3.1. Schematic Diagram of the Data Configuration for Each Cohort ........................................... 20
4.1. Mean Entry Grade of Permanent GS Workers in Selected Occupational Areas, FY88 and FY92 Cohorts ........................................................ 28
4.2. Cumulative Probability of First Promotion, FY88 and FY92 Cohorts ................................. 29
4.3. Cumulative Probability of Second Promotion, FY88 and FY92 Cohorts .............................. 31
4.4. Cumulative Probability of Retention, FY88 and FY92 Cohorts ............................................ 32
4.5. Pay Profiles by Occupational Area, with Job and Individual Characteristics Controlled For, FY88 Cohort .............................................................. 33
4.6. Percentage Increase in Annual Earnings from YOS 1 to YOS 8 by Occupational Area, with Job and Individual Characteristics Controlled For, FY88 Cohort ......................................................... 34
5.1. Predicted Annual Earnings Profiles, Other Characteristics Controlled For, FY88 Cohort ........ 44