

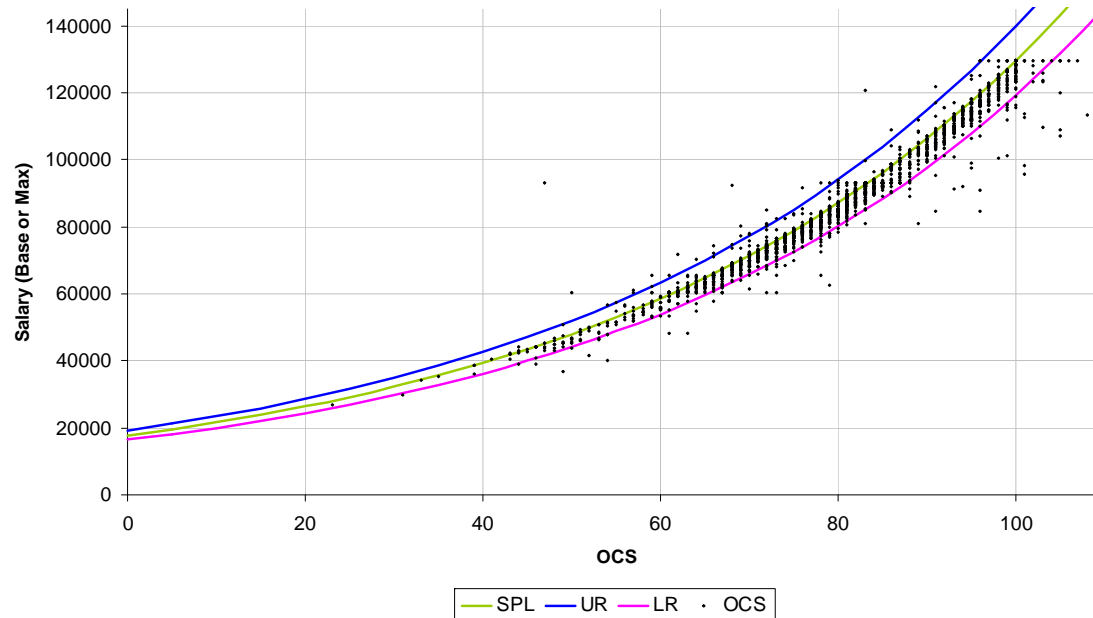
Rail Report	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	33	1.6%	0	0.0%	1	3.7%	34	1.6%
C	1,964	93.5%	17	94.4%	25	92.6%	2,006	93.5%
B	103	4.9%	1	5.6%	1	3.7%	105	4.9%
Total	2,100		18		27		2,145	

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: 2012 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	2,145	80.2	1.1	\$1,502	1.7%	315	\$1,811	2.0%	\$1,002	0.9%
NH	2,100	80.7	1.1	\$1,517	1.7%	300	\$1,866	2.0%	\$1,010	0.9%
NJ	18	72.9	1.1	\$1,519	2.0%	4	\$1,403	2.1%	\$915	1.0%
NK	27	45.1	0.2	\$313	0.7%	11	\$464	1.1%	\$397	0.7%

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)

CRI Funding Range: 2.26%; CA Funding Range: 1.00%