

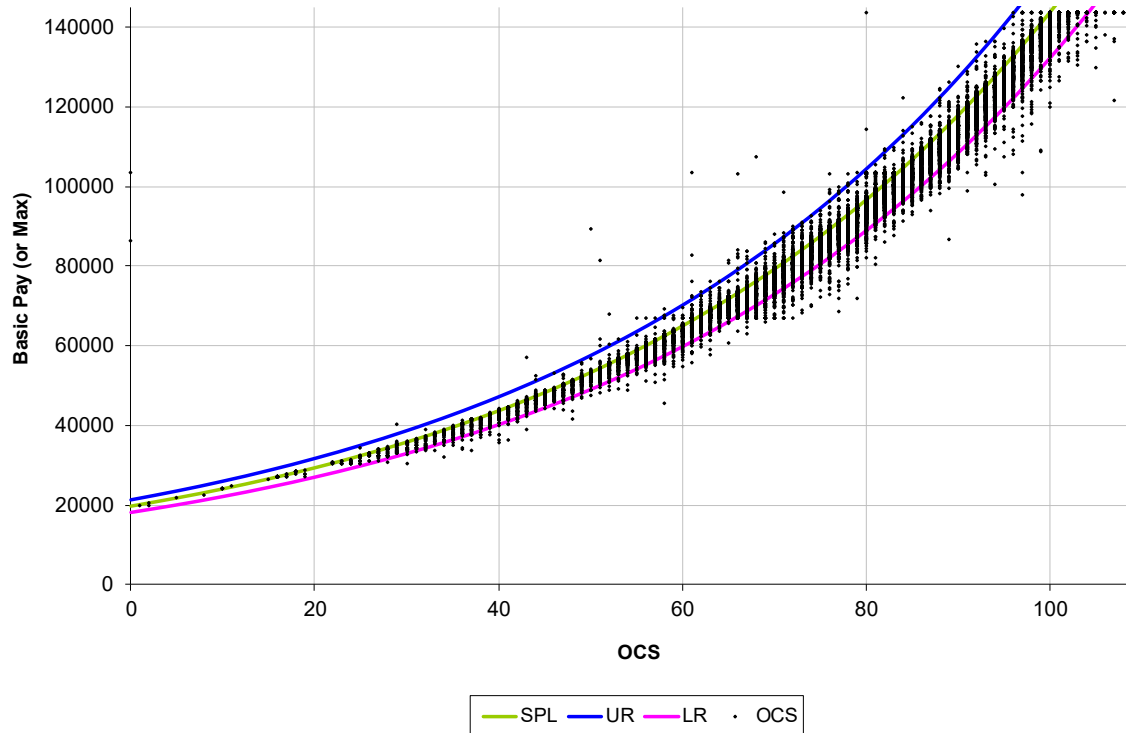
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	79	0.2%	2	0.2%	1	0.1%	82	0.2%
C	46,320	97.4%	1,097	95.2%	660	95.5%	48,077	97.3%
B	1,154	2.4%	53	4.6%	30	4.3%	1237	2.5%
Total	47,553		1,152		691		49,396	

Definition of Rail Regions

- 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: 2021 Basic Pay and SPL



Payout Statistics
(Presumptive Due to Time Excluded)

	Number Of Employees Analyzed	Average Rating	Average Delta OCS	Average CRI Increase ¹			Average Carryover ¹			Average CA Award ²		
				Number Receiving	\$	%	Number Receiving	\$	%	Number Receiving	\$	%
Overall	49,396	79.0	1.2	36,311	\$2,219	2.4%	10,536	\$1,816	1.7%	48,050	\$2,499	2.1%
NH	47,553	79.9	1.2	34,971	\$2,248	2.4%	10,056	\$1,871	1.7%	46,269	\$2,533	2.1%
NJ	1,152	64.5	1.4	857	\$1,670	2.4%	287	\$628	0.9%	1,115	\$1,836	2.1%
NK	691	42.1	1.3	483	\$1,064	2.4%	193	\$746	1.5%	666	\$1,257	2.2%

¹ average based on those receiving, weighted by basic pay (capped at band max) to include employees on retained pay

² average based on those receiving, weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of basic pay; CA Funding Range: 1.5% - 4.445%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.445%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.5% becomes at most 1.35% for CA