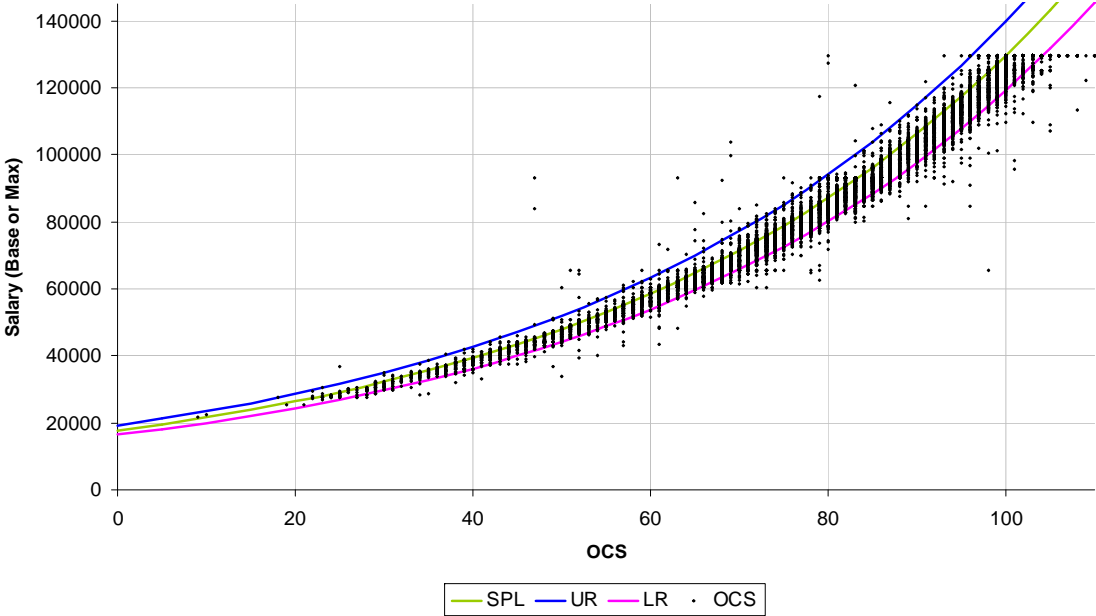


Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	94	0.7%	0	0.0%	7	1.1%	101	0.7%
C	13,304	92.9%	362	96.8%	578	92.2%	14,244	93.0%
B	921	6.4%	12	3.2%	42	6.7%	975	6.4%
Total	14,319		374		627		15,320	

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: 2012 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	15,320	79.9	1.5	9,678	\$2,067	2.5%	5,850	\$1,556	1.7%	14,706	\$1,102	1.0%
NH	14,319	82.1	1.5	9,039	\$2,138	2.5%	5,275	\$1,647	1.7%	13,732	\$1,135	1.0%
NJ	374	57.2	0.9	236	\$1,089	2.0%	278	\$729	1.3%	370	\$666	0.9%
NK	627	43.0	1.3	403	\$1,052	2.6%	297	\$707	1.7%	604	\$619	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% of base salary; CA Funding Range: 0.81% - 3.33%* of adjusted salary

*Based on negotiated agreement