



Philippines Total Rewards

An overview

September 12, 2024



Our Approach to Total Rewards Reflects Our Values



Integrity

- We honor commitments
- We never compromise ethics

Compassion

- We care about people and performance
- We are mindful of opportunities to increase equity

Inclusion

- Our working environment promotes respect and appreciation of our differences
- We acknowledge the value of diversity to our organization

Relationships

- We make connections and build trust

Innovation

- We stay open to new possibilities and push the boundaries of what's possible

Performance

- We get it right the first time and we continue to improve

Our Mission

Our mission of helping people live healthier lives extends to our employees. We are committed to providing competitive pay that aligns with our pay-for-performance culture and offering a full suite of benefits, programs and resources to support your total health and well-being.

Helping you be your best at work and at home.



Helping you become your personal best in all facets of your life



Providing comprehensive, competitive compensation and benefits

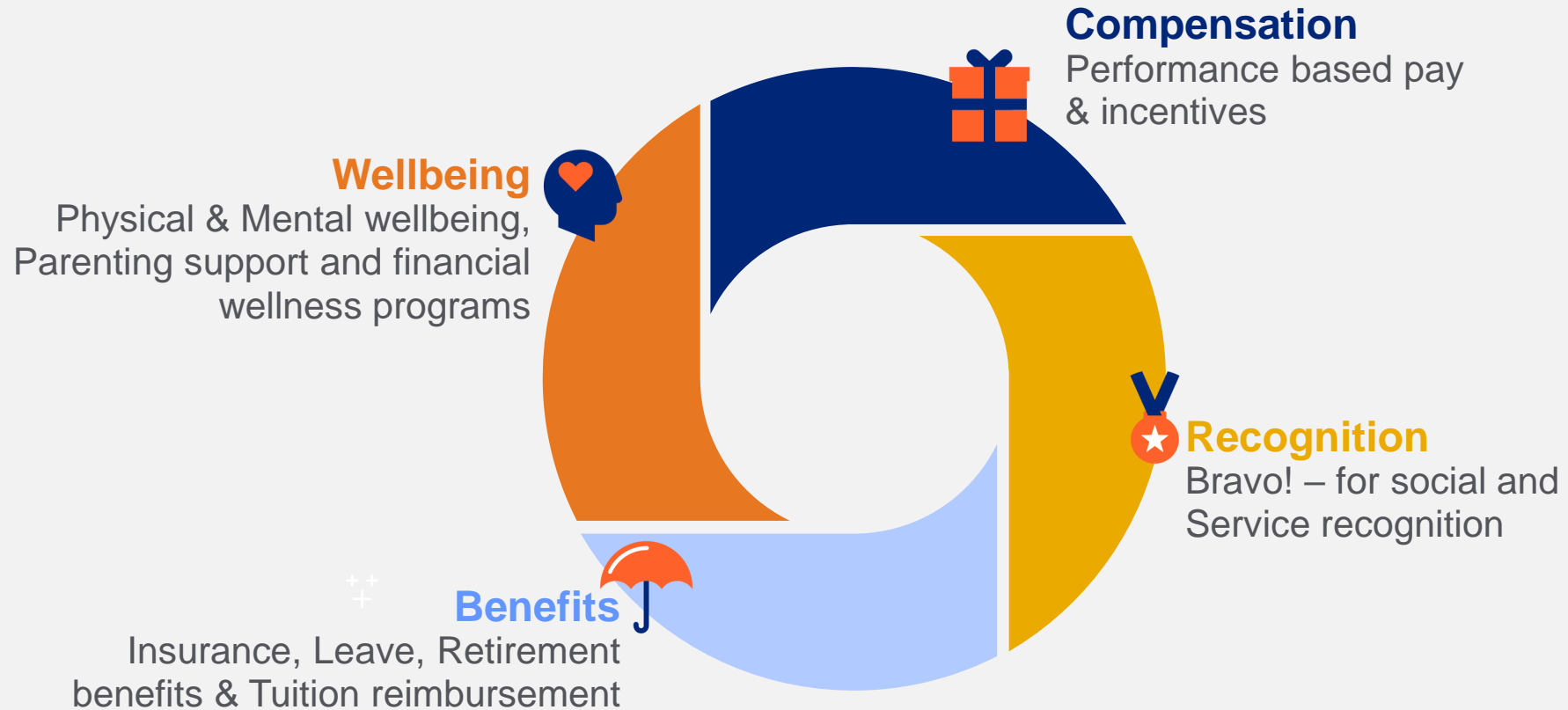


Making resources available to help you take charge of your health and well-being



Total Rewards

At UnitedHealth Group, we follow a Total Rewards approach to remuneration. This means that your overall remuneration package consists of a combination of base pay, variable pay programs, & employee benefits.



