

Caring.
Connecting.
Growing together.

Employee Value Proposition

November 2024



UNITEDHEALTH GROUP

Optum

 UnitedHealthcare

Our mission

**Helping people live healthier lives
and helping make the health system
work better for everyone**



Our values

Integrity

Compassion

Inclusion

Relationships

Innovation

Performance

Who we are: ~400K employees

141K clinical professionals

- 24K domestic nursing professionals
- 12K domestic pharmacy professionals
- 10K Optum advanced practice clinicians
- 4K domestic behavioral health professionals

52K customer-facing professionals

38K technology professionals

1K advanced R&D scientists

Data from Q1 2024.



Our Employee Value Proposition



Caring. Connecting. Growing together.

Being a part of UnitedHealth Group means you get to help make health care better. And that matters. Not only to us, but to the millions of people counting on us.

We are innovators and doers, caregivers and collaborators who are driven by integrity, compassion, inclusion and performance. We welcome diverse perspectives and celebrate each other's successes, because that not only builds stronger relationships - it also strengthens the work we do.

Our mission calls us, our values guide us, and our commitment to quality connects us as we help people live healthier lives and help make the health system work better for everyone.



Caring.

Your total health and well-being are important to us. Whatever matters to you — we have resources to help you be your best at work and at home.

- Discover health and well-being benefits and programs
- Explore flexible work options
- See your contributions celebrated and rewarded, as well as how we support your ongoing growth and development

Resources to help you:

Gain confidence in your finances today and for the future

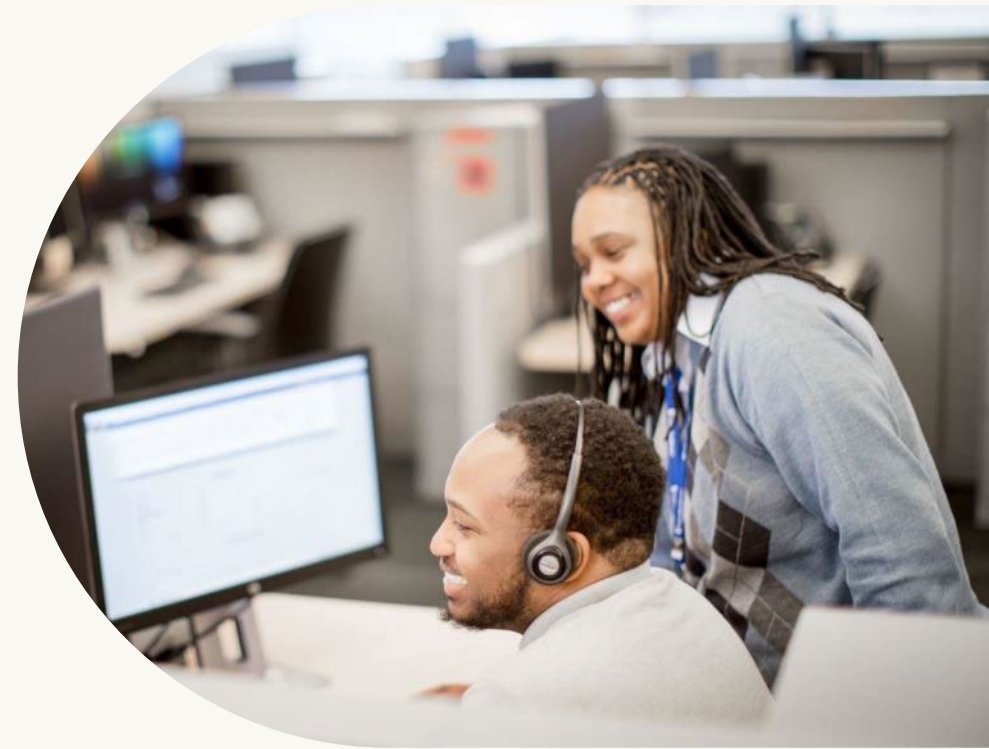
- Financial coaching and learning
- Managing debt
- Retirement savings
- Tuition reimbursement
- Discounts specifically for employees

Integrate health and well-being into every day

- Rewards for Health
- Virtual Care options
- Chronic condition management
- Fitness and nutrition resources
- Women's health programs

