

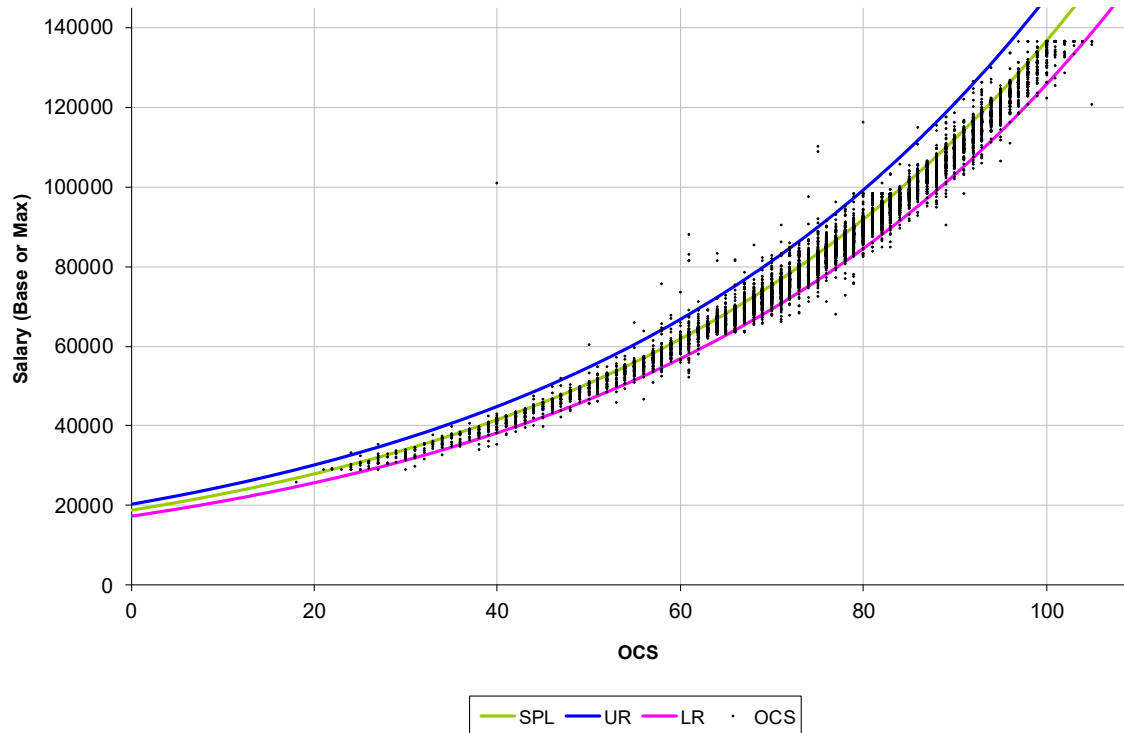
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	44	0.3%	2	0.4%	2	0.7%	48	0.3%
C	15,833	98.4%	559	99.6%	264	96.4%	16,656	98.4%
B	209	1.3%	0	0.0%	8	2.9%	217	1.3%
Total	16,086		561		274		16,921	

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: 2018 Pay and SPL



AcqDemo Results FY18

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	16,921	76.2	1.1	13,225	\$2,011	2.4%	3,680	\$981	1.2%	16,311	\$1,474	1.5%
NH	16,086	77.3	1.1	12,584	\$2,049	2.4%	3,313	\$1,039	1.2%	15,508	\$1,498	1.5%
NJ	561	62.0	0.9	455	\$1,333	2.1%	240	\$495	0.8%	547	\$1,114	1.4%
NK	274	39.4	1.2	186	\$1,118	2.8%	127	\$381	0.9%	256	\$782	1.5%

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% - 2.40% of base salary; CA Funding Range: 1.00% - 3.33%* of adjusted salary

* certain bargaining unit covered pay pools used 3.33%, Per the Federal Register, CA funds available to spend is 90% of funding so 1.0% becomes 0.9% for CA