to answer on behalf of UnitedHealth Group, its businesses and subsidiaries, for which Equifax provides administrative services. For additional information not provided in this letter please contact The Work Number at 1-800-367-5690 and utilize our employer code 10324.

Prepared by:

A handwritten signature in black ink that reads "Lucy O'Brion".

Lucy O'Brion
Sr. HR Operations Specialist
UnitedHealth Group
Phone: (800) 561-0861

Job Profile: Assoc Software Engineer-26

Job Title:	Assoc Software Engineer	Job Code:	TEC130
Job Family:	Technology	Primary Role:	Individual Contributor
Job Function:	Software Engineering	FLSA Status:	Exempt
Salary Grade:	26	Job Level:	Professional/Individual Support-1 - P1

General Job Information

Job Family Description

Positions in this family are related to the design, development, maintenance and protection of technology systems.

Job Function Description

Software engineering is the application of engineering to the design, development, implementation, testing and maintenance of software in a systematic method. The roles in this function will cover all primary development activity across all technology functions that ensure we deliver code with high quality for our applications, products and services and to understand customer needs and to develop product roadmaps.

These roles include, but are not limited to analysis, design, coding, engineering, testing, debugging, standards, methods, tools analysis, documentation, research and development, maintenance, new development, operations and delivery. With every role in the company, each position has a requirement for building quality into every output. This also includes evaluating new tools, new techniques, strategies; Automation of common tasks; build of common utilities to drive organizational efficiency with a passion around technology and solutions and influence of thought and leadership on future capabilities and opportunities to apply technology in new and innovative ways.

General Job Profile

- Basic, structured, standard approach to work.

Job Scope and Guidelines

- Has basic knowledge of theories, practices and procedures in a function or skill.
- Performs routine or structured work.
- Responds to routine or standard requests.
- Uses existing procedures and facts to solve routine problems or conduct routine analyses.
- Depends on others for instruction, guidance or direction.

Additional Scope and Guidelines

Not Applicable

Minimum Educational Background

- Undergraduate degree or equivalent experience.

Functional Competencies

Functional Competency & Description	Proficiency Level

Values Based Competencies

Employee

1. Integrity Value: Act Ethically

- Comply with Applicable Laws, Regulations and Policies
- Demonstrate Integrity

2. Compassion Value: Focus on Customers

- Identify and Exceed Customer Expectations
- Improve the Customer Experience

3. Relationships Value: Act as a Team Player

- Collaborate with Others
- Demonstrate Diversity Awareness
- Learn and Develop

4. Relationships Value: Communicate Effectively

- Influence Others
- Listen Actively
- Speak and Write Clearly

5. Innovation Value: Support Change and Innovation

- Contribute Innovative Ideas
- Work Effectively in a Changing Environment

6. Performance Value: Make Fact-Based Decisions

- Apply Business Knowledge
- Use Sound Judgement

7. Performance Value: Deliver Quality Results

Job Profile: Assoc Software Engineer-26

- Drive for Results
- Manage Time Effectively
- Produce High-Quality Work

NOTE: The Values Based Competencies for Leaders would apply to individuals in Salary Grades 21-28 who have direct reports.

NOTICE: Other duties and responsibilities, not specifically described, may be defined or assigned from time to time, consistent with knowledge, skills and abilities of the incumbent by management.