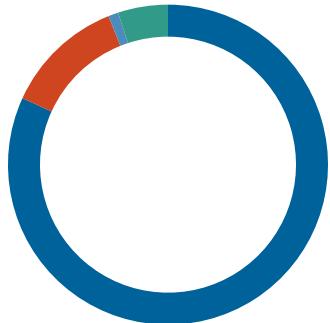


UNITEDHEALTH GROUP*
TOTAL REWARDS**TOTAL REWARD STATEMENT 2020**

Statement as of 29 Feb 2020. Print Date: 20 Feb 2020

**INR1,202,901.30**
Total Reward 2020*Hello MALIREDDI PANDAVULU*

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.

- **INR1,202,901.30**
My Total Reward
- **INR979,565.00**
Total Fixed Pay
- **INR146,935.00**
Variable Pay
- **INR10,535.35**
Benefits
- **INR65,865.95**
Statutory Benefits

My Total Reward

INR1,202,901.30

Total Fixed Pay

INR979,565.00**Benefit Name****Status**

Basic Salary	INR391,826.00	Active
House Rent Allowance	INR195,913.00	Active
Flexi Salary	INR391,826.00	Active

Variable Pay

INR146,935.00**Benefit Name****Status**

Target RRP at 100%	INR146,935.00	Active
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Benefits

INR10,535.35

Benefit Name	Level	Employee Cost	UHG Cost	Status
Group Medical Insurance - ESC	Single Employee - Coverage is 350000	INR0.00	INR5,375.00	Active
Group Medical Insurance- Parents	1 Parent	INR0.00	INR3,691.00	Active
Group Term Life Insurance	3 x Total Fixed Pay	INR0.00	INR1,175.48	Active
Group Personal Accident Insurance	3 x Total Fixed Pay	INR0.00	INR293.87	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

INR65,865.95

Benefit Name	Level	UHG Cost	Status
Provident Fund	12 % of Basic Salary	INR47,019.12	Active
Gratuity	4.81 % of Basic Salary	INR18,846.83	Active

Total Reward Statement for MALIREDDI PANDAVULU

Company Name: UnitedHealth Group