

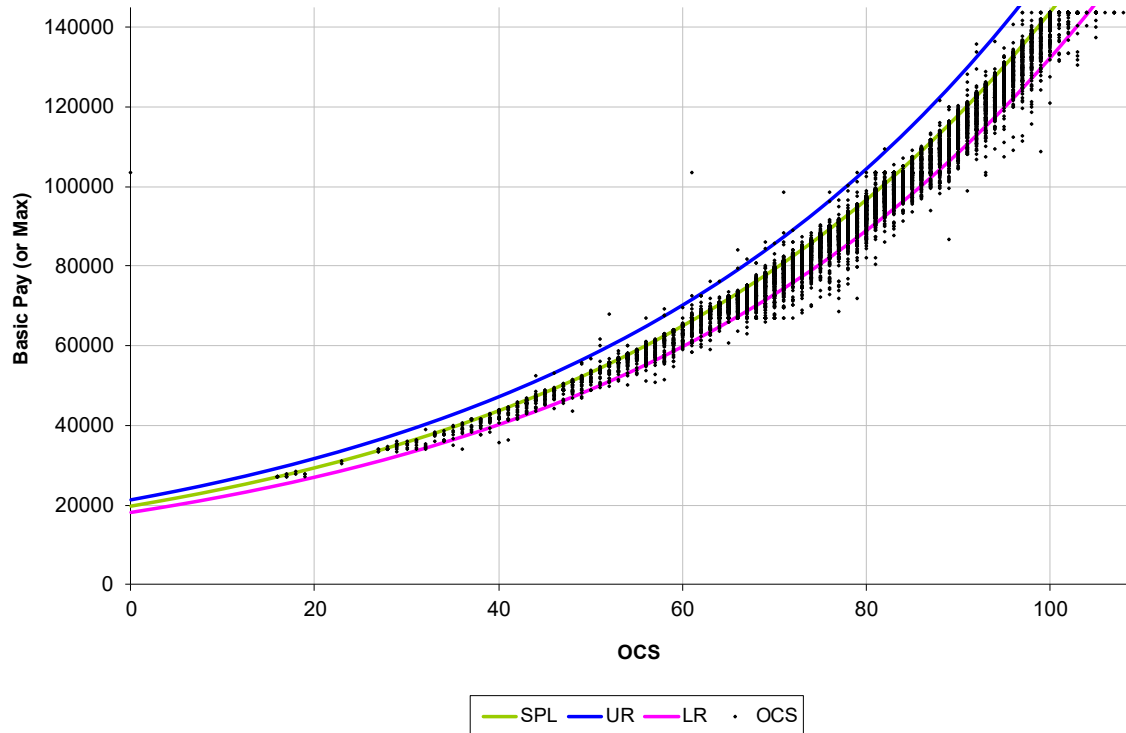
| Rail Region | NH | | NJ | | NK | | Total | |
|--------------|---------------|---------|------------|---------|------------|---------|---------------|---------|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| A | 27 | 0.2% | 0 | 0.0% | 0 | 0.0% | 27 | 0.2% |
| C | 11,997 | 94.1% | 278 | 84.5% | 286 | 92.9% | 12,561 | 93.8% |
| B | 726 | 5.7% | 51 | 15.5% | 22 | 7.1% | 799 | 6.0% |
| Total | 12,750 | | 329 | | 308 | | 13,387 | |

Counts do not include personnel receiving presumptive OCS ratings due to time

Definition of Rail Regions

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

OCS Results: 2021 Basic Pay and SPL



AcqDemo Results FY21

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 | 13,387 | 79.4 | 1.4 | 9,831 | \$2,124 | 2.3% | 3,908 | \$2,025 | 1.8% | 13,342 | \$2,711 | 2.3% |
| NH | 12,750 | 80.6 | 1.4 | 9,362 | \$2,155 | 2.3% | 3,801 | \$2,050 | 1.8% | 12,705 | \$2,761 | 2.3% |
| NJ | 329 | 65.8 | 2.2 | 245 | \$1,849 | 2.7% | 27 | \$1,457 | 2.0% | 329 | \$2,039 | 2.3% |
| NK | 308 | 44.9 | 1.4 | 224 | \$1,098 | 2.4% | 80 | \$991 | 1.9% | 308 | \$1,389 | 2.4% |

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