

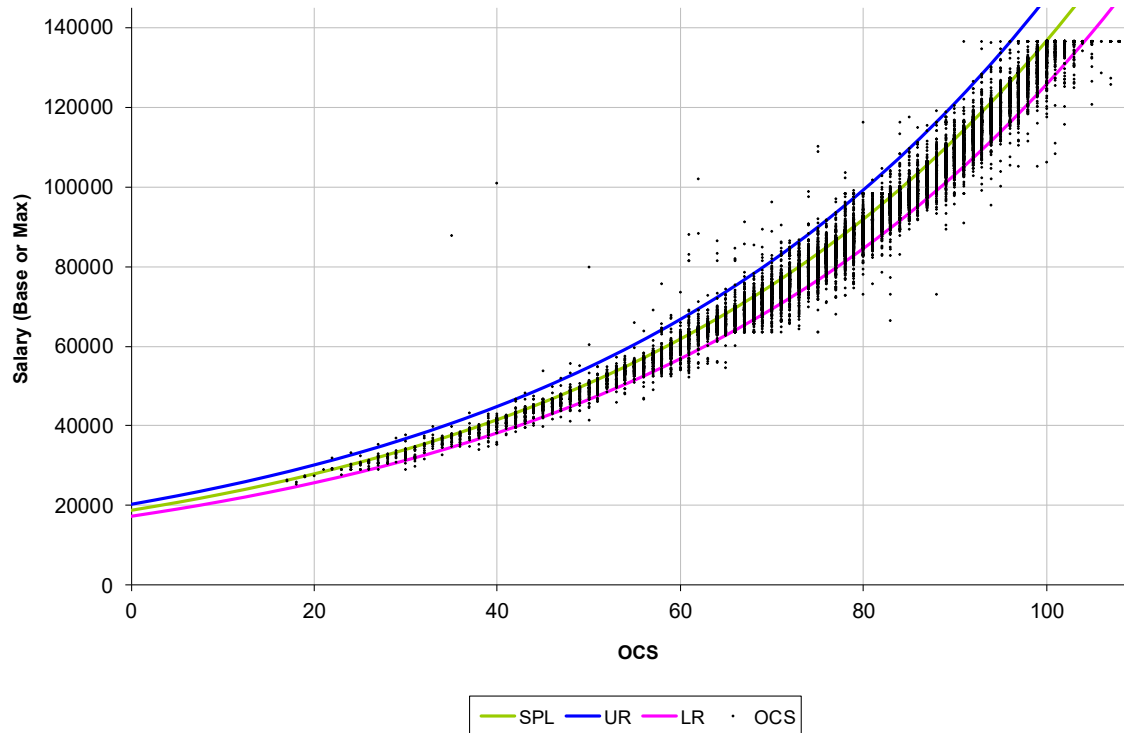
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	124	0.3%	4	0.4%	5	0.8%	133	0.3%
C	35,987	96.4%	874	94.3%	600	93.6%	37,461	96.3%
B	1,203	3.2%	49	5.3%	36	5.6%	1288	3.3%
Total	37,314		927		641		38,882	

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



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	38,882	79.8	1.2	27,758	\$2,096	2.4%	10,210	\$1,728	1.7%	37,202	\$1,586	1.4%
NH	37,314	80.8	1.2	26,670	\$2,128	2.4%	9,581	\$1,793	1.7%	35,695	\$1,612	1.4%
NJ	927	64.6	1.3	683	\$1,442	2.2%	359	\$792	1.2%	902	\$1,062	1.3%
NK	641	43.3	1.2	405	\$1,092	2.6%	270	\$675	1.5%	605	\$804	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