

| Exhibits 3E & 3F Less than Midpoint - Tenure by Grade<br>Breakdown |         |           |             |
|--------------------------------------------------------------------|---------|-----------|-------------|
|                                                                    | <1 year | 1-4 years | 5 & greater |
| 614                                                                | 2       | 10        | 7           |
| 615                                                                | 2       | 3         | 6           |
| 616                                                                |         | 1         | 3           |
| 617                                                                |         | 5         | 1           |
| 618                                                                | 3       | 8         | 4           |
| 619                                                                | 1       | 1         |             |
| 620                                                                | 1       |           |             |
| 621                                                                | 1       |           | 1           |
| 622                                                                |         |           |             |
| 911                                                                | 7       | 20        | 2           |
| 912                                                                | 5       | 18        | 3           |
| 913                                                                | 2       | 5         | 2           |
| 914                                                                | 8       | 21        | 10          |
| 915                                                                | 6       | 10        | 11          |
| 916                                                                | 3       | 4         | 2           |
| 917                                                                | 4       | 6         | 5           |
| 918                                                                |         | 1         | 2           |
| 919                                                                |         |           |             |
| F1                                                                 | 5       | 13        | 6           |
| F2                                                                 |         |           | 3           |
| F3                                                                 |         |           |             |
| P1                                                                 | 5       | 21        | 12          |
| P2                                                                 |         |           | 4           |
| TC1                                                                | 1       | 2         | 2           |
| TC2                                                                |         |           | 2           |

Exhibits 3G & 3H Quartile Analysis - Breakdown by Tenure by Grade

|       | 1st Quartile |           |             |  | Total | 2nd Quartile |           |             |  | Total | 3rd Quartile |           |             |  | Total | 4th Quartile |           |             |  | Total |
|-------|--------------|-----------|-------------|--|-------|--------------|-----------|-------------|--|-------|--------------|-----------|-------------|--|-------|--------------|-----------|-------------|--|-------|
|       | <1 year      | 1-4 years | 5 & greater |  |       | <1 year      | 1-4 years | 5 & greater |  |       | <1 year      | 1-4 years | 5 & greater |  |       | <1 year      | 1-4 years | 5 & greater |  |       |
| 614   | 2            | 10        | 7           |  | 19    |              |           |             |  | 0     |              |           |             |  | 4     |              |           |             |  | 3     |
| 615   | 2            | 3         | 2           |  | 7     |              |           |             |  | 4     |              |           |             |  | 3     |              |           |             |  | 3     |
| 616   |              | 1         | 1           |  | 2     |              |           |             |  | 2     |              |           |             |  | 1     |              |           |             |  | 3     |
| 617   |              | 4         | 1           |  | 5     |              | 1         |             |  | 1     |              |           |             |  | 2     |              |           |             |  | 1     |
| 618   | 3            | 7         | 4           |  | 14    |              | 1         |             |  | 1     |              |           |             |  | 3     |              |           |             |  | 4     |
| 619   |              | 1         |             |  | 1     | 1            |           |             |  | 1     |              | 1         |             |  | 1     |              |           |             |  | 0     |
| 620   |              |           |             |  | 0     |              | 1         |             |  | 1     |              |           |             |  | 1     |              |           |             |  | 1     |
| 621   |              | 1         | 1           |  | 2     |              |           |             |  | 0     |              |           |             |  | 1     |              |           |             |  | 4     |
| 622   |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 1     |
| 911   | 7            | 19        |             |  | 26    |              | 1         |             |  | 1     |              | 1         |             |  | 7     |              |           |             |  | 11    |
| 912   | 5            | 17        | 2           |  | 24    |              | 1         |             |  | 1     |              |           |             |  | 6     |              |           |             |  | 10    |
| 913   | 2            | 4         | 1           |  | 7     |              | 1         |             |  | 1     |              |           |             |  | 2     |              |           |             |  | 6     |
| 914   | 8            | 21        | 4           |  | 33    |              |           |             |  | 6     |              |           |             |  | 3     |              |           |             |  | 6     |
| 915   | 5            | 10        | 8           |  | 23    | 1            |           |             |  | 3     |              |           |             |  | 9     |              |           |             |  | 16    |
| 916   | 3            | 3         | 1           |  | 7     |              | 1         |             |  | 1     |              |           |             |  | 2     |              |           |             |  | 11    |
| 917   | 4            | 6         | 4           |  | 14    |              | 1         |             |  | 1     |              |           |             |  | 2     |              |           |             |  | 10    |
| 918   |              | 1         | 2           |  | 3     |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 2     |
| 919   |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 1     |
| Total |              |           |             |  | 187   |              |           |             |  | 30    |              |           |             |  | 46    |              |           |             |  | 93    |
| F1    | 5            | 12        | 1           |  | 18    | 1            |           |             |  | 5     |              |           |             |  | 8     |              |           |             |  | 27    |
| F2    |              |           | 2           |  | 2     |              |           |             |  | 1     |              |           |             |  | 0     |              |           |             |  | 12    |
| F3    |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 1     |              |           |             |  | 2     |
| P1    | 5            | 17        | 4           |  | 26    | 4            |           |             |  | 8     |              |           |             |  | 8     |              |           |             |  | 26    |
| P2    |              |           | 1           |  | 1     |              |           |             |  | 3     |              |           |             |  | 1     |              |           |             |  | 9     |
| TC1   | 1            | 2         | 2           |  | 5     |              |           |             |  | 0     |              |           |             |  | 0     |              |           |             |  | 4     |
| TC2   |              |           | 1           |  | 1     |              |           |             |  | 1     |              |           |             |  | 0     |              |           |             |  | 1     |
| Total | 240          |           |             |  | 53    |              |           |             |  | 23    |              |           |             |  | 18    |              |           |             |  | 81    |

