



U.S. Nuclear  
Regulatory  
Commission

# The Honor Law Graduate Program

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## Introduction

The Nuclear Regulatory Commission (NRC) is the independent regulatory agency responsible for the licensing and regulation of civilian nuclear power facilities and materials. NRC was established in 1975 under provisions of the Energy Reorganization Act of 1974, which abolished the Atomic Energy Commission and transferred to NRC the regulatory responsibilities held by that agency. The Departments of Defense and Energy are responsible for the military applications of nuclear materials and facilities.

In creating NRC, Congress recognized that, from a technical, economic and social standpoint, nuclear energy had reached a state of development where its regulation demanded the full attention of an independent regulatory agency. It was also recognized that if nuclear power was to become an important energy source to the nation, it was essential that the public and the regulated industry have full confidence in its regulation.

The primary mission of NRC is to regulate the uses of nuclear energy so as to protect the radiological health and safety of the public, to maintain the safety and security of nuclear materials, to protect the environment, and to assure that the pertinent antitrust laws are fully complied with. To carry out this mission, NRC has developed a comprehensive program of regulation, licensing and enforcement. This program includes the development and formal promulgation of regulations applicable to the uses of nuclear facilities and materials, the conduct of public rulemaking hearings, technical review of all applications for licenses to build and operate nuclear power plants and to use nuclear materials, the conduct of public hearings in connection with license applications, field inspections of all licensed activities, enforcement actions, and the conduct of public hearings in connection with enforcement activities.

In addition, NRC is responsible for the conduct of research programs required to carry out its licensing and regulatory responsibilities. These programs are carried out in cooperation with both Federal and private research organizations. NRC is also directly responsible, in conformity with American foreign policy, for the exchange of technical information on nuclear regulatory and related safety research matters with foreign governments, as well as with international organizations and agencies. It is also responsible for the processing of applications for the export and import of nuclear materials and facilities.

Although a major portion of NRC's effort is devoted to the licensing and regulation of nuclear power reactors, the agency's responsibilities also cover a broad spectrum of activity concerned with nuclear materials, including the regulation of most of the nuclear "fuel cycle." This includes the milling of uranium ore, its conversion into nuclear fuel materials and fabrication into fuel elements and their uses, as well as the reprocessing, transportation, and disposition of spent fuel. NRC also regulates the production and uses of a wide variety of nuclear materials, mostly radioisotopes for medical, industrial and commercial uses.

It is to the activities described above that NRC employees dedicate their efforts to help assure that NRC-licensed activities will not endanger public health and safety, will provide adequate safeguards for nuclear materials, will protect against adverse environmental impacts and will be in conformity with the antitrust laws.