Compensation



Our Framework of Fixed and Variable Compensation



Annual Base Salary
+
Fixed Allowances
+
13th Month Pay

All employees receive Total Fixed Pay.

We believe company success is a shared responsibility and that all employees should have an opportunity to benefit from that success. The opportunity to participate in an incentive plan is provided to all regular employees to reward and recognize their performance and contribution toward the company's success.



Rewarding Results Plan (RRP)

Annual bonus based on company and individual performance.



Quarterly Variable Compensation (QVC)

Incentive plan for roles where performance can be measured through efficiency, quality and customer satisfaction expectations.



Sales Incentive Plan (SIP)

In this program, employees in sales or account management roles are eligible for bonuses as determined by their division.



Equity (Stock Plan Award)

Typically for salary grades 29+ and select salary grade 28 technology roles - with varying participation levels.

Salary Increases at UnitedHealth Group

We have various opportunities for employees to experience an increase in their salary

01 Common Review

Annual merit increase on base salary as part of Year-In-Review process

02 Adjustments

Selectively given to employees if there is a gap with the market, particularly if it's for critical talent or niche skill - given during Year-In-Review or during the year.

03 Promotion

At the time of job upgrade based on appropriate expansion in the role and responsibilities anytime during the year.



At UnitedHealth Group, we believe in rewarding high performers. Pay for performance is a key philosophy of Total Rewards and ties directly to our salary planning decisions.

Benefits 



Employee Benefits

We invest significantly in employee benefits as we aim to ensure that all employees achieve long-term financial and physical well being via our carefully designed benefits programs.



Medical Insurance



Medicine Allowance



Accident Insurance



Dental Allowance



Life Insurance



Optical Allowance



Maternity Assistance



Retirement Plan



Leaves



Tuition Fee Reimbursement

Leaves

We encourage our employees to have a healthy work life balance by providing time off from work to allow them to lead a balanced personal and professional life.


Leave Type	Entitlement
Wellness	25 days per year
Bereavement	3 days
Parental	As per Republic Act No. 11210 provision
Solo Parent	7 days
Special Leave for Women with Gynecological Disorders	Up to 60 days
Leave for Victims of Violence Against Women and Their Children	Up to 10 days
Interlude Leave	From 3 months up to 12 months


Links to Leave Policies:

[Leave Policy, Philippines \(sharepoint.com\)](#)

[Interlude Leave Policy- OGS Legal Entity Philippines \(sharepoint.com\)](#)

OGA Philippines Retirement Plan

 This Plan applies to **regular** and **probationary** employees.

 All eligible employees are **automatically** enrolled in the plan.

01 Core Employer Contributions

For employees who have at least two (2) years of service, the company will contribute a percentage of the monthly basic salary.

Core Contributions	Yr 0	Yr 1	Yr 2	Yr 3	Yr 4	Yr 5	Yr 6
Regular Core Contribution	*	*	6%	6%	6%	6%	6%
Catch Up Core Contribution			4%	4%	4%		
Total Core Contribution	0%	0%	10%	10%	10%	6%	6%

02 Employee Voluntary Contributions

Employees have the option to voluntarily contribute a 5%, 7.5% and 10% of their monthly basic salary.

Employee Voluntary Contribution	Employer Matching
5%	2%
7.5%	3%
10%	4%

03 Employer Matching Contributions

The company will match the Employee Voluntary Contributions.

Recognition



Bravo!

UnitedHealth Group's employee recognition program – Bravo! – gives employees a way to acknowledge and celebrate each other through one centralized, easy-to-use platform.

Reasons for Recognizing:



Foundational Awards

- Integrity
- Compassion
- Inclusion
- Relationships
- Innovation
- Performance
- Quality
- Leadership
- Consumer-Centric
- Collaboration



Service Milestones

- Welcome
- Service Anniversary
- New Role
- Retire



Life Events

- Life and Family
- Growth and Development
- Wellbeing
- Community Involvement
- Celebration



Community Celebrations

- Special Days and Holidays
- Doing Good Together
- Growing Together
- Wellness Together
- Celebrate Us

Wellness 



Your Well-Being is Our Priority.



