

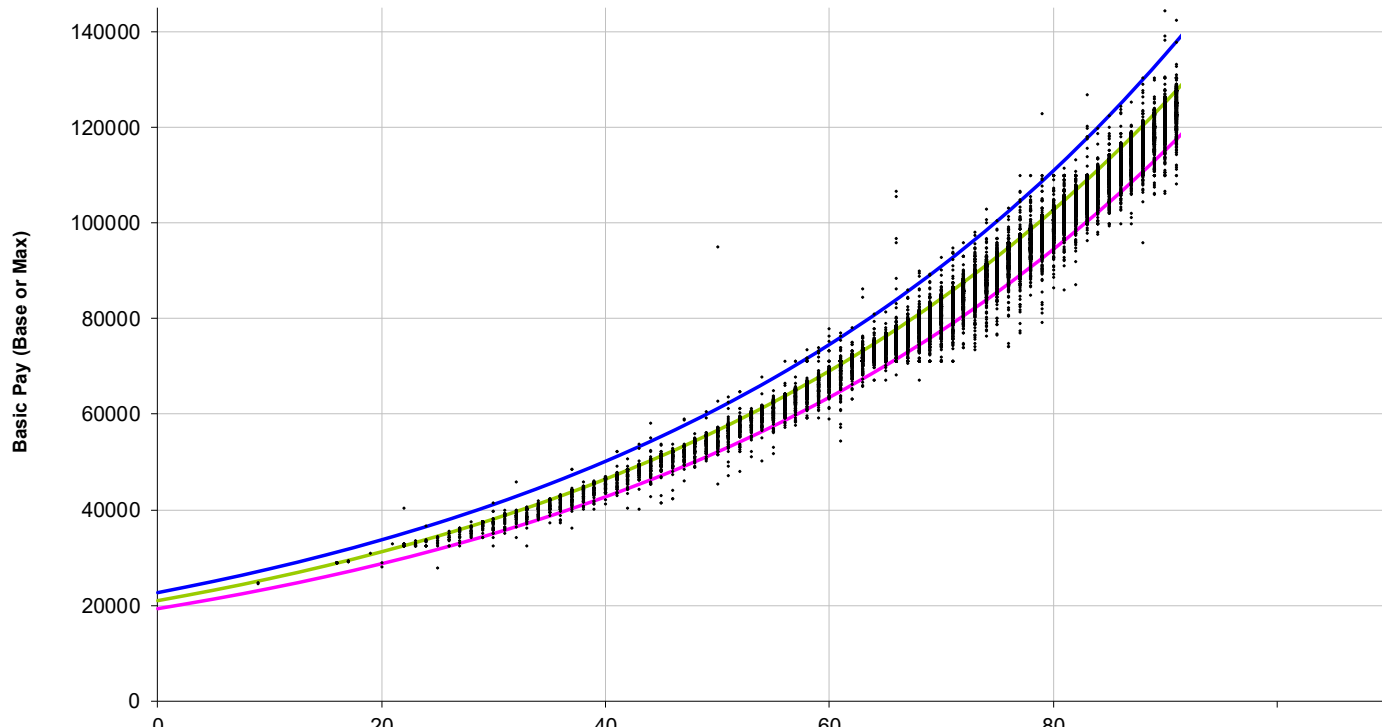
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	84	0.2%	1	0.1%	4	0.5%	89	0.2%
C	50,684	97.4%	1,219	95.4%	687	94.2%	52,590	97.3%
B	1,266	2.4%	58	4.5%	38	5.2%	1,362	2.5%
Total	52,034		1,278		729		54,041	

