

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2009

**Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System*	\$117,787	\$177,000

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

*NRC has received certification of its SES Performance Appraisal System for 2009.