# The Honor Law Graduate Program

U.S. Nuclear Regulatory Commission

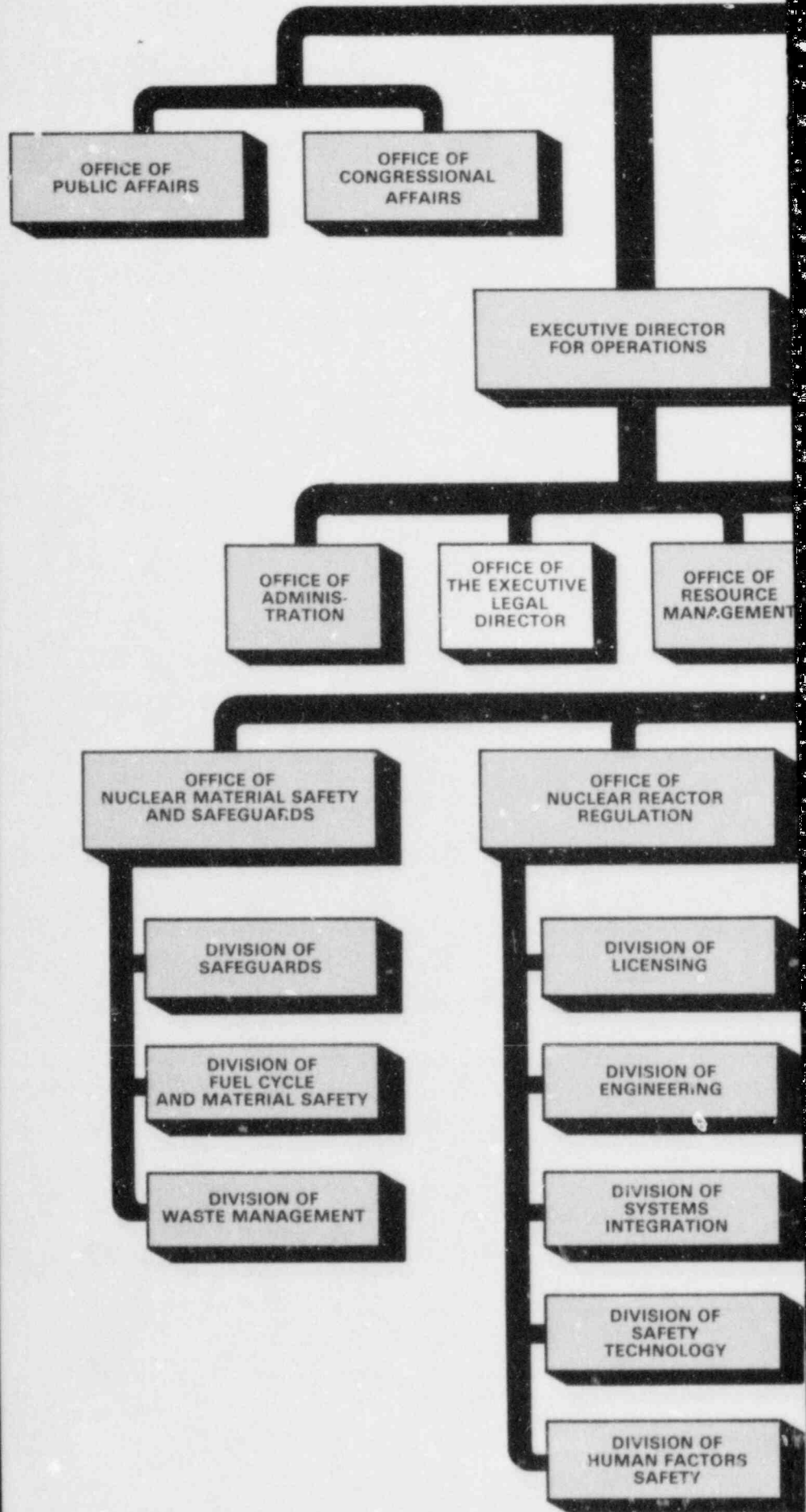
## Organizational Information

NRC employs approximately 3,500 persons. Because of the highly technical nature of the work, a majority of NRC employees are professionals who have degrees in such diverse fields as law, engineering, physics, geophysics, seismology, ecology, meteorology, health physics, statistics, economics, chemistry, oceanography, radiobiology, and mathematics.

NRC offices are located in Washington, D.C., and in adjacent Montgomery County, Maryland. NRC employees are also located in five regional offices in various sections of the United States. The primary function of these employees is to conduct inspections of licensed activities in the region.

NRC is headed by five Commissioners who are appointed by the President and confirmed by the Senate for five-year terms.

