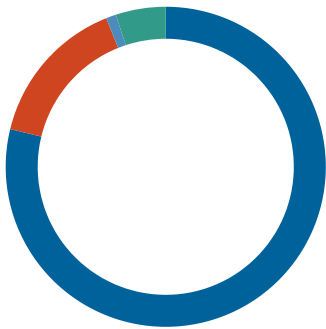


UNITEDHEALTH GROUP
TOTAL REWARDS

TOTAL REWARD STATEMENT 2022
Statement as of 31 Dec 2022. Print Date: 13 Feb 2023



INR3,932,402.56
Total Reward 2022

Hello ISMAIL KHAN

Your total reward statement is designed to provide you with details of the benefits package you receive from the company, including cash payments. From here you can also access detailed descriptions of the benefits. The graph shows how much this benefits package makes up of your total remuneration.

- INR3,932,402.56
My Total Reward
- INR3,080,000.00
Total Fixed Pay
- INR616,000.00
Variable Pay
- INR29,303.36
Benefits
- INR207,099.20
Statutory Benefits

My Total Reward

INR3,932,402.56

Total Fixed Pay

INR3,080,000.00

Benefit Name		Status
Basic Salary	INR1,232,000.00	Active
House Rent Allowance	INR616,000.00	Active
Flexi Salary	INR1,232,000.00	Active

Variable Pay

INR616,000.00

Benefit Name		Status
Target RRP at 100%	INR616,000.00	Active

Benefits

INR29,303.36

Benefit Name	Level	Employee Cost (All amounts are with GST)	UHG Cost (All amounts are with GST)	Status
Group Medical Insurance - ESC	Married Employee - Coverage is 500000, Family Top Up – 400000 (ESC)	INR16,173.00	INR16,309.00	Active
Group Medical Insurance- Parents	1 Parent Top Up - 400000	INR11,800.00	INR5,558.00	Active
Health Check	Basic Health Check + (Cancer Screening or Vitamin Panel)	INR0.00	INR0.00	Active
Group Term Life Insurance	3 x Total Fixed Pay	INR0.00	INR6,564.10	Active
Group Personal Accident Insurance	3 x Total Fixed Pay	INR0.00	INR872.26	Active
Privilege Leave	20 Days Per Year	–	–	Active
Casual Leave	7 Days Per Year	–	–	Active
Sick Leave	7 Days Per Year	–	–	Active
Paternity Leave	5 Days	–	–	Active

Statutory Benefits

INR207,099.20

Benefit Name	Level	UHG Cost	Status
Provident Fund	As per Statutory Guidelines	INR147,840.00	Active
Gratuity	4.81 % of Basic Salary	INR59,259.20	Active

Total Reward Statement for ISMAIL KHAN

Company Name: UnitedHealth Group India