

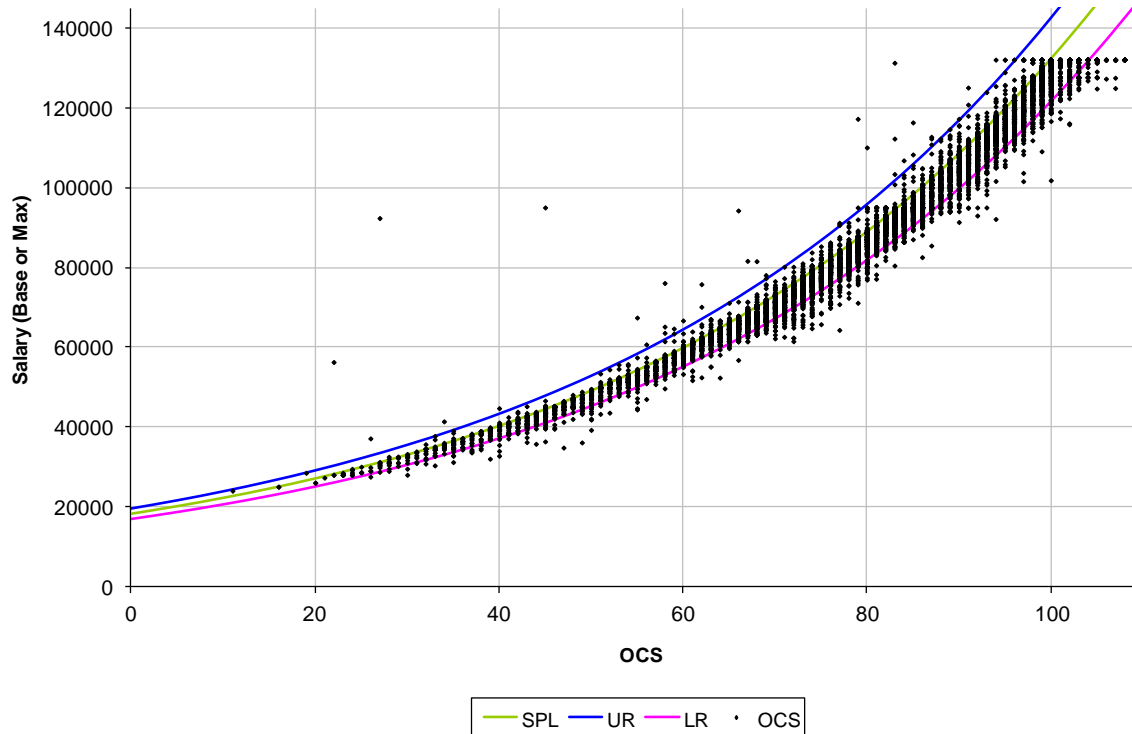
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	41	0.3%	0	0.0%	3	0.6%	44	0.3%
C	14,010	94.3%	473	99.4%	464	93.7%	14,947	94.4%
B	812	5.5%	3	0.6%	28	5.7%	843	5.3%
Total	14,863		476		495		15,834	

Counts do not include personnel receiving presumptive OCS ratings due to time

Definition of Rail Zones

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

OCS Results: 2015 Pay and SPL



Payout Statistics (Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average Salary Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	15,834	80.7	1.3	11,094	\$1,738	2.0%	6,245	\$1,723	1.8%	14,938	\$1,173	1.1%
NH	14,863	82.5	1.3	10,515	\$1,783	2.0%	5,676	\$1,800	1.8%	13,997	\$1,207	1.1%
NJ	476	61.2	0.8	229	\$1,018	1.7%	344	\$1,045	1.6%	468	\$694	0.9%
NK	495	43.8	1.2	350	\$854	2.0%	225	\$817	1.8%	473	\$658	1.2%

¹ average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

² average based on those receiving, weighted by adjusted salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 9.44% *of base salary; CA Funding Range: 1.00% - 3.33%* of adjusted salary

* except for certain bargaining unit covered pay pools and new pay pools, award funding is 1% which per the Federal Register becomes 0.9% for CA