

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2008

**Pay Range
Per Annum Rates**

| | Minimum | Maximum |
|---|------------------|------------------|
| Agencies without a Certified SES Performance Appraisal System* | \$114,468 | \$158,500 |
| Agencies with a Certified SES Performance Appraisal System* | \$114,468 | \$172,200 |

The SES pay rate is basic pay for all pay computation purposes. Locality adjustments do not apply.

*NRC is applying for certification of its SES Performance Appraisal System for 2008.