

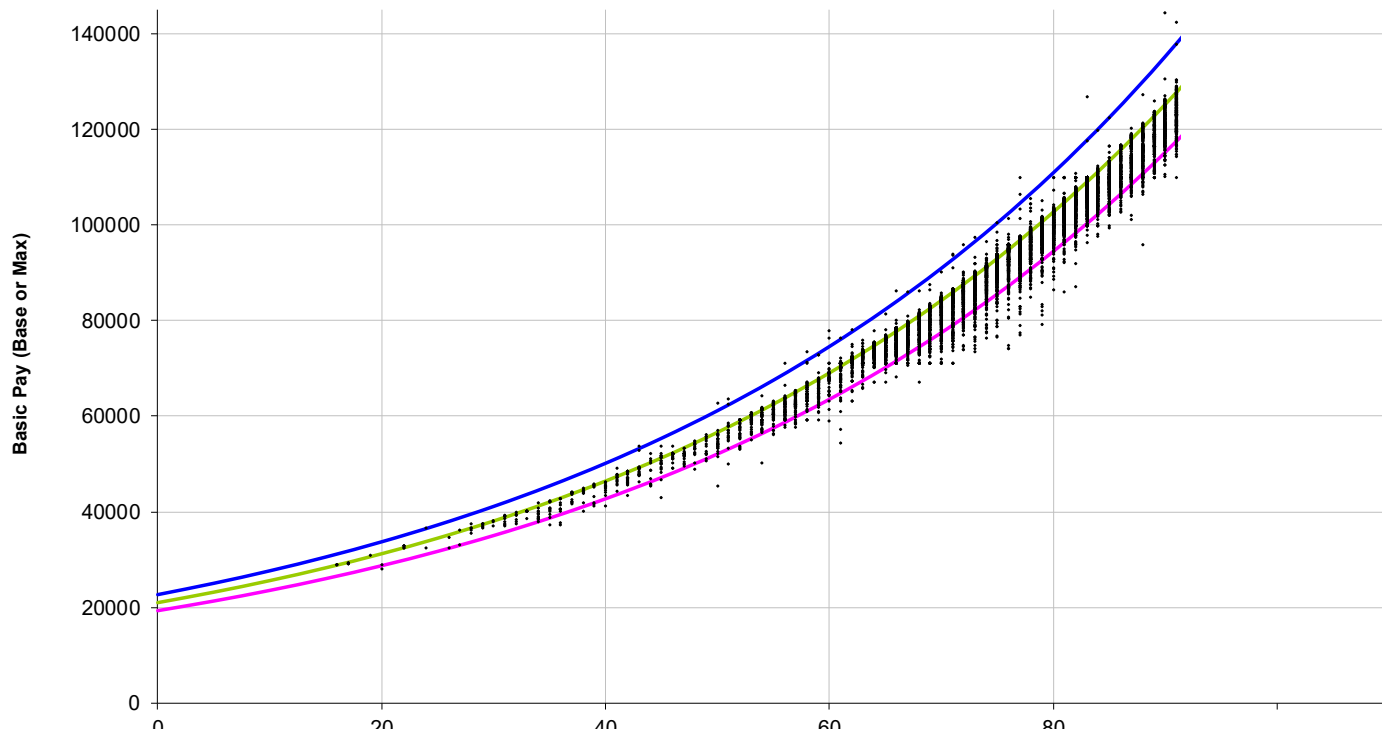
Rail Region	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
A	24	0.2%	0	0.0%	2	0.8%	26	0.2%
C	12,255	94.4%	292	84.4%	230	92.4%	12,777	94.1%
B	703	5.4%	54	15.6%	17	6.8%	774	5.7%
Total	12,982		346		249		13,577	