**U.S. NUCLEAR  
REGULATORY  
COMMISSION**  
**ORGANIZATION  
CHART**



INFORMATION AS OF  
SEPTEMBER 1, 1984

CHAIRMAN

COMMISSIONERS

ADVISORY  
COMMITTEE ON  
REACTOR  
SAFEGUARDS

ATOMIC SAFETY  
AND LICENSING  
BOARD PANEL

ATOMIC SAFETY  
AND LICENSING  
APPEAL PANEL

OFFICE OF  
INSPECTOR AND  
AUDITOR

OFFICE OF  
POLICY EVALUATION

OFFICE OF THE  
GENERAL COUNSEL

OFFICE OF  
THE SECRETARY

OFFICE OF  
INTERNATIONAL  
PROGRAMS

OFFICE OF  
STATE  
PROGRAMS

OFFICE FOR  
ANALYSIS AND  
EVALUATION OF  
OPERATIONAL  
DATA

OFFICE OF  
SMALL AND  
DISADVANTAGED  
BUSINESS  
UTILIZATION

OFFICE OF  
NUCLEAR REGULATORY  
RESEARCH

DIVISION OF  
ENGINEERING  
TECHNOLOGY

DIVISION OF  
ACCIDENT EVALUATION

DIVISION OF  
RISK ANALYSIS

DIVISION OF  
FACILITY OPERATIONS

DIVISION OF HEALTH,  
SITING AND WASTE  
MANAGEMENT

OFFICE OF  
INSPECTION  
AND ENFORCEMENT

DIVISION OF  
REACTOR PROGRAMS

DIVISION OF  
ENGINEERING  
AND QUALITY  
ASSURANCE

DIVISION OF  
EMERGENCY  
PREPAREDNESS

DIVISION OF  
FUEL FACILITIES  
MATERIALS  
AND SAFEGUARDS

REGIONAL OFFICES

REGION I PHILADELPHIA  
REGION II ATLANTA  
REGION III CHICAGO

DIV. OF RESIDENT &  
PROJECT INSPECTION

DIV. OF ENGINEERING  
& TECH. INSPECTION

DIV. OF EMERG. PREP.  
& OPERATIONAL SUPPORT

REGION IV DALLAS

DIV. OF RESIDENT,  
REACTOR PROJECT &  
VENDOR INSPEC.

DIV. OF ENGINEERING  
& TECH. INSPECTION

REGION V SAN FRANCISCO

DIV. OF RESIDENT,  
REACTOR PROJECT &  
ENGR. INSPEC.

DIV. OF TECH. INSPECTION

## **The Honor Law Graduate Program**

Each year the NRC selects a small number of graduating law students or judicial law clerks to participate in the Honor Law Graduate Program. This Program is designed to attract from across the nation outstanding individuals interested in beginning the practice of law in a major Federal regulatory agency — the Nuclear Regulatory Commission. The Program provides for those selected challenging and varied opportunities to gain valuable experience in the practice of law. By means of a combination of on-the-job assignments, continuing legal education, seminars, study, and careful evaluation and supervision of performance, the individuals selected for the Program are encouraged to assume substantial individual responsibility and to develop their legal skills. Members of the Program are provided opportunities for overview orientation including attendance at Commission meetings, Congressional hearings, oral arguments before the Supreme Court and the Court of Appeals for the D.C. Circuit, visits to licensed facilities under construction and in operation, attendance at specialized Bar conferences and meetings, and meetings with Federal, state and foreign officials.

## **Recruitment for the Honor Program**

NRC conducts its own recruitment for the Program independently of any other Federal recruitment programs. A Civil Service grade rating and/or examination by the U.S. Office of Personnel Management is not required for NRC employment consideration. Recruitment for the Program is done by means of correspondence and contacts with law school deans and placement directors of all accredited law schools.

## **Qualifications for the Honor Program**

To maintain the integrity and excellence of the Program, generally only those students who are in the upper 30 percent of their law school class are eligible for consideration. A waiver of this requirement may be made for compensating qualifications.

In addition, to be considered for the Program, an individual must be a third year law student who will graduate from law school no later than June of next year, or a judicial law clerk who will be prepared to report for duty no later than the end of September.

All candidates should be aware that NRC employees (including spouse, minor child, and any other member of the immediate household) cannot own any stocks, bonds or other financial interests in corporations whose activities are closely related to activities regulated by NRC.

Finally, and without exception, U.S. citizenship is required for admission to the Program. In addition, each person selected for the Program must undergo a complete security investigation and be granted a security clearance.

Admission to the Bar is not initially required, although such admission is expected during the first year of NRC employment. A person selected for the Program who is not admitted to the Bar within one year of reporting for duty can expect neither promotion nor advancement. This lack of necessary qualifications can be cause for termination of employment.

Admission to the Bar of the highest court of any jurisdiction in the United States will satisfy the admission requirement and permit that attorney to represent the U.S. Government when employed as an NRC attorney.

## **Selection for the Honor Program**

All candidates possessing the required qualifications are considered for the Program. Selections for appointment to the Program are based on potential competence to perform the required work, are in no way influenced by personal or political considerations, and are made without regard to race, color, age, sex, religion, physical handicap, marital status, or national origin. Eligible veterans are accorded the preference granted to them by the Veterans' Preference Act of 1944. NRC IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER.

