



FY12 Performance Evaluation and Pay Pool Results

February 2013

Overall Summary

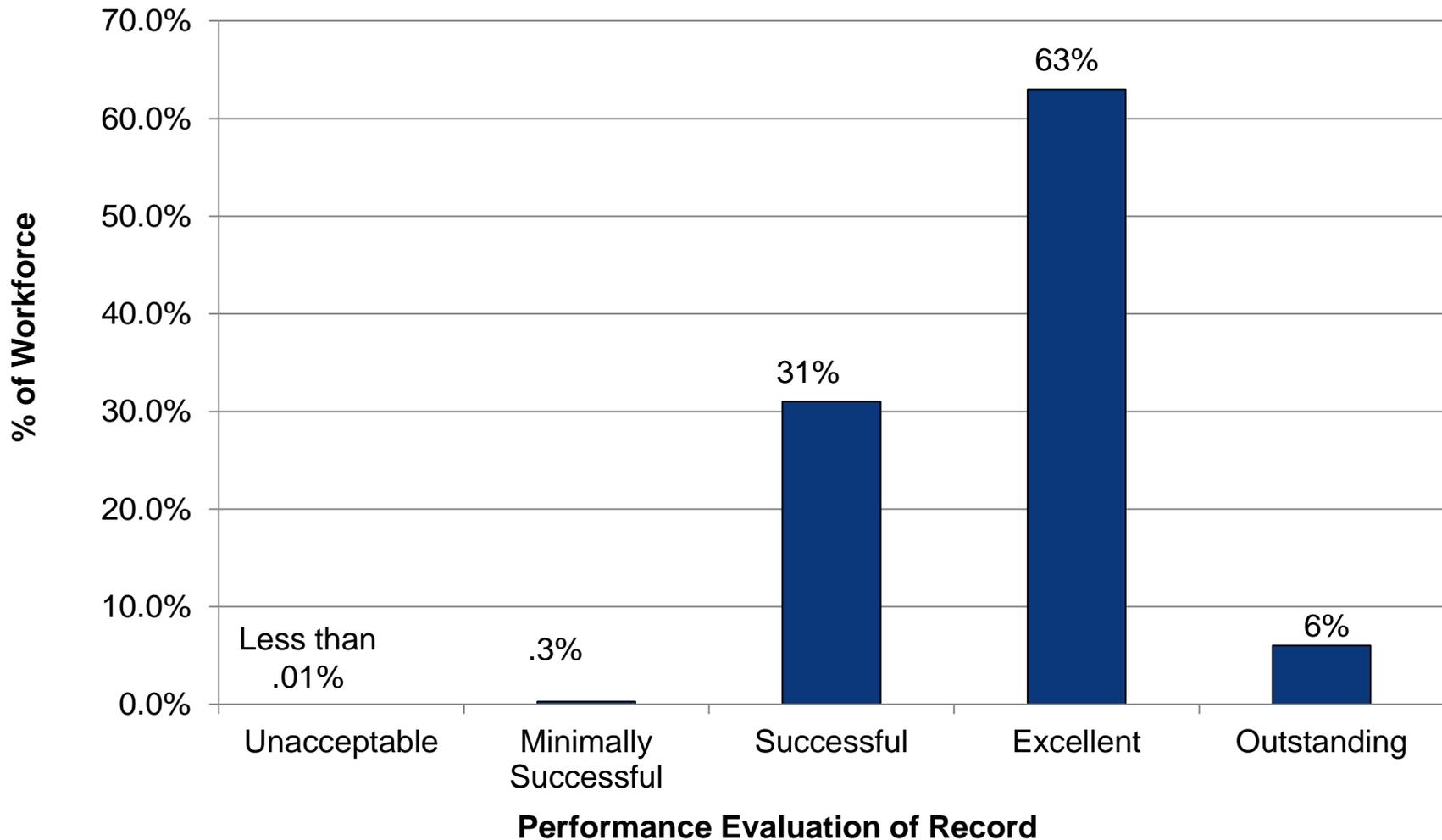
FY12 Performance Ratings and Payouts

| Area of Measurement | Result |
|--|---------------|
| Modal Performance Evaluation of Record* | Excellent (4) |
| Mean Performance-Based Salary Increase (NGA only) | 2.72% |
| Mean Bonus Amount | \$2,186 |
| Percent of Workforce Receiving a Bonus | 42% |
| Percent of Workforce Receiving a DQI or SQI | 1.4% |

* Refers to the Performance Evaluation of Record received by the highest percentage of employees.

