

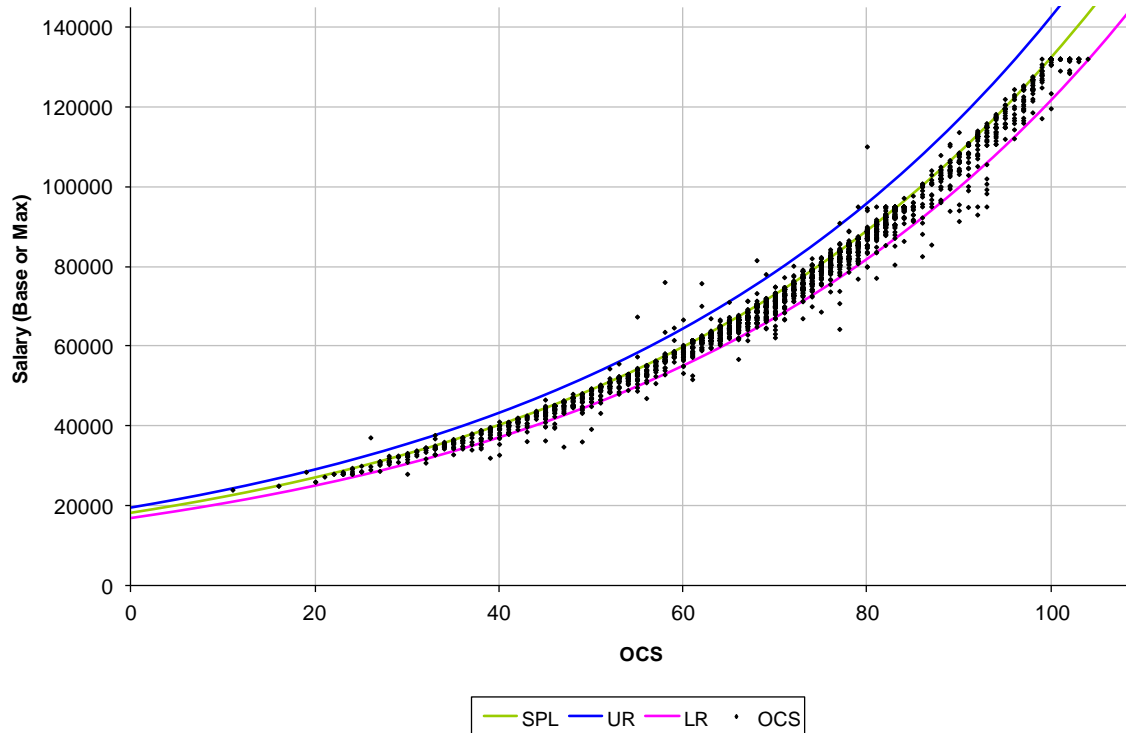
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	12	0.5%	0	0.0%	1	0.5%	13	0.4%
C	2,486	96.4%	281	99.6%	182	97.3%	2,949	96.8%
B	81	3.1%	1	0.4%	4	2.1%	86	2.8%
Total	2,579		282		187		3,048	

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

Definition of Rail Zones

- Inappropriately compensated above the rails
- Appropriately compensated between the rails
- Inappropriately compensated below the rails

OCS Results: 2015 Pay and SPL



AcqDemo Results FY15

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	3,048	69.9	0.9	1,990	\$1,729	2.4%	1,883	\$700	1.0%	2,897	\$924	1.0%
NH	2,579	73.7	1.0	1,729	\$1,852	2.4%	1,552	\$685	0.9%	2,452	\$980	1.0%
NJ	282	57.0	0.5	144	\$932	1.7%	228	\$841	1.4%	274	\$680	0.9%
NK	187	37.5	0.8	117	\$898	2.4%	103	\$601	1.5%	171	\$522	1.1%

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% - 9.44% *of base salary; CA Funding Range: 1.00% - 3.33%* of adjusted salary

* except for certain bargaining unit covered pay pools and new pay pools, award funding is 1% which per the Federal Register becomes 0.9% for CA