In selecting members for the Program, specific consideration is given to an individual's law school academic record; law school activities, including law review, moot court and legal aid; law clerk employment; the results of personal interviews by NRC attorneys; the results of reference checks; and any other considerations that may indicate the potential of the individual to develop into an outstanding attorney. Technical or scientific training or experience is not a requirement for admission to the Program.

## Assignment of the Members of the Honor Program



In selecting members of the Program, a three-step procedure is used. The first step involves evaluation of the applications of interested law students received by the NRC and/or preliminary interviews at selected law schools. This first step is conducted in October. The second step involves inviting the most promising applicants to NRC's offices in Washington, D.C. and/or Bethesda, Maryland, for an in-depth interview by NRC attorneys. The interviews are conducted during October and November. The third step is the final selection of the members of the Program, which is normally completed by December 15.

Members of the Program are selected for the Office of the Executive Legal Director, the Office of the General Counsel, the Atomic Safety and Licensing Appeal Panel, or the Atomic Safety and Licensing Board Panel.\* Although the desires of the applicants for the Program are taken into account, assignments are determined by the heads of these offices. However, when a position in the Program is offered to an applicant, the applicant will be informed as to which office the offer applies.

**The Office of the Executive Legal Director**, located in Bethesda, Maryland, employs approximately 65 attorneys. These attorneys are assigned to one of the four divisions responsible for carrying out the functions of the Office. The organizational structure of this Office is portrayed on the next page.

The specific functions of the four divisions may be briefly described as follows:

### Hearing Division

This is a litigation-oriented activity. Attorneys in this division practice before Atomic Safety and Licensing Boards, Atomic Safety and Licensing Appeal Boards and the Commission. They represent the NRC staff in public hearings involving applications for construction permits and operating licenses for nuclear power plants and other types of nuclear facilities. Such hearings are held in the vicinity of the facility site. The primary issues involved in these hearings are the radiological health and safety of the public, safeguards and security, and environmental impact. In carrying out their responsibilities the attorneys in this division prepare notices of hearing, respond to petitions from members of the public to participate in the hearing, prepare and file formal pleadings, review for legal sufficiency drafts of the NRC staff's safety evaluations of the application and the environmental impact statements, participate in discovery procedures, represent the NRC staff in prehearing conferences, prepare NRC staff witnesses, and represent the staff at public hearings. At these hearings, NRC attorneys offer witnesses and evidence, cross-examine witnesses, engage in oral argument, prepare and file appeal briefs, and participate in appellate arguments. In addition, this Division represents the NRC staff in public hearings directed by the Commission on antitrust issues.

### Regional Operations and Enforcement Division

Attorneys in this Division advise the NRC staff with respect to enforcement matters and represent the staff in enforcement proceedings against licensees alleged to have violated their NRC license or NRC regulations. Such proceedings may result in the imposition of civil penalties, or in the amendment, suspension or termination of licenses. Attorneys in this division function essentially as prosecutors in such proceedings and are responsible for preparing their cases for hearing and prosecuting the case through the hearing and the NRC appellate process. This Division is also responsible for the coordination of legal services and activities for the Regional Offices.