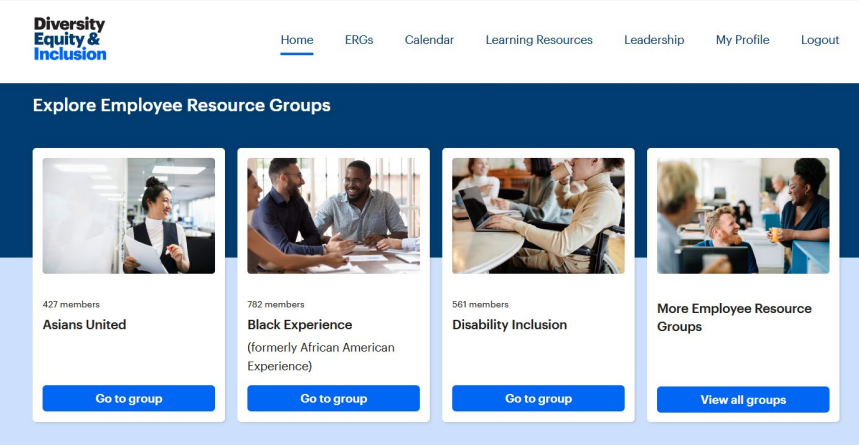
Care for your whole self

- Self Care by AbleTo
- Employee Assistance Program
- Bend Health
- Solutions for Caregivers
- Health plans, paid time off, holidays, leaves and other insurance coverage you expect



Connecting.

We recognize our collective power to make an impact across our communities because we believe the health of any society is measured by the overall health of its people.



\$50.4M
contributed
through the
employee United
for Giving program

22K
Charities supported
worldwide through
the United for
Giving program

4.1M
hours
volunteered by
employees
**Data from 2023.*

Join employee resource groups

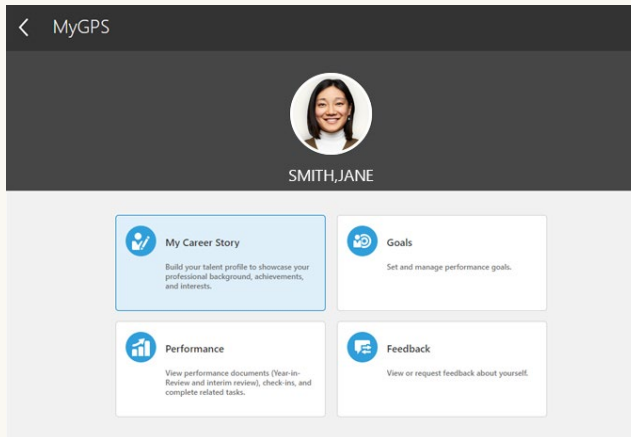
Advance our mission by being an active part of our vibrant community.

Help people achieve better health

Volunteer and donate to create a healthy community.

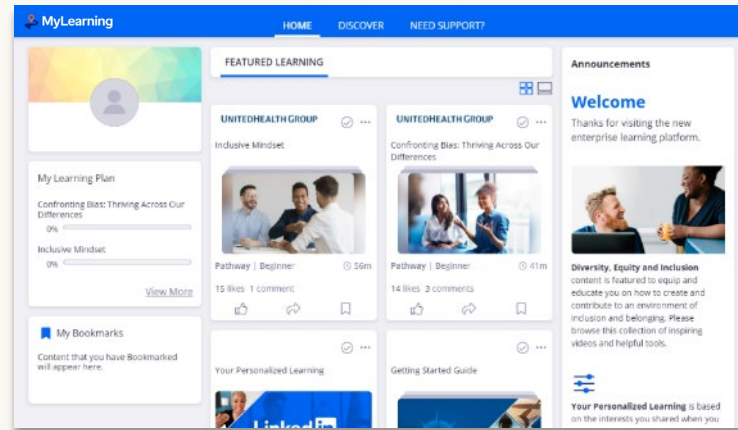
Growing together.

UnitedHealth Group is full of inspiring career stories, and we offer a lifetime of opportunities. Discover all the ways you can learn, grow and develop.



Foster continuous growth

Leverage MyGPS to set goals, exchange feedback and support your performance.



Find development opportunities

Explore courses in MyLearning.



Understand DE&I

Learn about our commitment to building a strong, innovative culture through diversity, equity and inclusion.

Caring. Connecting. Growing together.

When you join UnitedHealth Group, you embark on an inspired career journey and join a collaborative team energized by a common cause. We help people live healthier lives and help make the health system work better for everyone.



Caring. Connecting. Growing together.

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