

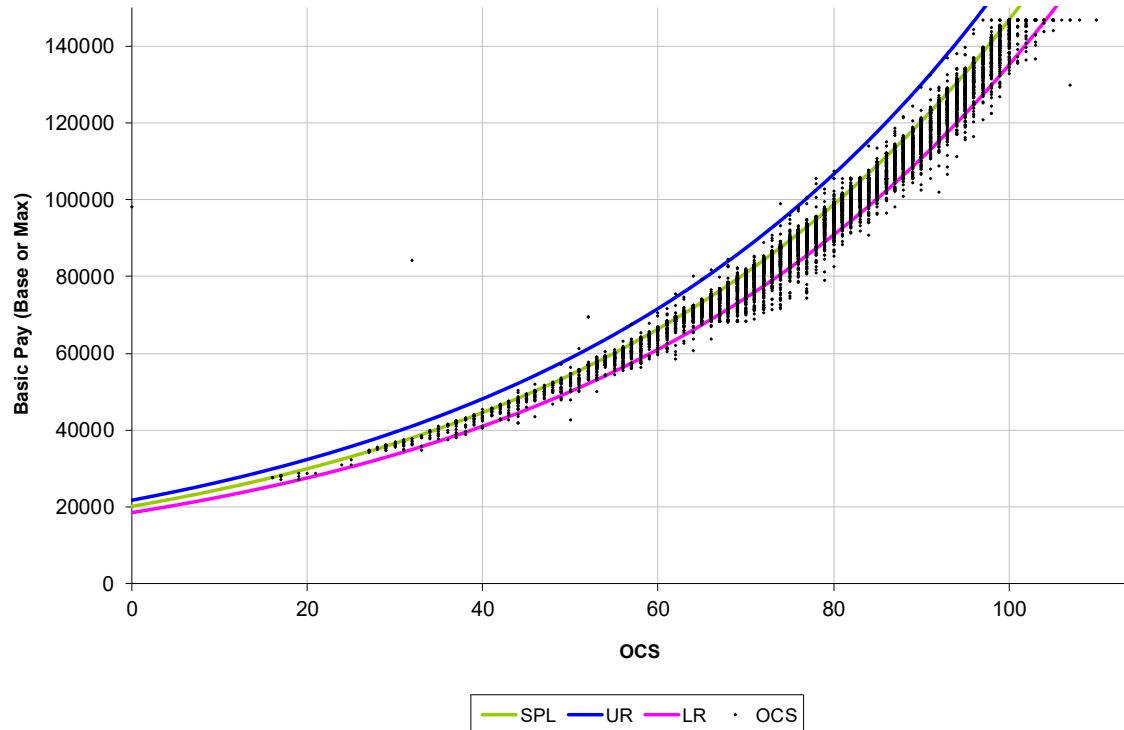
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	16	0.1%	0	0.0%	0	0.0%	16	0.1%
C	12,079	94.5%	286	85.6%	260	92.2%	12,625	94.2%
B	688	5.4%	48	14.4%	22	7.8%	758	5.7%
Total	12,783		334		282		13,399	

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

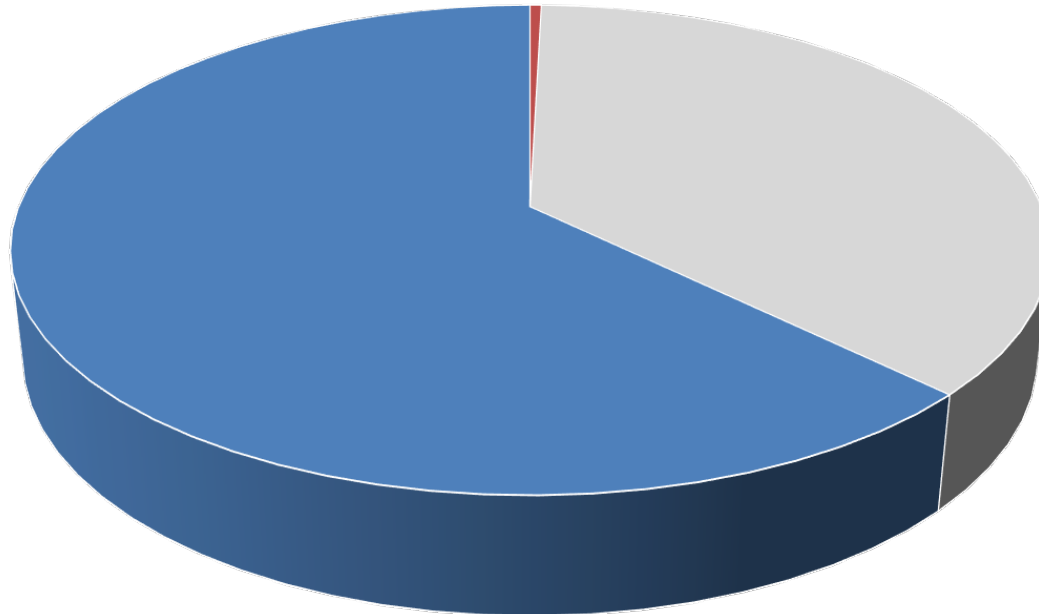


AcqDemo Results FY22

Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	55	0.4%	0	0.0%	1	0.4%	56	0.4%
3	4,617	36.1%	142	42.5%	174	61.7%	4,933	36.8%
5	8,111	63.5%	192	57.5%	107	37.9%	8410	62.8%
Total	12,783		334		282		13,399	

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)

AcqDemo Results FY22

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	13,399	79.7	1.4	9,893	\$2,160	2.3%	3,885	\$2,083	1.8%	13,352	\$3,008	2.4%
NH	12,783	80.8	1.4	9,396	\$2,202	2.3%	3,778	\$2,110	1.8%	12,737	\$3,067	2.5%
NJ	334	66.1	2.0	250	\$1,804	2.6%	37	\$1,212	1.6%	334	\$2,081	2.3%
NK	282	44.5	1.3	247	\$919	1.9%	70	\$1,106	2.1%	281	\$1,457	2.5%

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