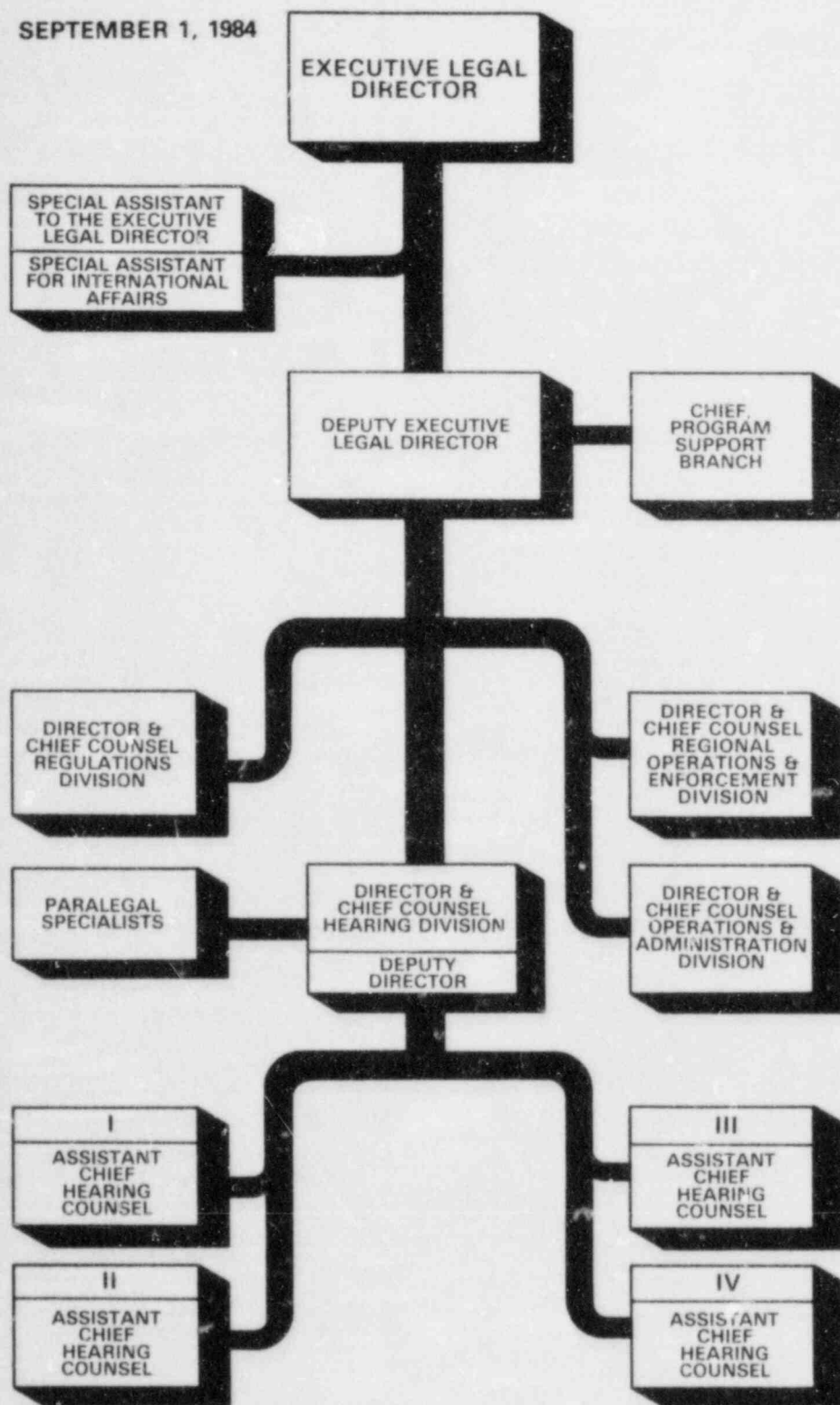
### Regulations Division

Attorneys in this division are responsible for the development or review of NRC regulations and guides pertaining to the use of nuclear energy, which include those applicable to the licensing of a nuclear power plant for construction and operation and for the possession and use of nuclear materials for medical and industrial purposes. They are responsible for interpreting NRC regulations and statutes relevant to NRC activities and for providing legal analyses of the various sources of legal authority affecting NRC activities. These attorneys are also responsible for providing legal advice and services to NRC materials licensing and safeguards programs, and programs involving the states and foreign nations. This Division is also responsible for the representation of the NRC staff in public rulemaking hearings involving proposed NRC regulations.

\*Selections for the Appeal Panel and the Licensing Board are not necessarily made each year.

# OFFICE OF THE EXECUTIVE LEGAL DIRECTOR

SEPTEMBER 1, 1984



## Operations and Administration Division

Attorneys in this division are responsible for providing legal advice and service to those NRC organizations involved in research, contracting, patents, personnel, budget, security, and administration. Attorneys in the division specialize in various facets of administrative law matters. They represent the NRC in a wide variety of highly sensitive and vital activities which bring into play a broad range of legal skills, including administrative litigation and negotiation of complex labor and commercial contracts, international, and interagency agreements.





