

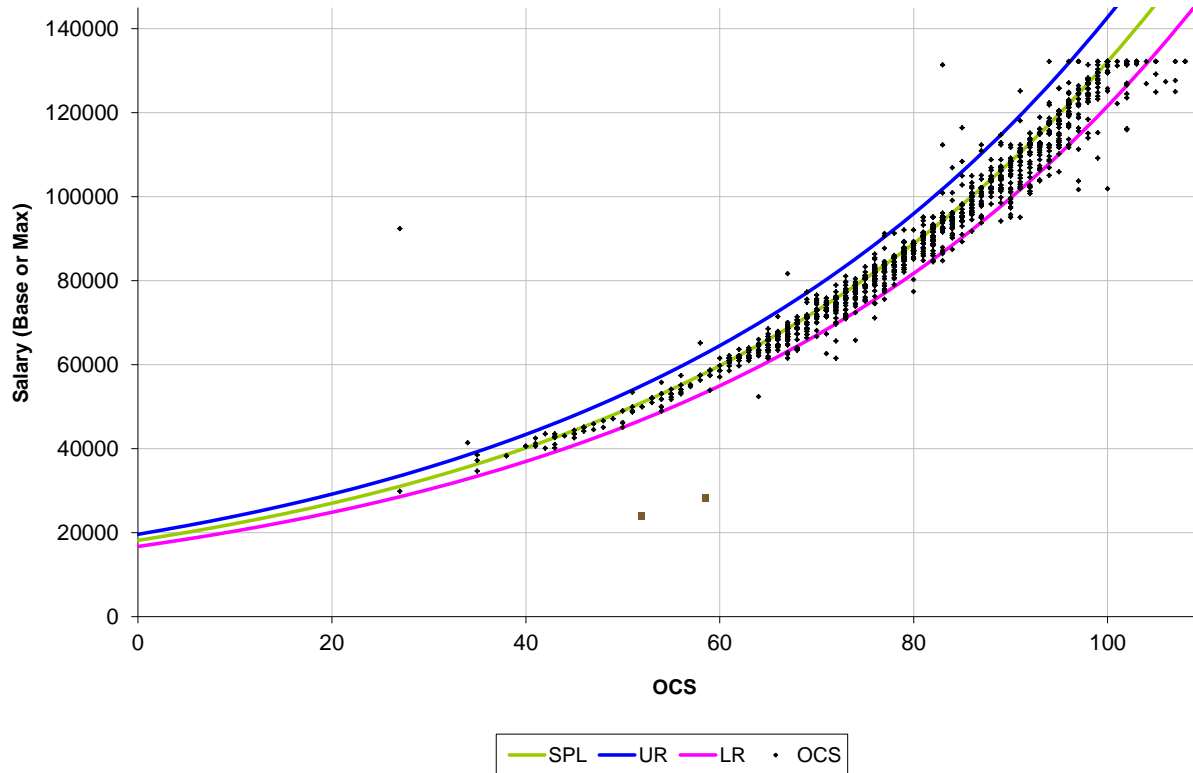
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	18	0.7%	0	0.0%	0	0.0%	18	0.7%
C	2,331	95.6%	16	100.0%	27	96.4%	2,374	95.6%
B	89	3.7%	0	0.0%	1	3.6%	90	3.6%
Total	2,438		16		28		2,482	

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: 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	2,482	81.5	0.8	1,436	\$1,600	1.8%	459	\$2,074	2.1%	2,353	\$1,171	1.0%
NH	2,438	82.0	0.8	1,418	\$1,610	1.8%	446	\$2,109	2.1%	2,310	\$1,180	1.0%
NJ	16	73.3	0.5	11	\$782	1.0%	4	\$1,870	2.6%	16	\$937	1.0%
NK	28	45.6	0.3	7	\$896	2.0%	9	\$451	1.0%	27	\$518	0.9%

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