UHG<>

**Compensation Confirmation Statement for**

PATRICK O'SHEA

UnitedHealth Group’s mission is to help people live healthier lives. Our employees support this mission,

regardless of their specific role, through their values and performance. Your contributions help UnitedHealth

Group execute and meet the challenging objectives that allow us to achieve our mission.

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 performance (among

other factors) and made decisions about your compensation. Those decisions are detailed below:

|  |  |
| --- | --- |
| Performance Rating : | **Meets Expectations** |

**Base Salary Change**

|  |  |  |
| --- | --- | --- |
| **Current** | | **$87,000** |
| Merit : | $1,740  *Your increase is based on your manager’s review of your individual performance over the past year, critical skills and experience, and consideration for internal and external pay equity.* |
|  |  |
|  | |  |
| **New** | | **$88,740** |
| Change Amount : | $1,740 |
| Change % : | 2.00 |
|  |  |  |

|  |  |
| --- | --- |
| Your new salary will be effective : | 02/24/2013 |

|  |  |
| --- | --- |
| The paycheck will be issued on : | 03/15/2013 |

|  |  |
| --- | --- |
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|  |  |

**RRP Award**

*Your RRP award is based on the financial and non-financial results against goals for UHG and your business unit as well as your manager’s review of your individual performance*

|  |  |
| --- | --- |
| Award Amount : | $6,000 |
| Your RRP award will be reflected on your paycheck dated: | 02/15/2013 |

***Thank you for your continued efforts in our mission***

***to help people live healthier lives!***