

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: **001492313**
Name: **VIVEK KUMARAN**
Performance Rating: **4 - Meets Expectations**

Business Title: **Senior Software Engineer**
Current Job Grade: **26**

Base Salary

Current **INR 1,252,087**

Merit: INR 62,604
Adjustment: INR 187,813

New **INR 1,502,504**

Change Amount: INR 250,417
Change %: 20.00%

Your new salary will be effective: 01-Mar-2021

The paycheck will be issued on: 31-Mar-2021

New Business Title: Sr Software Engineer

RRP Award*

Award Amount: INR 127,713

Your RRP award will be reflected on your paycheck dated: 31-Mar-2021

**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!