# Exhibits 3G & 3H Quartile Analysis

|       | 1st Quartile<br>10+ Years | Total | 2nd Quartile<br>10+ Years | Total | 3rd Quartile<br>10+ Years | Total | 4th Quartile<br>10+ Years | Total |
|-------|---------------------------|-------|---------------------------|-------|---------------------------|-------|---------------------------|-------|
| 614   | 3                         | 3     |                           | 0     | 4                         | 4     | 2                         | 2     |
| 615   | 2                         | 2     | 2                         | 2     | 2                         | 2     | 3                         | 3     |
| 616   | 1                         | 1     |                           | 0     | 1                         | 1     | 3                         | 3     |
| 617   |                           | 0     |                           | 0     | 2                         | 2     | 1                         | 1     |
| 618   | 2                         | 2     |                           | 0     | 3                         | 3     | 4                         | 4     |
| 619   |                           | 0     |                           | 0     |                           | 0     |                           | 0     |
| 620   |                           | 0     |                           | 0     | 1                         | 1     | 1                         | 1     |
| 621   | 1                         | 1     |                           | 0     | 1                         | 1     | 3                         | 3     |
| 622   |                           | 0     |                           | 0     |                           | 0     | 1                         | 1     |
| 911   |                           | 0     |                           | 0     | 6                         | 6     | 10                        | 10    |
| 912   |                           | 0     | 1                         | 1     | 6                         | 6     | 10                        | 10    |
| 913   |                           | 0     | 1                         | 1     | 2                         | 2     | 6                         | 6     |
| 914   |                           | 0     | 1                         | 1     | 3                         | 3     | 6                         | 6     |
| 915   | 2                         | 2     | 2                         | 2     | 9                         | 9     | 16                        | 16    |
| 916   |                           | 0     |                           | 0     |                           | 0     | 11                        | 11    |
| 917   | 3                         | 3     | 1                         | 1     | 2                         | 2     | 10                        | 10    |
| 918   | 2                         | 2     |                           | 0     |                           | 0     | 2                         | 2     |
| 919   |                           | 0     |                           | 0     |                           | 0     | 1                         | 1     |
| Total |                           | 16    |                           | 8     |                           | 42    |                           | 90    |
| F1    |                           | 0     |                           | 0     |                           | 0     | 26                        | 26    |
| F2    | 2                         | 2     | 1                         | 1     |                           | 0     | 12                        | 12    |
| F3    |                           | 0     |                           | 0     | 1                         | 1     | 2                         | 2     |
| P1    |                           | 0     |                           | 0     | 3                         | 3     | 25                        | 25    |
| P2    | 1                         | 1     | 3                         | 3     | 1                         | 1     | 9                         | 9     |
| TC1   |                           | 0     |                           | 0     |                           | 0     | 4                         | 4     |
| TC2   | 1                         | 1     | 1                         | 1     |                           | 0     | 1                         | 1     |
| Total | 20                        | 4     |                           | 5     |                           | 5     |                           | 79    |