



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:	001172269	Business Title:	Sr Software Engineer
Name:	MALIREDDI PANDAVULU	Current Job Grade:	26
Performance Rating: 4 - Meets Expectations			

Base Salary	
Current	INR 979,565

Merit:	INR 83,263
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New	INR 1,062,828
Change Amount:	INR 83,263
Change %:	8.50%

Your new salary will be effective:	01-Mar-2020
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The paycheck will be issued on:	31-Mar-2020
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RRP Award*

Award Amount:	INR 111,450
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Your RRP award will be reflected on your paycheck dated:	28-Feb-2020
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**You must be actively employed (or on leave) as a regular employee on the date the award is paid.*

Thank you for your continued efforts in our mission!

10-Feb-2020