

Exhibit 4

**NRC SENIOR LEVEL SERVICE (SLS)
PAY BANDS**

2012

RATES FROZEN AT 2010 LEVELS

**Pay Ranges
Per Annum Rates**

| | <u>Basic Pay</u> | | <u>Locality Pay Wash. DC Area</u> |
|-------|------------------|--------|---------------------------------------|
| SL-3 | 155,500 | Top | 165,300* |
| | 155,500 | Bottom | 165,300* |
| SL-2 | 155,500 | Top | 165,300* |
| | 146,003 | Bottom | 165,300* |
| SL-1C | 146,002 | Top | 165,300* |
| | 136,348 | Bottom | 165,300* |
| SL-1B | 136,347 | Top | 165,300* |
| | 127,962 | Bottom | 158,954 |
| SL-1A | 127,961 | Top | 158,953 |
| | 119,554 | Bottom | 148,510 |

*Rate limited to the rate for level III of the Executive Schedule (5 U.S.C. 5304(g)(2)).