

Exhibit 3

SENIOR EXECUTIVE SERVICE SCHEDULE (SES)

2004

**Pay Range
Per Annum Rates**

Minimum	Maximum
\$104,927	\$145,600

The National Defense Authorization Act for Fiscal Year 2004, signed November 24, 2003, established a new pay-for-performance system for the Senior Executive Service (SES). The six-level SES pay system was replaced by a single open pay range.

As a result of the pay system changes, locality adjustments no longer apply to SES pay, and Exhibit R has been discontinued. The SES pay rate is basic pay for all pay computation purposes.