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

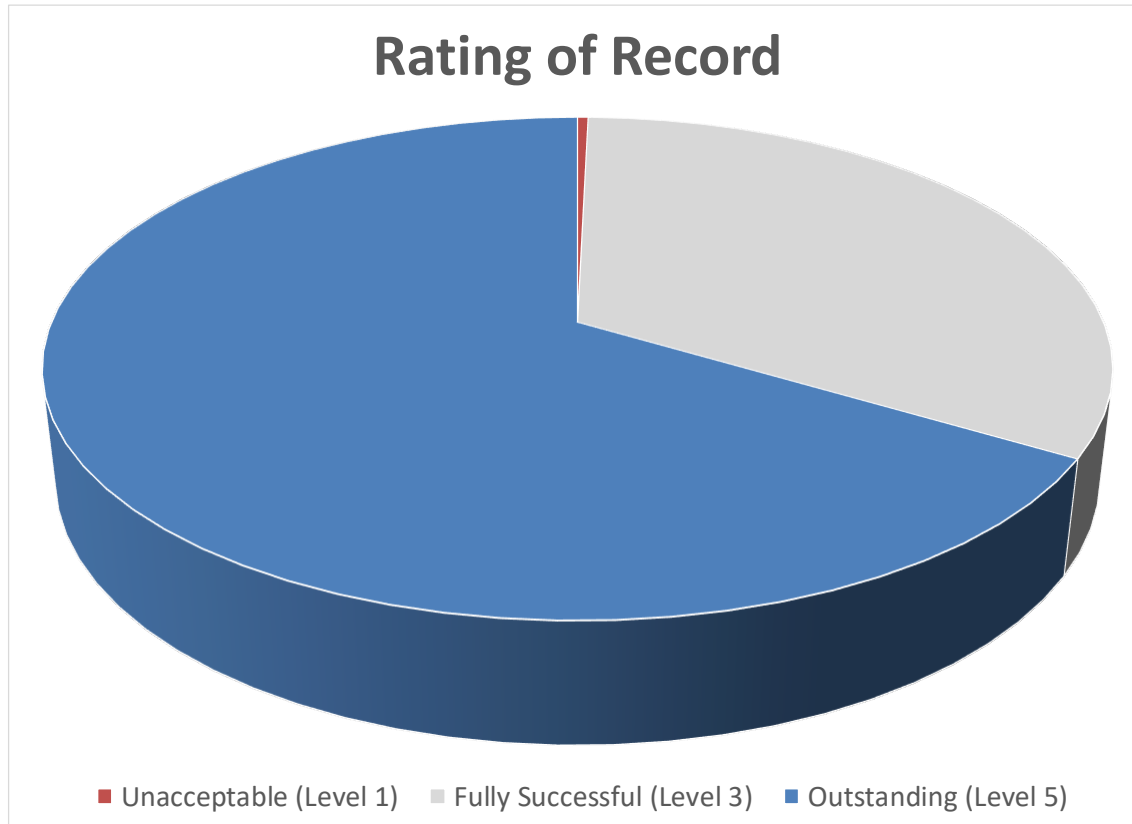


AcqDemo Results FY23

Rating of Record	NH		NJ		NK		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	50	0.4%	0	0.0%	2	0.8%	52	0.4%
3	4,253	32.8%	127	36.7%	119	47.8%	4,499	33.1%
5	8,679	66.9%	219	63.3%	128	51.4%	9,026	66.5%
Total	12,982		346		249		13,577	
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



AcqDemo Results FY23

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	13,577	79.9	1.4	11,596	\$2,012	2.0%	4,112	\$2,162	1.9%	13,525	\$3,027	2.3%
NH	12,982	80.9	1.4	11,115	\$2,036	2.0%	3,939	\$2,197	1.9%	12,933	\$3,081	2.4%
NJ	346	66.2	2.1	272	\$1,780	2.4%	87	\$1,675	2.0%	346	\$2,068	2.2%
NK	249	44.9	1.3	209	\$1,022	2.1%	86	\$1,055	1.9%	246	\$1,497	2.4%

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.