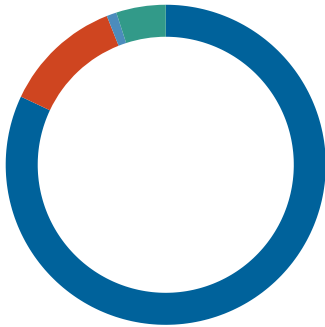


UNITEDHEALTH GROUP*

TOTAL REWARDS

TOTAL REWARD STATEMENT 2020

Statement as of 30 Apr 2020. Print Date: 24 Apr 2020



INR1,017,160.40
Total Reward 2020

Hello KUSUMAKAR SHUKLA

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.

● **INR1,017,160.40**
My Total Reward

● **INR834,600.00**
Total Fixed Pay

● **INR125,190.00**
Variable Pay

● **INR1,251.90**
Benefits

● **INR56,118.50**
Statutory Benefits

My Total Reward

INR1,017,160.40

Total Fixed Pay

INR834,600.00

Benefit Name		Status
Basic Salary	INR333,840.00	Active
House Rent Allowance	INR166,920.00	Active
Flexi Salary	INR333,840.00	Active

Variable Pay

INR125,190.00

Benefit Name		Status
Target RRP at 100%	INR125,190.00	Active

Benefits

INR1,251.90

Benefit Name	Level	Employee Cost (All	UHG Cost (All amounts Status
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amounts are without GST) are without GST)

Group Term Life Insurance	3 x Total Fixed Pay	INR0.00	INR1,001.52	Active
Group Personal Accident Insurance	3 x Total Fixed Pay	INR0.00	INR250.38	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	INR56,118.50
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Benefit Name	Level	UHG Cost	Status
Provident Fund	12 % of Basic Salary	INR40,060.80	Active
Gratuity	4.81 % of Basic Salary	INR16,057.70	Active

Total Reward Statement for KUSUMAKAR SHUKLA
Company Name: UnitedHealth Group