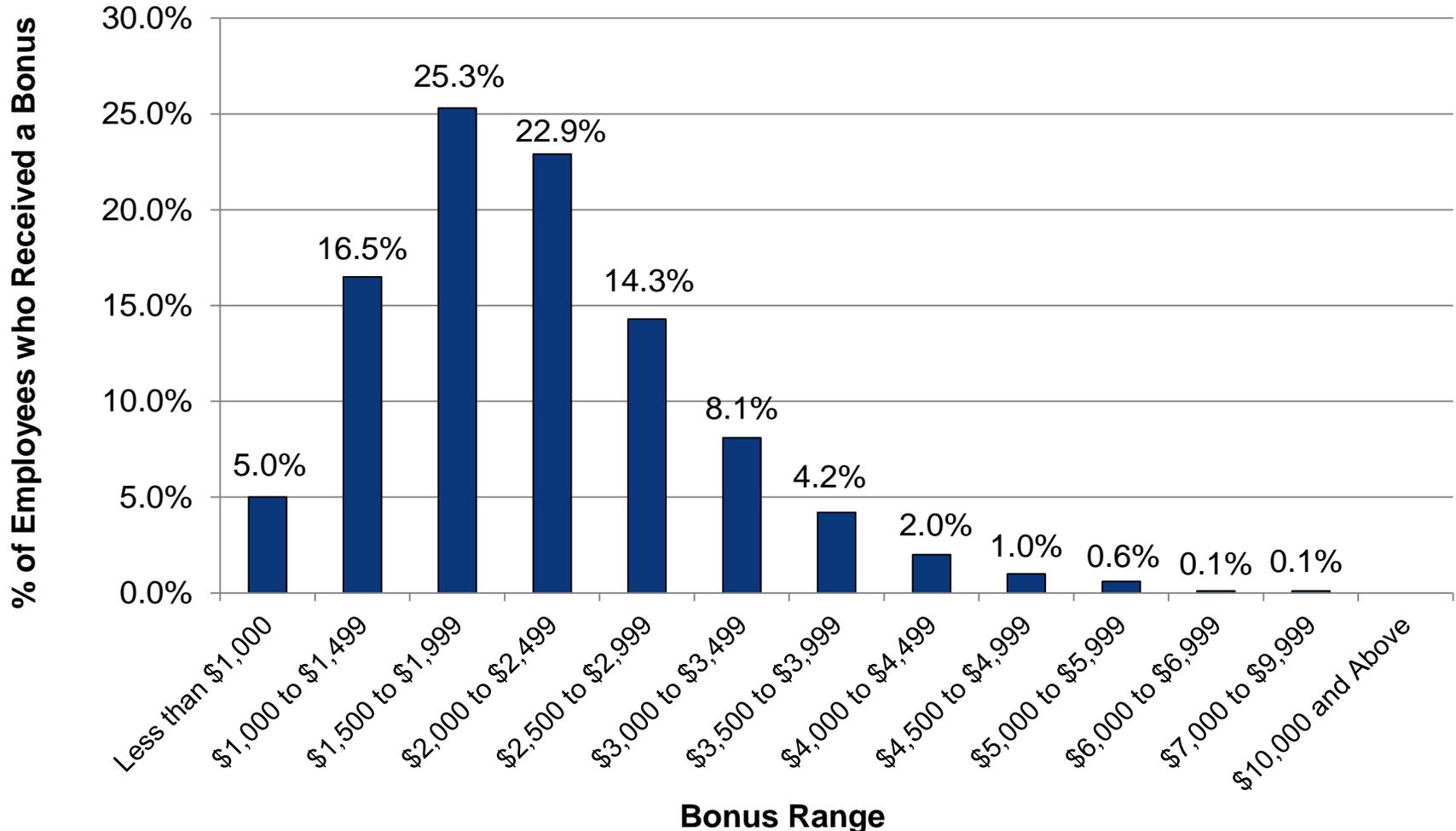
FY12 Performance Management Results Total Workforce

FY12 DCIPS Performance Rating Distribution



FY12 Bonus Results Total Workforce

FY12 DCIPS Performance-Based Bonus Distribution



FY12 Mean Bonus Amount by Performance Evaluation of Record

FY12 Mean Bonus Amount by Evaluation of Record

