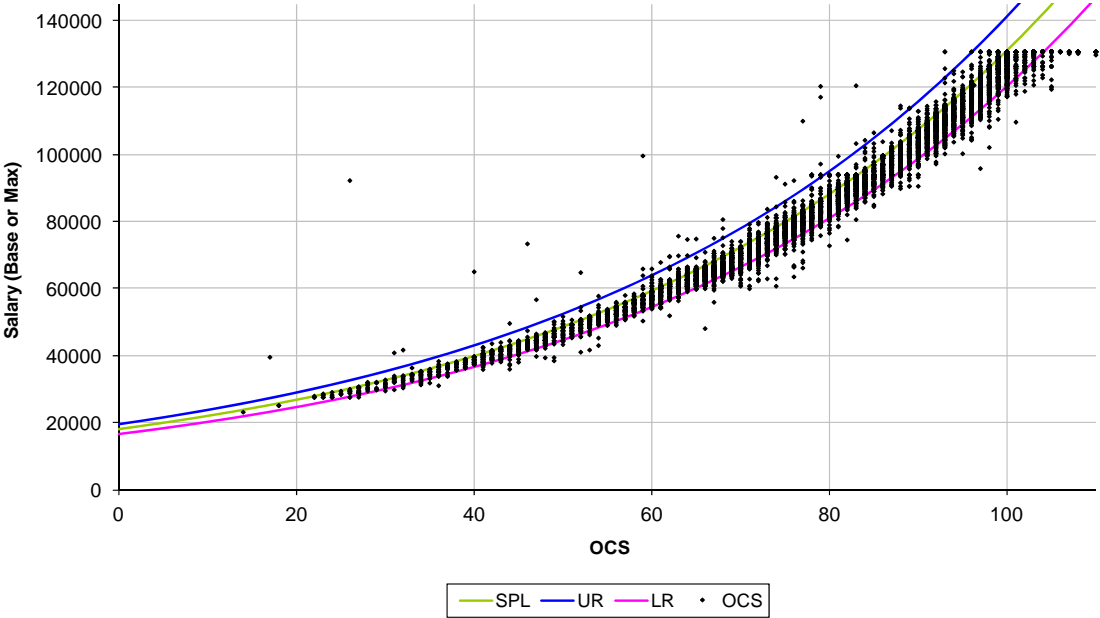


Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	61	0.4%	1	0.2%	1	0.2%	63	0.4%
C	13,681	94.5%	495	98.8%	502	94.2%	14,678	94.6%
B	742	5.1%	5	1.0%	30	5.6%	777	5.0%
Total	14,484		501		533		15,518	

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: 2014 Pay and SPL



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	15,518	80.1	1.3	9,988	\$1,859	2.2%	5,818	\$1,680	1.8%	14,760	\$1,121	1.0%
NH	14,484	82.1	1.4	9,385	\$1,915	2.2%	5,216	\$1,763	1.8%	13,762	\$1,152	1.0%
NJ	501	62.2	0.8	288	\$986	1.6%	362	\$1,027	1.6%	488	\$724	0.9%
NK	533	43.9	1.3	315	\$978	2.4%	240	\$847	1.9%	510	\$651	1.2%

¹ average based on those receiving CRI, weighted by base salary (capped at band max) to include employees on retained pay; does not include GPI

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

* 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