

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: **000066318**
Name: **PATRICK O'SHEA**
Performance Rating: **3 - Meets Expectations**

Current Job Title: **Dir Architecture**
Current Job Grade: **30**

Base Salary	
Current	USD 134,000
Merit:	USD 2,680
New	USD 136,680
Change Amount:	USD 2,680
Change %:	2.00%
Your new salary will be effective:	17-Feb-2019
The paycheck will be issued on:	08-Mar-2019

RRP Award*	
Award Amount:	USD 21,316
Your RRP award will be reflected on your paycheck dated:	22-Feb-2019

**You must be actively employed (or on leave) as a regular employee on the date the award is paid.*

Equity Award

Management will recommend to UnitedHealth Group's Compensation and Human Resources Committee (Committee) that you be awarded grants of Restricted Stock Units (RSUs) and Non-Qualified Stock Options (NSOs) with the Financial Accounting Standards (FAS) grant values set forth below. If approved, these awards will be subject to the terms and conditions of the specific award agreements, including certain restrictive covenants, and the UnitedHealth Group Incorporated 2011 Stock Incentive Plan. It is intended that the proposed grants will be reviewed by the Committee at its February 26, 2019 meeting. The number of shares comprising the RSU and NSO awards will be calculated the day of the Committee meeting using the closing price of UnitedHealth Group stock on that date. The actual grant price of the NSOs will be the closing price of UnitedHealth Group stock on the day of the Committee meeting.

		Award Type	Shares Awarded	Value @ Grant
Grant Date	26-Feb-2019	RSUs	TBD	USD 12,500
Grant Price	USD TBD	NSOs	TBD	USD 12,500
		Total Value Granted		USD 25,000

Thank you for your continued efforts in our mission!