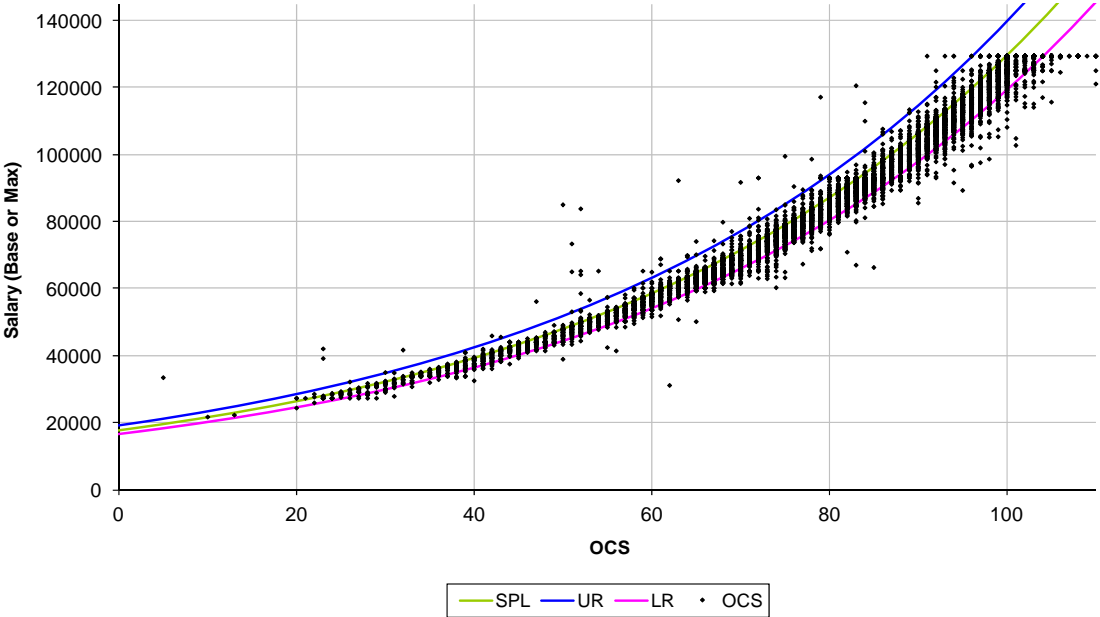


Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	70	0.5%	1	0.3%	5	0.9%	76	0.5%
C	13,797	94.0%	380	98.7%	538	94.9%	14,715	94.2%
B	807	5.5%	4	1.0%	24	4.2%	835	5.3%
Total	14,674		385		567		15,626	

Definition of Rail Zones
 Inappropriately compensated above the rails
 Appropriately compensated between the rails
 Inappropriately compensated below the rails

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

OCS Results: 2013 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	15,626	79.8	1.4	10,493	\$1,786	2.1%	6,039	\$1,501	1.6%	14,774	\$1,097	1.0%
NH	14,674	81.7	1.4	9,912	\$1,833	2.1%	5,476	\$1,581	1.7%	13,842	\$1,129	1.0%
NJ	385	58.2	0.8	233	\$988	1.8%	278	\$732	1.3%	382	\$650	0.9%
NK	567	43.1	1.1	348	\$975	2.4%	285	\$697	1.7%	550	\$620	1.2%

¹ average based on those receiving CRI, weighted by base salary (capped at band max), to include employees on retained pay; does not include GPI

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% - 2.40%; CA Funding Range: 1.00% - 3.33%*

* 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