

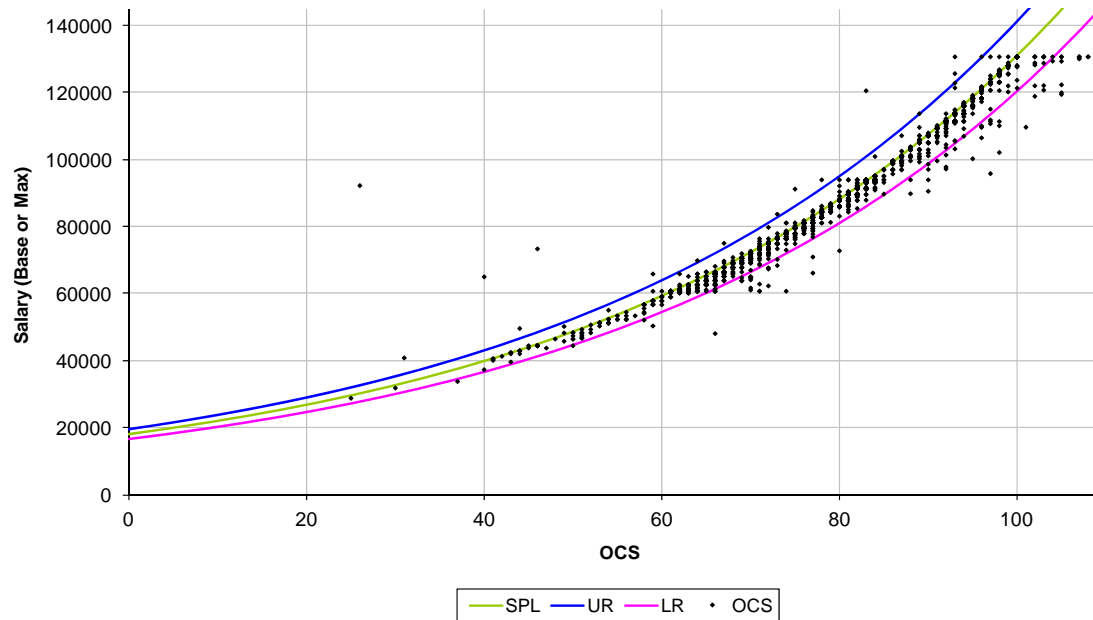
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	17	0.8%	0	0.0%	0	0.0%	17	0.8%
C	2,029	95.6%	17	100.0%	19	95.0%	2,065	95.6%
B	76	3.6%	0	0.0%	1	5.0%	77	3.6%
Total	2,122		17		20		2,159	

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 ²			Average CA Award ³	
				\$	%	Number Receiving	\$	%	\$	%
Overall	2,159	80.6	0.6	\$682	0.8%	250	\$2,054	2.1%	\$1,009	0.9%
NH	2,122	81.0	0.6	\$688	0.8%	236	\$2,132	2.2%	\$1,014	0.9%
NJ	17	72.2	0.5	\$436	0.6%	6	\$1,363	1.8%	\$952	1.0%
NK	20	46.1	0.3	\$204	0.5%	8	\$280	0.6%	\$459	0.8%

¹ weighted average by base salary (capped at band max)

² average based on those receiving, weighted by base salary (capped by band max), to include employees on retained pay

³ weighted average by total salary (capped by 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