

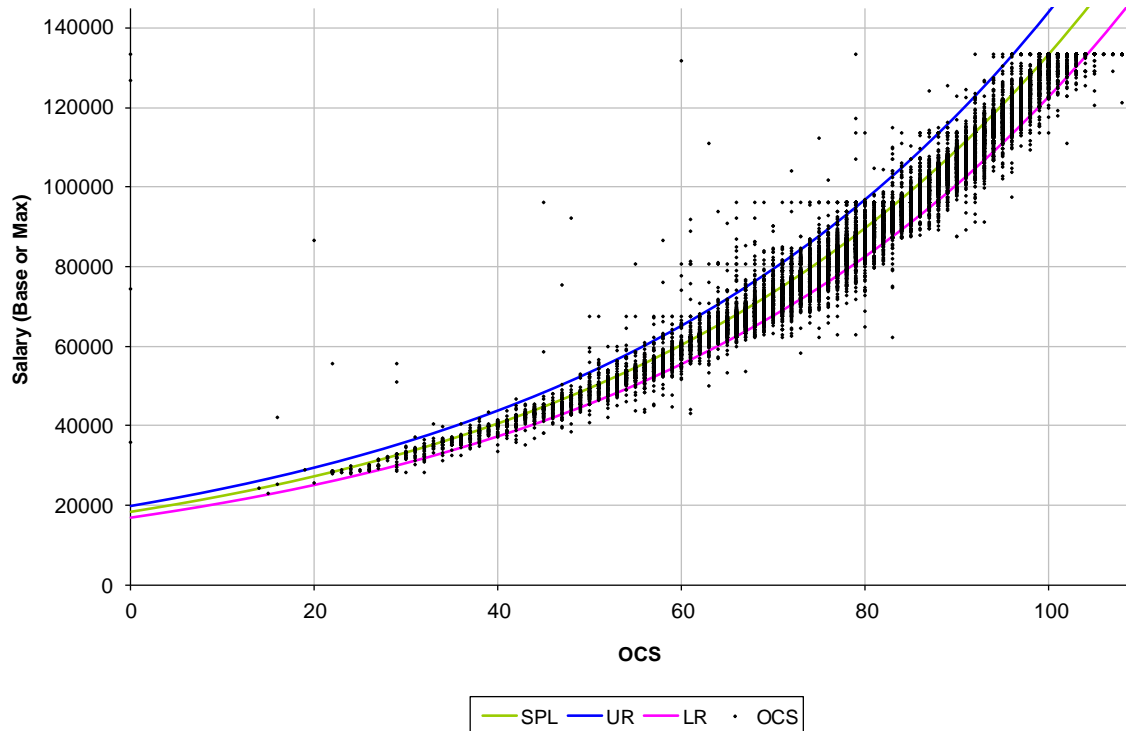
| Rail Report  | NH            |         | NJ         |         | NK         |         | Total         |         |
|--------------|---------------|---------|------------|---------|------------|---------|---------------|---------|
|              | Number        | Percent | Number     | Percent | Number     | Percent | Number        | Percent |
| A            | 310           | 1.0%    | 5          | 0.6%    | 4          | 0.6%    | 319           | 1.0%    |
| C            | 29,911        | 94.7%   | 780        | 95.8%   | 599        | 93.4%   | 31,290        | 94.7%   |
| B            | 1,350         | 4.3%    | 29         | 3.6%    | 38         | 5.9%    | 1417          | 4.3%    |
| <b>Total</b> | <b>31,571</b> |         | <b>814</b> |         | <b>641</b> |         | <b>33,026</b> |         |

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: 2016 Pay and SPL



**Payout Statistics**  
(Presumptive Due to Time Excluded)

|                | Number Of Employees Analyzed | Average Rating | Average Delta OCS | Average Salary Increase <sup>1</sup> |                |             | Average Carryover <sup>1</sup> |                |             | Average CA Award <sup>2</sup> |                |             |
|----------------|------------------------------|----------------|-------------------|--------------------------------------|----------------|-------------|--------------------------------|----------------|-------------|-------------------------------|----------------|-------------|
|                |                              |                |                   | Number Receiving                     | \$             | %           | Number Receiving               | \$             | %           | Number Receiving              | \$             | %           |
| <b>Overall</b> | <b>33,026</b>                | <b>79.7</b>    | <b>1.2</b>        | <b>21,721</b>                        | <b>\$2,265</b> | <b>2.6%</b> | <b>9,260</b>                   | <b>\$1,719</b> | <b>1.8%</b> | <b>31,120</b>                 | <b>\$1,445</b> | <b>1.4%</b> |
| NH             | 31,571                       | 80.9           | 1.2               | 20,766                               | \$2,307        | 2.7%        | 8,566                          | \$1,786        | 1.8%        | 29,736                        | \$1,472        | 1.4%        |
| NJ             | 814                          | 62.9           | 1.1               | 515                                  | \$1,647        | 2.6%        | 422                            | \$933          | 1.5%        | 788                           | \$922          | 1.2%        |
| NK             | 641                          | 43.4           | 1.1               | 440                                  | \$984          | 2.3%        | 272                            | \$819          | 1.9%        | 596                           | \$756          | 1.4%        |

<sup>1</sup> Average based on those receiving, weighted by base salary (capped at band max) to include employees on retained pay

<sup>2</sup> Average based on those receiving, weighted by adjusted base pay (capped at EX-IV cap)

Results shown are based on data as of 10 Jan 2017

CRI Funding Range (except for some Bargaining Unit Pay Pools): 2.00% - 2.26% of base salary, 2.4% for first-year pay pools

CA Funding Range (except for some Bargaining Unit Pay Pools): 1.00% to 1.5% of adjusted base pay, 1.3% for new pay pools; per the Federal Register, 0.9% of CA funding is used in CA computations