

AcqDemo Results FY23

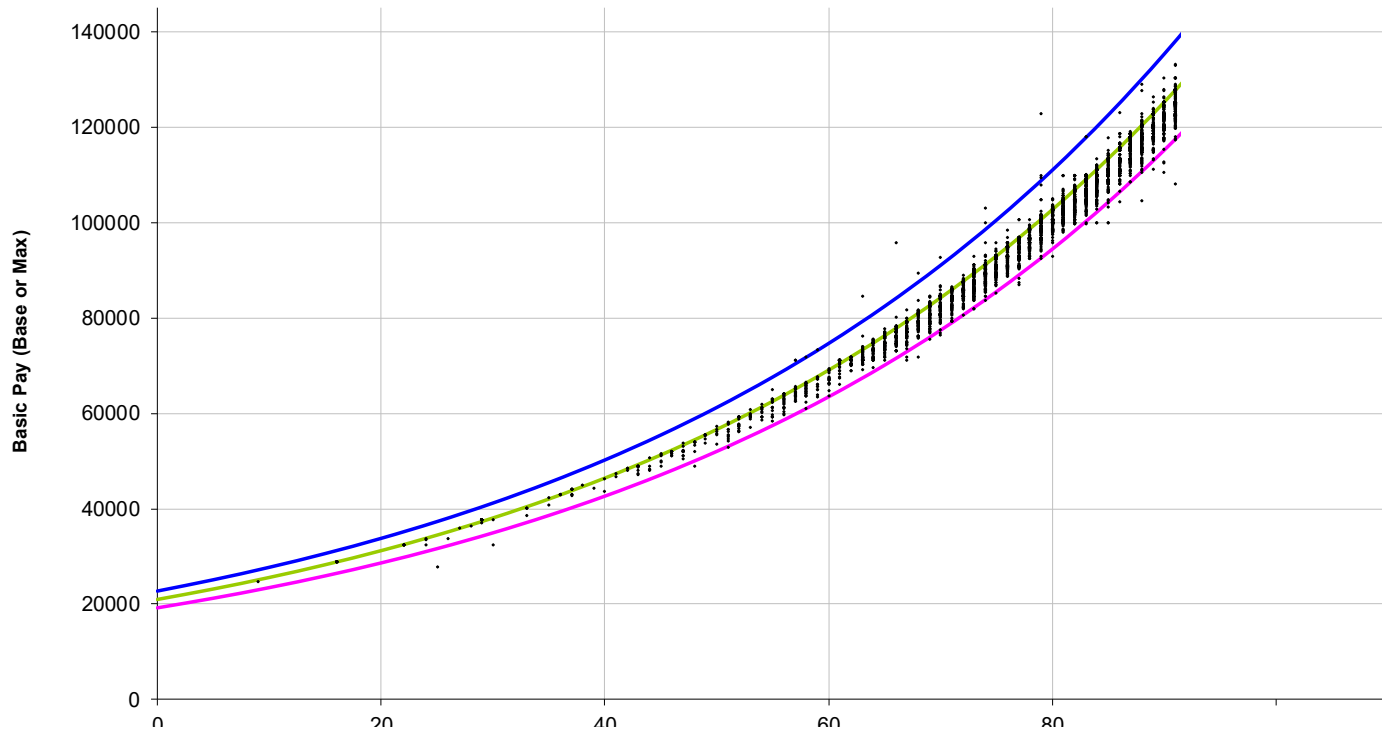
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	16	0.2%	0	0.0%	0	0.0%	16	0.2%
C	7,375	99.0%	147	100.0%	38	100.0%	7,560	99.1%
B	56	0.8%	0	0.0%	0	0.0%	56	0.7%
Total	7,447		147		38		7,632	

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

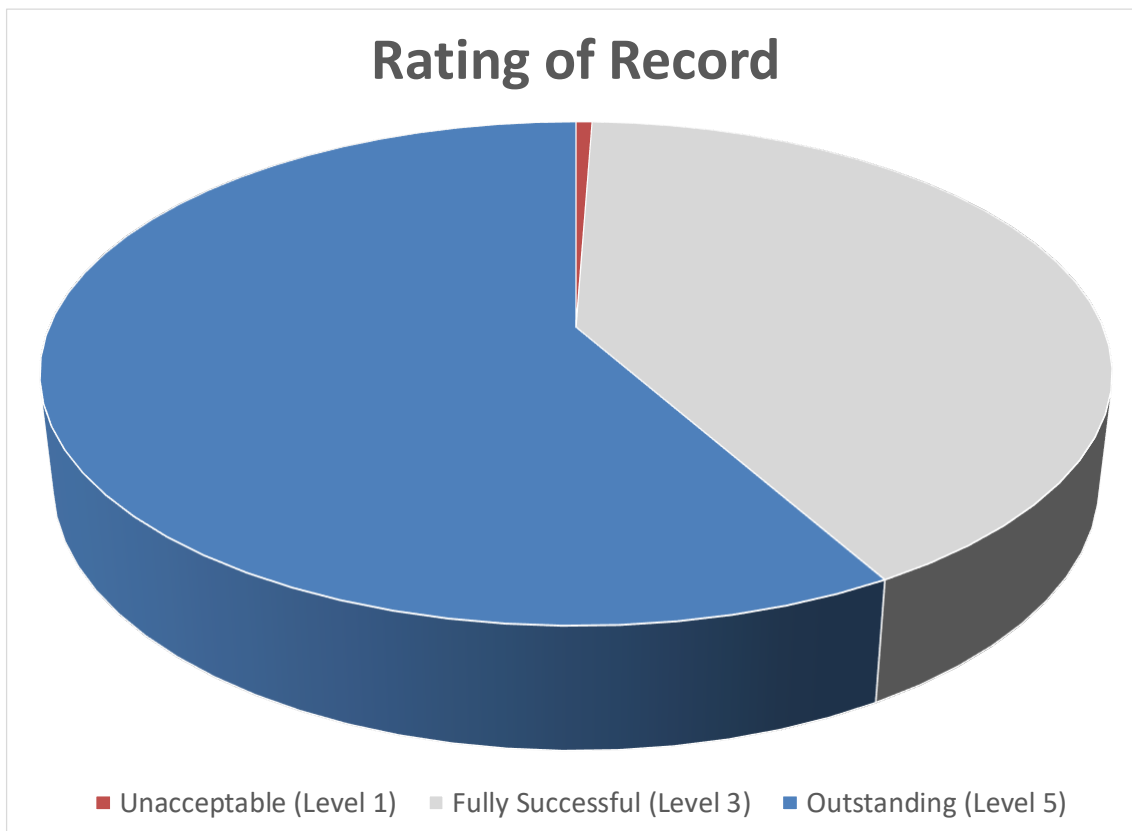


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Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	44	0.6%	0	0.0%	0	0.0%	44	0.6%
3	3,050	41.0%	78	53.1%	20	52.6%	3,148	41.2%
5	4,353	58.5%	69	46.9%	18	47.4%	4440	58.2%
Total	7,447		147		38		7,632	
Modal	5		3		3		5	

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

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



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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	7,632	83.2	1.1	5,552	\$2,310	2.2%	1,546	\$2,350	1.9%	7,333	\$3,289	2.3%
NH	7,447	83.5	1.1	5,395	\$2,331	2.2%	1,505	\$2,380	1.9%	7,150	\$3,311	2.3%
NJ	147	75.7	1.1	131	\$1,688	1.8%	30	\$1,272	1.3%	146	\$2,671	2.4%
NK	38	47.7	0.9	26	\$933	1.8%	11	\$1,200	2.0%	37	\$1,535	2.2%

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.