

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2012

RATES FROZEN AT 2010 LEVELS

**Pay Range
Per Annum Rates**

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System*	\$119,554	\$179,700

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 through September 9, 2012, and will request recertification.