

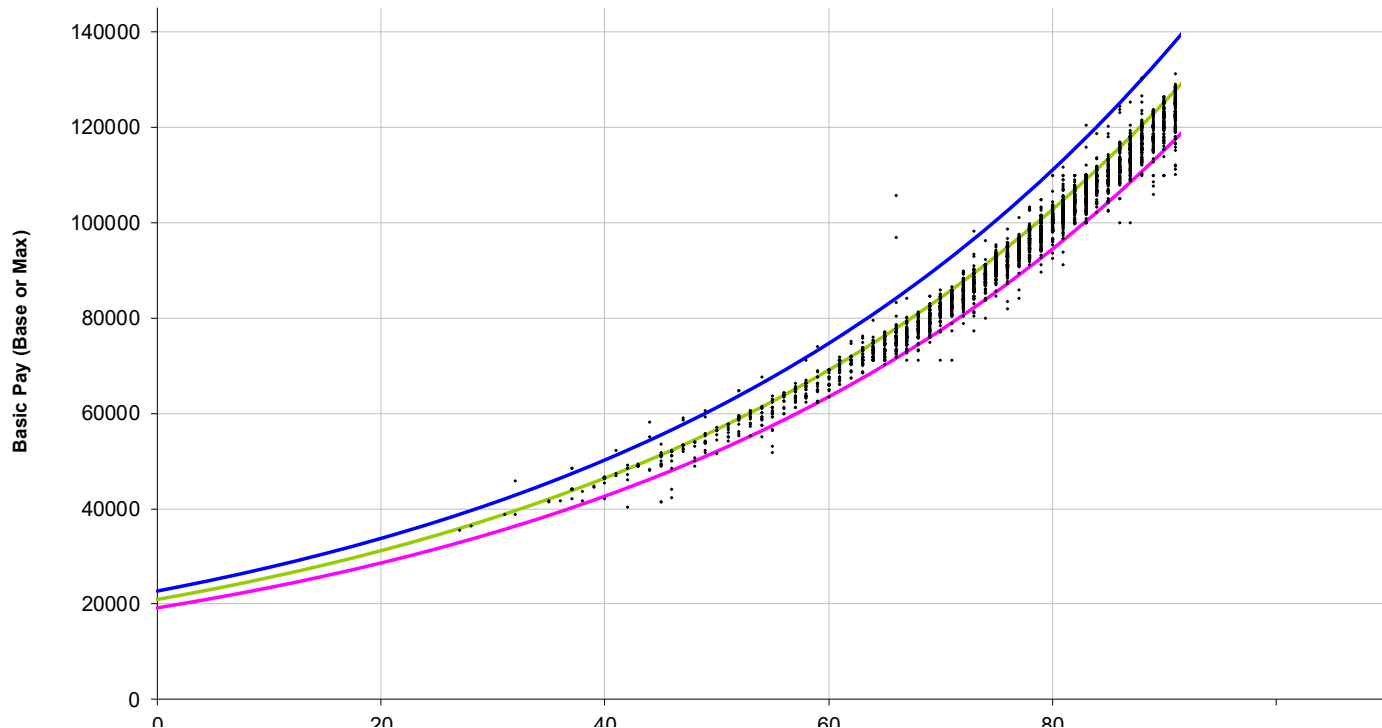
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	17	0.3%	1	3.3%	0	0.0%	18	0.3%
C	6,040	95.2%	27	90.0%	30	96.8%	6,097	95.2%
B	287	4.5%	2	6.7%	1	3.2%	290	4.5%
Total	6,344		30		31		6,405	

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

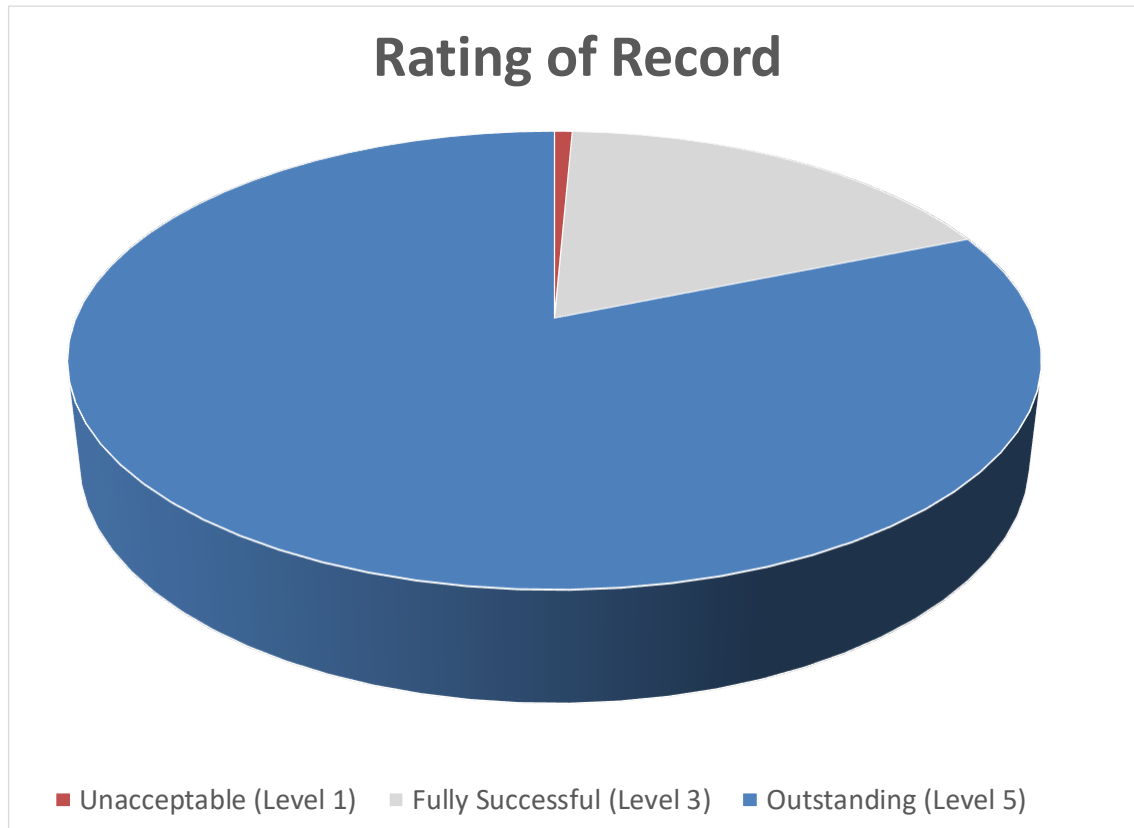
OCS Results: 2023 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	44	0.7%	1	3.3%	0	0.0%	45	0.7%
3	1,142	18.0%	3	10.0%	13	41.9%	1,158	18.1%
5	5,158	81.3%	26	86.7%	18	58.1%	5,202	81.2%
Total	6,344		30		31		6,405	
Modal	5		5		5		5	

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

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



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	6,405	83.3	1.4	4,745	\$2,765	2.6%	1,180	\$1,946	1.7%	6,335	\$3,045	2.2%
NH	6,344	83.6	1.4	4,701	\$2,779	2.6%	1,160	\$1,967	1.7%	6,277	\$3,059	2.2%
NJ	30	52.0	1.4	24	\$1,519	2.7%	5	\$647	1.0%	28	\$1,786	2.3%
NK	31	50.5	0.8	20	\$806	1.5%	15	\$710	1.2%	30	\$1,388	1.9%

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
- New in 2023, pay pools had the option to use remaining CRI funds to increase their CA funding.