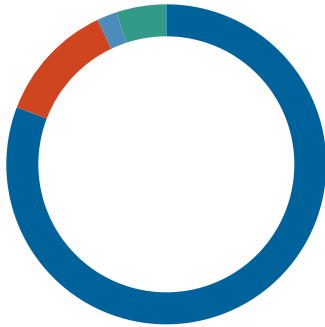**UNITEDHEALTH GROUP®**
TOTAL REWARDS

TOTAL REWARD STATEMENT 2022
Statement as of 30 Nov 2022. Print Date: 1 Dec 2022

INR2,042,996.00
Total Reward 2022

Hello VIVEK KUMARAN

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.

● **INR2,042,996.00**
My Total Reward

● **INR1,642,237.00**
Total Fixed Pay

● **INR246,336.00**
Variable Pay

● **INR43,998.98**
Benefits

● **INR110,424.02**
Statutory Benefits

My Total Reward	INR2,042,996.00

Total Fixed Pay	INR1,642,237.00

Benefit Name		Status
Basic Salary	INR656,894.80	Active
House Rent Allowance	INR328,447.40	Active
Flexi Salary	INR656,894.80	Active

Variable Pay	INR246,336.00

Benefit Name		Status
Target RRP at 100%	INR246,336.00	Active

Benefits	INR43,998.98

Benefit Name	Level	Employee Cost (All amounts are with GST)	UHG Cost (All amounts are with GST)	Status
Group Medical Insurance - ESC	Married Employee - Coverage is 500000, Family Top Up – 200000 (ESC)	INR9,204.00	INR16,906.00	Active
Group Medical Insurance- Parents	2 Parents Top Up - 200000	INR13,272.00	INR11,524.00	Active
Health Check	Basic Health Check + (Cancer Screening or Vitamin Panel)	INR0.00	INR3,400.00	Active
Group Term Life Insurance	3 x Total Fixed Pay	INR0.00	INR11,774.84	Active
Group Personal Accident Insurance	3 x Total Fixed Pay	INR0.00	INR394.14	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	INR110,424.02

Benefit Name	Level	UHG Cost	Status
Provident Fund	As per Statutory Guidelines	INR78,827.38	Active
Gratuity	4.81 % of Basic Salary	INR31,596.64	Active

Total Reward Statement for VIVEK KUMARAN
Company Name: UnitedHealth Group India