Definition of Rail Regions

- 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

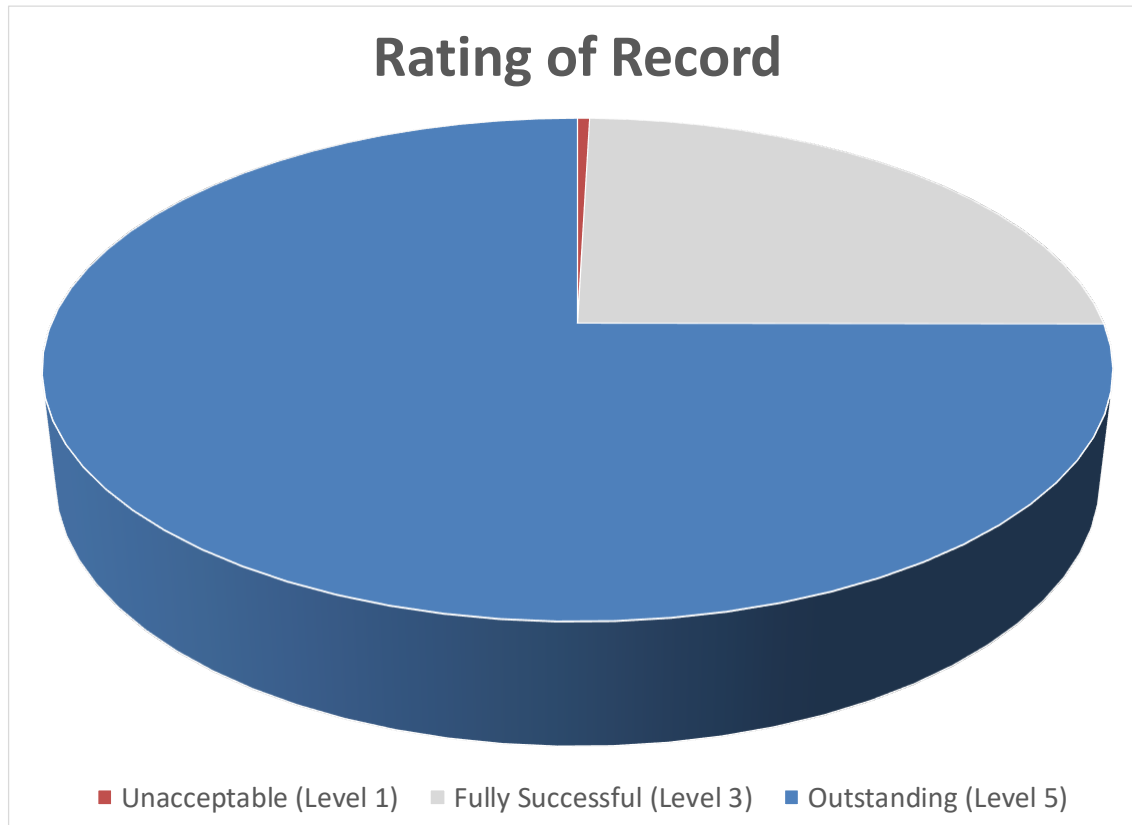
OCS Results: 2023 Basic Pay and SPL



Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	226	0.4%	2	0.2%	8	1.1%	236	0.4%
3	12,725	24.5%	336	26.3%	244	33.5%	13,305	24.6%
5	39,083	75.1%	940	73.6%	477	65.4%	40,500	74.9%
Total	52,034		1,278		729		54,041	
Modal	5		5		5		5	

Unacceptable (Level 1)
 Fully Successful (Level 3)
 Outstanding (Level 5)

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



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	54,041	79.0	1.3	43,114	\$2,339	2.4%	11,613	\$1,860	1.7%	52,763	\$2,929	2.3%
NH	52,034	79.9	1.3	41,490	\$2,369	2.4%	11,078	\$1,904	1.7%	50,806	\$2,969	2.3%
NJ	1,278	64.4	1.4	1,044	\$1,796	2.4%	282	\$1,054	1.4%	1,249	\$2,136	2.3%
NK	729	41.8	1.3	580	\$1,157	2.5%	253	\$833	1.7%	708	\$1,511	2.5%

¹ average based on those receiving, weighted by basic pay (capped at band max) to include employees on retained pay

² average based on those receiving, weighted by adjusted basic pay (capped at EX-IV cap) and may include awards of employees covered by bargaining unit agreements

CRI Funding Range: 2.00% - 2.40% of basic pay; CA Funding Range: 1.5% - 4.0%* of adjusted basic pay

- certain bargaining unit covered pay pools used 4.0%,
- Per the Federal Register, CA funds available to spend is limited to 90% of funding so 1.5% becomes at most 1.35% for CA
- New in 2023, pay pools had the option to use remaining CRI funds to increase their CA funding.