

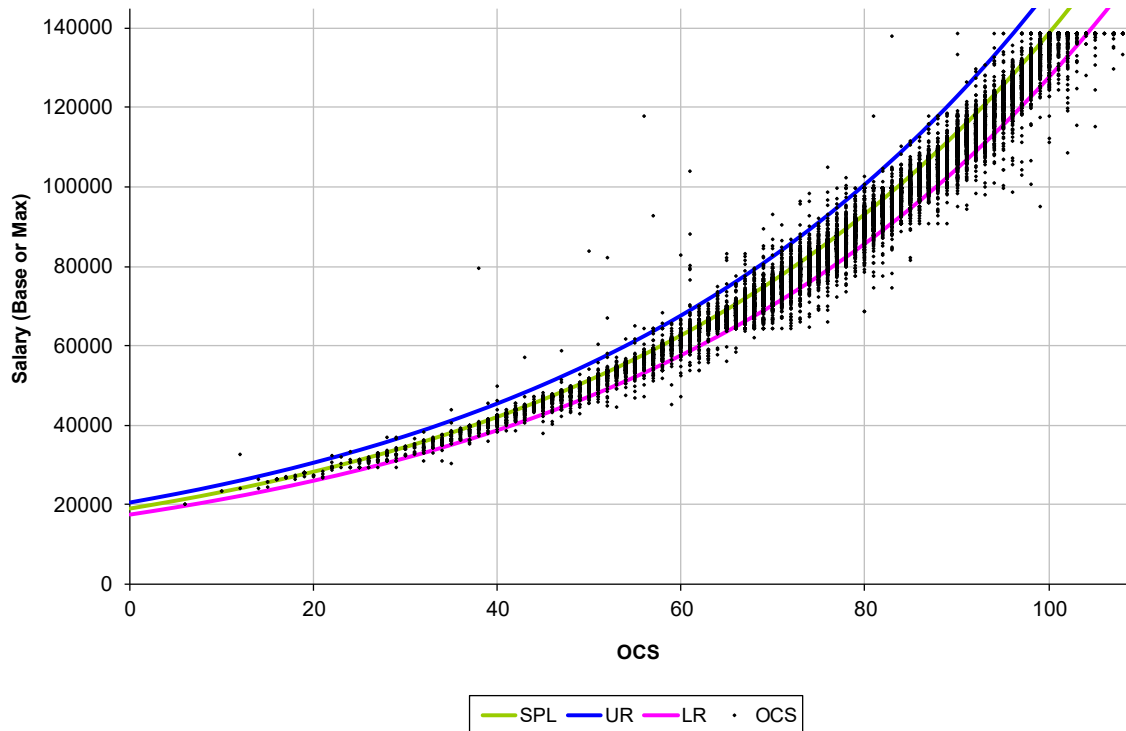
| Rail Report | NH | | NJ | | NK | | Total | |
|--------------|---------------|---------|------------|---------|------------|---------|---------------|---------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| A | 103 | 0.2% | 2 | 0.2% | 6 | 0.9% | 111 | 0.3% |
| C | 40,359 | 96.6% | 889 | 95.0% | 593 | 93.1% | 41,841 | 96.6% |
| B | 1,298 | 3.1% | 45 | 4.8% | 38 | 6.0% | 1381 | 3.2% |
| Total | 41,760 | | 936 | | 637 | | 43,333 | |

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: 2019 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 | 43,333 | 79.5 | 1.2 | 33,864 | \$1,966 | 2.2% | 10,614 | \$1,769 | 1.7% | 41,475 | \$1,623 | 1.4% |
| NH | 41,760 | 80.4 | 1.2 | 32,718 | \$1,989 | 2.2% | 10,038 | \$1,824 | 1.7% | 39,950 | \$1,645 | 1.4% |
| NJ | 936 | 64.5 | 1.3 | 699 | \$1,484 | 2.2% | 339 | \$842 | 1.2% | 914 | \$1,169 | 1.4% |
| NK | 637 | 43.4 | 1.2 | 447 | \$1,011 | 2.3% | 237 | \$748 | 1.6% | 611 | \$839 | 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