LiveWell

Life, Family & Relationships

Life is change - we have resources to help you focus on your family, friends, and fortunes! Build resiliency. Grow or end relationships. Stay safe. Support your community or serve your country.



BeWell

Health & Wellbeing

Mind and body, soul and energy! Make the most of your life with resiliency and healthy living. Stress, mental conditions and addictions are common and treatable. We offer assessments, self-help programmes, resource material and professional clinicians. Help yourself or a loved one.



WorkWell

Education, Work & Career

Workplaces change. You adapt. Keep up. Fit in. Make friends. Find job satisfaction and opportunity. Work-life balance is as important as your paycheck. We can help you build your success.

Link to LiveWell: <https://www.livewell.optum.com/>

Access Code: UHGPHL

Wellness



LiveWell

Life, Family & Relationships


Life is change - we have resources to help you focus on your family, friends, and fortunes! Build resiliency. Grow or end relationships. Stay safe. Support your community or serve your country.

Employee Assistance Program (EAP)

Call

Speak to a trained specialist

→



Premium account for Optum employees:

Optum

Financial Wellbeing powered by BrightPlan

Access tools and resources to improve your financial health. Start your journey now...



Livewell

6 Survival Tips for New Parents

6 tips that may be helpful during the first few weeks or months...

Watch Video



Link to LiveWell: <https://www.livewell.optum.com/>

Access Code: UHGPHL

Wellness

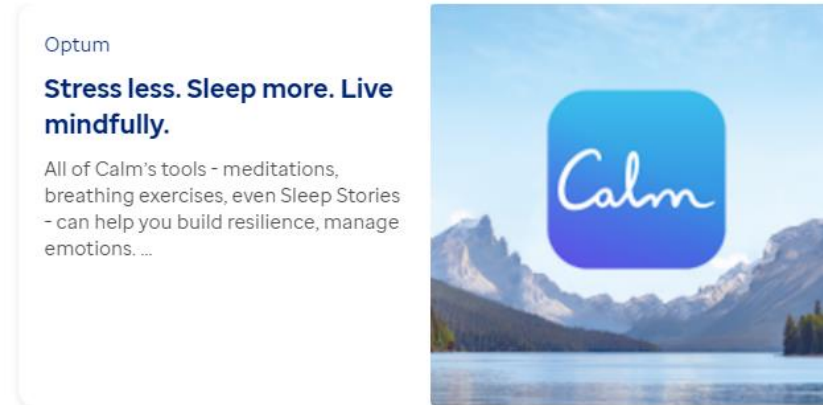


BeWell

Health & Wellbeing

Mind and body, soul and energy! Make the most of your life with resiliency and healthy living. Stress, mental conditions and addictions are common and treatable. We offer assessments, self-help programmes, resource material and professional clinicians. Help yourself or a loved one.

Premium Calm app account for Optum employees:



Annual Physical Exam



Vaccinations



Executive Check-up



International Women's Day

Link to LiveWell: <https://www.livewell.optum.com/>

Access Code: UHGPHL

Wellness



WorkWell

Education, Work & Career

Workplaces change. You adapt. Keep up. Fit in. Make friends. Find job satisfaction and opportunity. Work-life balance is as important as your paycheck. We can help you build your success.

We have interactive centres online to build your success:



Self-Improvement

Communicating Effectively
Stress Management
Time Management



Career Changes

Career Planning
Promotion
Relocation
Workplace Changes



Workplace Issues

Balancing Work and Life
Coworkers
Health & the Workplace
Manager Resources
Workplace Conflict

Premium account for Optum employees:

Uptime

Uptime for Optum

Download Uptime and discover thousands of 5-minute Knowledge Hacks curated from the world's best books, courses, documentaries, and podcasts. ...



Link to LiveWell: <https://www.livewell.optum.com/>

Access Code: UHGPHL

Optum

Optum is a registered trademark of Optum, Inc. in the U.S. and other jurisdictions. All other brand or product names are the property of their respective owners. Because we are continuously improving our products and services, Optum reserves the right to change specifications without prior notice. Optum is an equal opportunity employer.

© 2024 Optum, Inc. All rights reserved.