

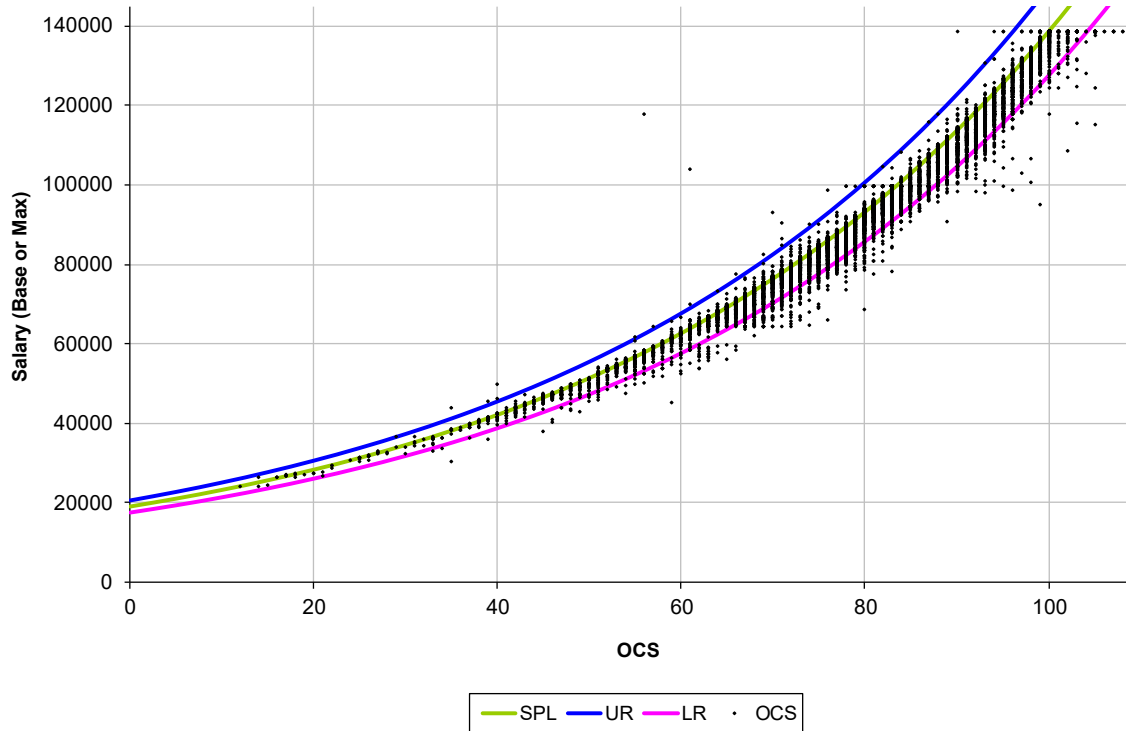
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	25	0.2%	0	0.0%	2	0.8%	27	0.2%
C	10,715	93.7%	128	75.7%	230	90.2%	11,073	93.4%
B	692	6.1%	41	24.3%	23	9.0%	756	6.4%
Total	11,432		169		255		11,856	

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: 2019 Pay and SPL



AcqDemo Results FY19

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	11,856	80.1	1.4	10,224	\$1,713	1.9%	3,819	\$2,047	1.9%	11,733	\$1,654	1.4%
NH	11,432	81.0	1.3	9,944	\$1,729	1.9%	3,632	\$2,090	1.9%	11,314	\$1,677	1.4%
NJ	169	68.0	2.6	102	\$1,434	2.1%	84	\$1,361	1.7%	169	\$1,206	1.3%
NK	255	46.9	1.4	178	\$965	2.0%	103	\$1,063	2.1%	250	\$879	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 greements

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