

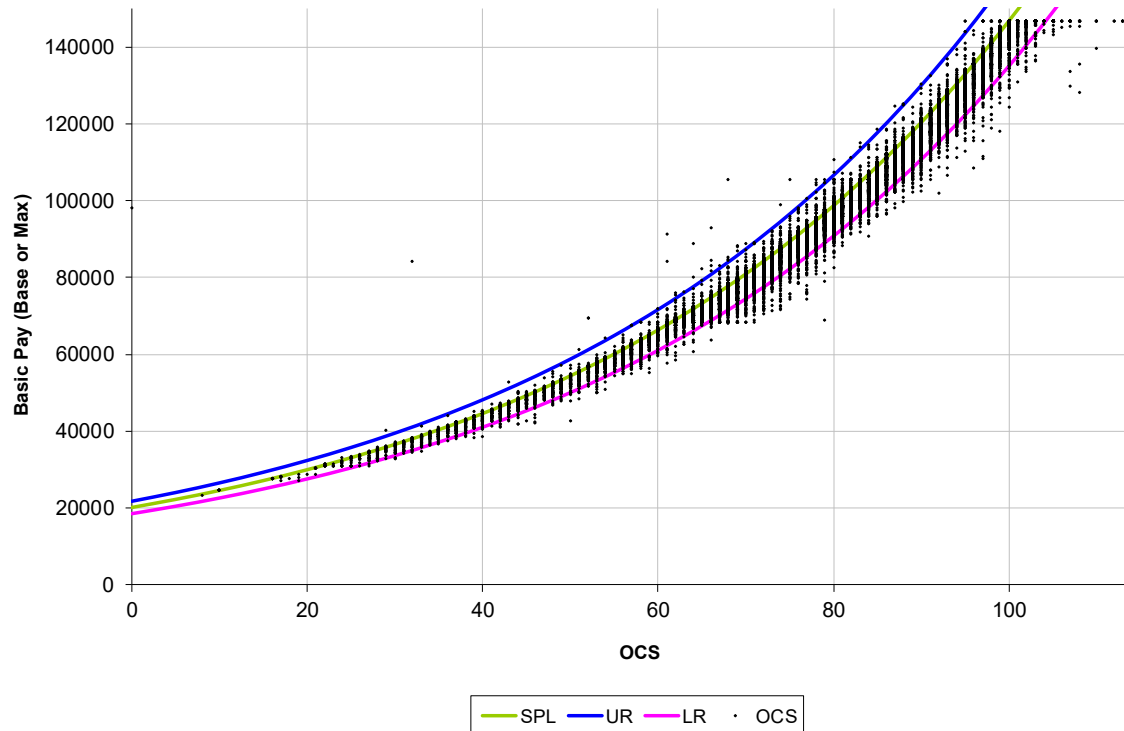
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	56	0.1%	0	0.0%	1	0.1%	57	0.1%
C	48,132	97.5%	1,151	95.5%	720	94.9%	50,003	97.4%
B	1,189	2.4%	54	4.5%	38	5.0%	1281	2.5%
Total	49,377		1,205		759		51,341	

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

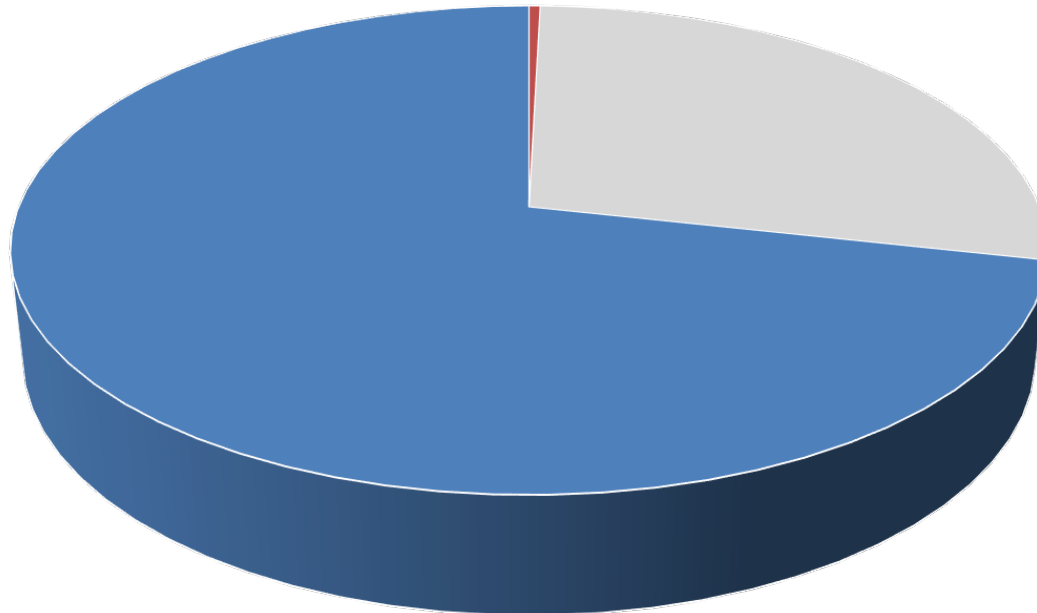
OCS Results: 2022 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	203	0.4%	1	0.1%	8	1.1%	212	0.4%
3	13,700	27.7%	377	31.3%	329	43.3%	14,406	28.1%
5	35,474	71.8%	827	68.6%	422	55.6%	36,723	71.5%
Total	49,377		1,205		759		51,341	

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

Rating of Record



■ Unacceptable (Level 1) ■ Fully Successful (Level 3) ■ Outstanding (Level 5)

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	51,341	79.0	1.2	38,402	\$2,339	2.5%	12,235	\$1,733	1.6%	50,080	\$2,760	2.3%
NH	49,377	80.0	1.2	36,844	\$2,376	2.5%	11,701	\$1,778	1.7%	48,163	\$2,799	2.3%
NJ	1,205	64.4	1.4	946	\$1,748	2.5%	296	\$739	1.0%	1,185	\$2,013	2.3%
NK	759	41.7	1.3	612	\$1,024	2.3%	238	\$766	1.6%	732	\$1,377	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% - 4.0%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.0%,
- 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