

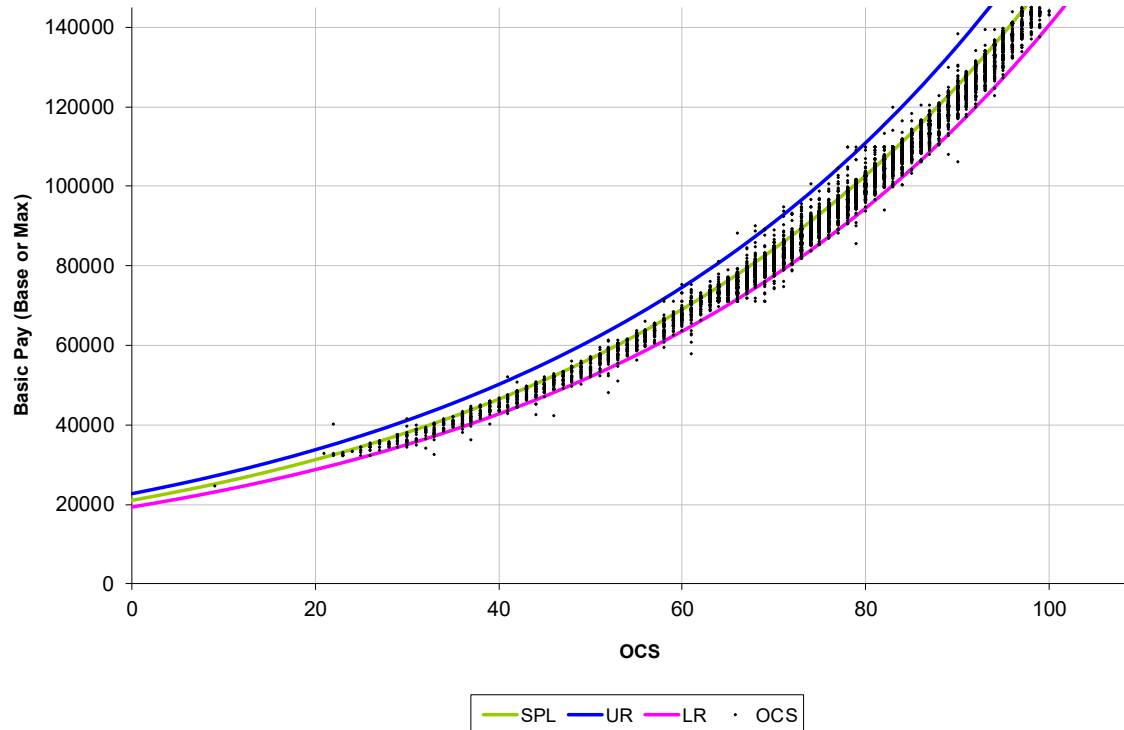
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	18	0.1%	0	0.0%	2	0.9%	20	0.1%
C	20,010	99.3%	653	99.8%	218	94.0%	20,881	99.2%
B	133	0.7%	1	0.2%	12	5.2%	146	0.7%
Total	20,161		654		232		21,047	

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

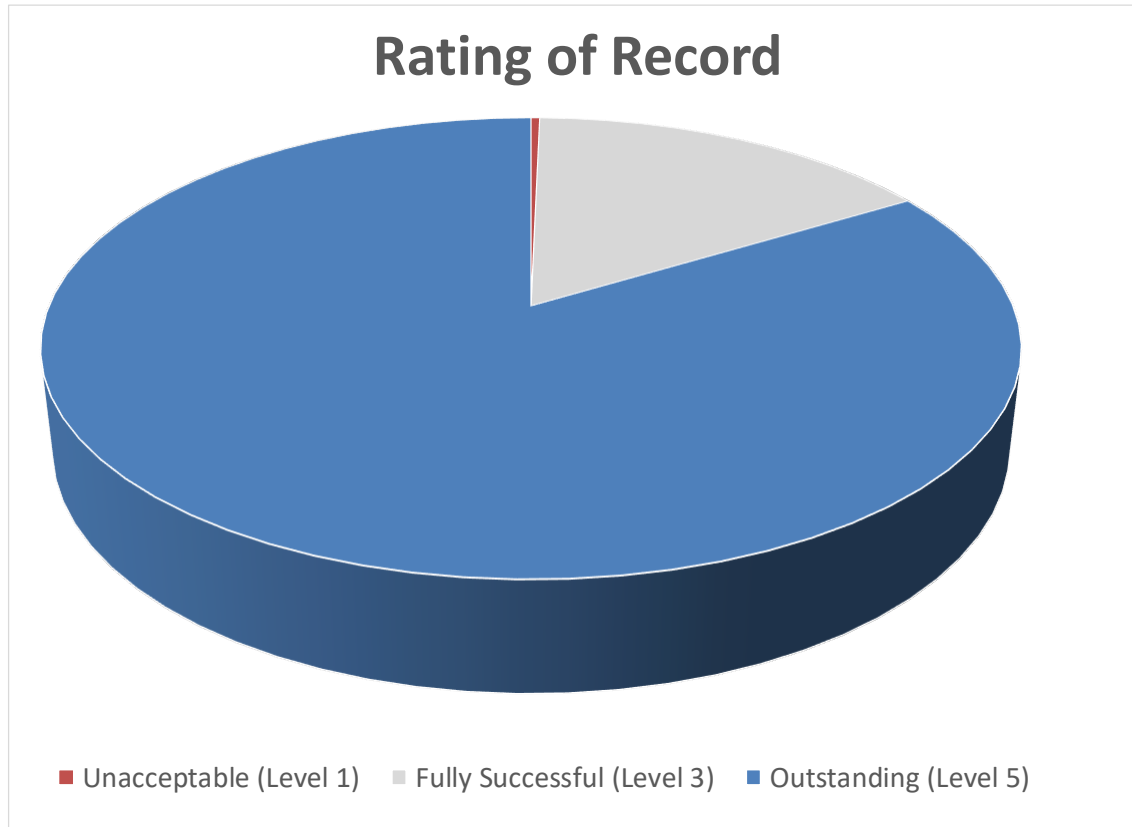
OCS Results: 2023 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	65	0.3%	1	0.2%	6	2.6%	72	0.3%
3	3,224	16.0%	96	14.7%	54	23.3%	3,374	16.0%
5	16,872	83.7%	557	85.2%	172	74.1%	17,601	83.6%
Total	20,161		654		232		21,047	
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	21,047	76.5	1.2	17,337	\$2,471	2.6%	2,982	\$1,235	1.3%	20,445	\$2,688	2.3%
NH	20,161	77.4	1.2	16,609	\$2,502	2.6%	2,784	\$1,279	1.3%	19,593	\$2,722	2.3%
NJ	654	62.9	1.1	539	\$1,896	2.6%	121	\$645	0.9%	633	\$2,069	2.3%
NK	232	37.4	1.4	189	\$1,339	3.1%	77	\$566	1.3%	219	\$1,428	2.6%

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.