

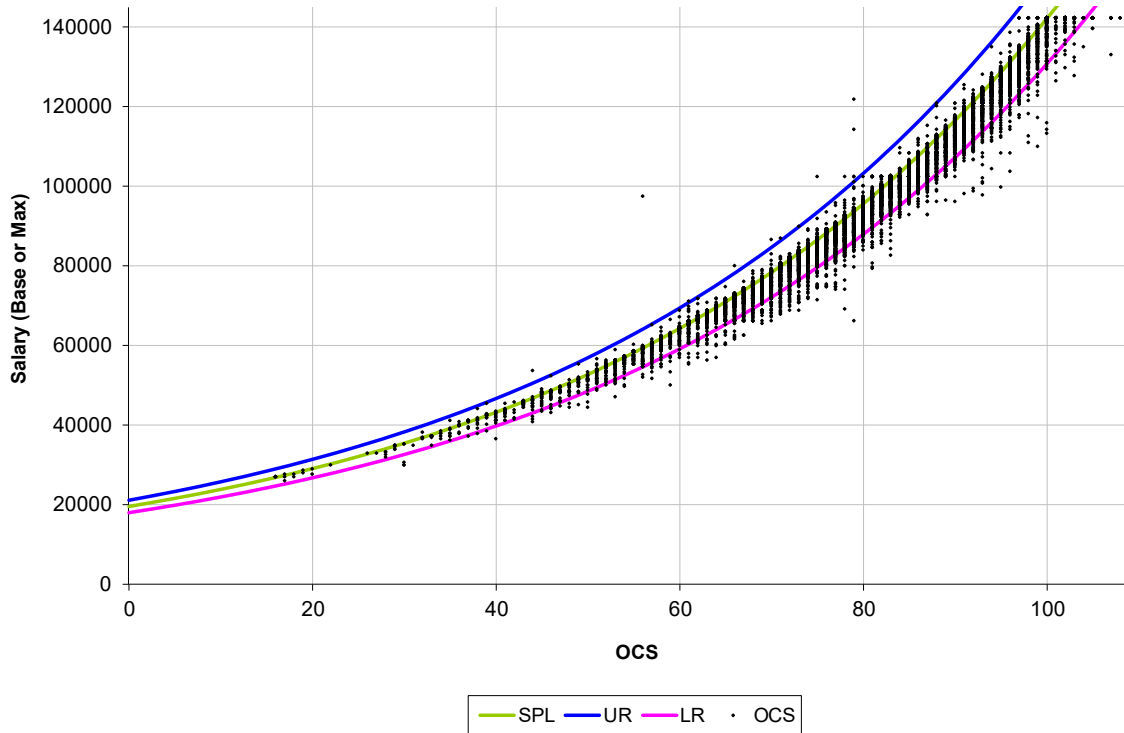
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	12	0.1%	0	0.0%	0	0.0%	12	0.1%
C	11,020	93.8%	164	75.6%	226	91.1%	11,410	93.5%
B	712	6.1%	53	24.4%	22	8.9%	787	6.4%
Total	11,744		217		248		12,209	

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: 2020 Pay and SPL



AcqDemo Results FY20

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	12,209	80.0	1.4	9,282	\$2,020	2.2%	3,605	\$2,059	1.9%	12,183	\$2,613	2.2%
NH	11,744	81.0	1.4	8,889	\$2,057	2.2%	3,514	\$2,087	1.9%	11,720	\$2,651	2.2%
NJ	217	65.7	2.6	171	\$1,585	2.4%	15	\$1,122	1.5%	217	\$2,010	2.3%
NK	248	46.3	1.3	222	\$886	1.8%	76	\$958	1.9%	246	\$1,340	2.2%

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% - 4.33%* of adjusted salary

- certain bargaining unit covered pay pools used 4.33%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.0% becomes at most 0.9% for CA