

OSD & 4TH Estate AcqDemo Results

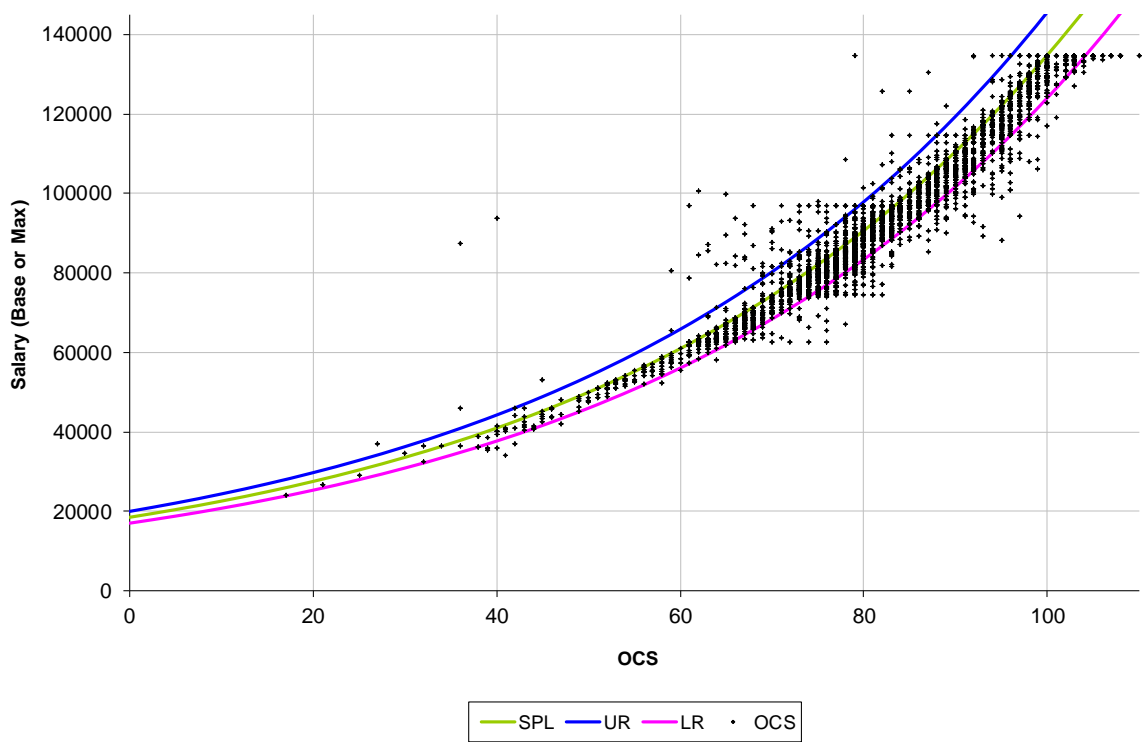
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	111	2.4%	0	0.0%	2	4.3%	113	2.4%
C	4,166	89.1%	30	100.0%	40	87.0%	4,236	89.1%
B	400	8.6%	0	0.0%	4	8.7%	404	8.5%
Total	4,677		30		46		4,753	

Definition of Rail Zones

- 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: 2017 Pay and SPL





OSD & 4TH Estate AcqDemo Statistics

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	4,753	84.3	1.3	2,970	\$2,595	2.8%	1,166	\$2,351	2.0%	4,028	\$1,722	1.5%
NH	4,677	84.8	1.3	2,923	\$2,621	2.8%	1,139	\$2,393	2.0%	3,957	\$1,742	1.5%
NJ	30	51.8	1.5	26	\$623	1.2%	14	\$574	1.1%	30	\$360	0.6%
NK	46	46.9	0.7	21	\$1,476	3.5%	13	\$603	1.1%	41	\$788	1.4%

¹ average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

² average based on those receiving, weighted by adjusted salary (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of base salary; CA Funding Range: 1.00% - 3.33%* of adjusted salary

* certain bargaining unit covered pay pools used 3.33%, Per the Federal Register, CA funds available to spend is 90% of funding so 1.0% becomes 0.9% for CA