## Salary and Benefits for Members of the Honor Program

**The Office of the General Counsel**, located in the NRC offices in Washington, D.C., employs approximately 20 attorneys. Its primary responsibilities include providing legal advice to the Commissioners and representing NRC in litigation in the Federal courts.

The attorneys draft Commission orders and opinions, and prepare analyses of legal questions posed by individual Commissioners. They also draft proposed legislation and prepare NRC comments on proposed executive orders and congressional bills. Litigation for the Office most often involves challenges to NRC decisions. Most of these cases are in U.S. Courts of Appeals. NRC attorneys are responsible for preparing the briefs and arguing the cases. Generally the attorney who writes the brief argues the case.

Attorneys in the General Counsel's Office review the decisions of NRC's Atomic Safety and Licensing Appeal Boards in adjudicatory proceedings involving licensing and enforcement matters and advise the Commission whether it should accept review of the decision. Commission opinions and orders arising from this function are drafted by the attorneys.

All nonsupervisory attorneys work in each of the areas identified above on a regular basis. The interests of individual attorneys and the needs of the office are the principal factors in determining assignments.

**The Atomic Safety and Licensing Appeal Panel**, located in Bethesda, Maryland, is a quasi-judicial appellate tribunal. In divisions of three, known as Appeal Boards, its seven members review, under an express delegation from the Commission, the decisions of the Atomic Safety and Licensing Boards and the Commission's Administrative Law Judge. The Panel's supporting professional staff includes two recent law school graduates who are assigned essentially the same functions performed by law clerks to Federal appellate judges. These attorneys serve the Panel for two years, following which they may seek transfer to either the Office of the Executive Legal Director or the Office of the General Counsel.

**The Atomic Safety and Licensing Board Panel**, located in Bethesda, Maryland, consists of approximately 60 part-time and permanent attorneys, nuclear reactor engineers, physicists and environmental scientists. The Administrative Judges of the Panel are appointed by the Nuclear Regulatory Commission. Three-member Atomic Safety and Licensing Boards are selected from the Panel by the Chief Administrative Judge of the Panel to preside at trial-type public hearings involving (1) applications for nuclear power reactor construction permits, operating licenses, amendments of such permits or licenses; (2) enforcement matters; (3) formal rulemaking; and (4) such other matters as may be designated by the Commission. Each three-member board so selected consists of an attorney, as chairman, an environmental scientist, and either a nuclear reactor engineer or a physicist, except in antitrust proceedings, where the composition of the board may include additional attorneys or economists. Most of the cases heard are long and complex and comprise many parties. The panel's supporting legal staff includes three recent law school graduates who are assigned essentially the same functions performed by a law clerk to trial judges. The law clerks serve the Panel for two years, following which they may seek transfer to the Office of the Executive Legal Director or the Office of the General Counsel.

Members of the Program will normally start at grade GG-11, Step 1. (Attorneys who have served as judicial law clerks may enter at a higher grade.)

The following is a summary of benefits which apply to each member of the Program by virtue of Federal government employment.

Salary policies and practices seek to motivate and reward employees for initiative and outstanding performance.

**Pay Periods — Every 2 weeks.**

**GROUP LIFE INSURANCE** — For each \$1,000 of insurance coverage you pay 24¢ each pay period through payroll deduction. The amount of coverage is based on

your annual salary rounded to the highest thousand plus \$2,000. Additional optional coverage is available for you and your spouse and children. Participation in the insurance program is voluntary.

**RETIREMENT** – The employee's contribution is 7% of base pay, deducted each pay period. This contribution is matched by the government. Your deductions, from the beginning, are refundable should you leave government before retirement eligibility.

**Optional** – Age 55 with a minimum of 30 years of service; or age 60 with 20 years of service; or age 62 with 5 years of service.

**Disability** – A minimum of 5 years of service.

**Discontinued Service** (involuntary separation through no fault of employee's) – Age 50 with 20 years of service, or 25 years of service regardless of age.

A minimum of 5 years of civilian service is required for all annuities.

**VACATION (Annual Leave)** – For less than 3 years of service, 13 workdays each year; for 3–15 years of service, 20 workdays each year; for 15 years of service and up, 26 workdays each year. Maximum accumulation is 30 workdays.

You may take advantage of a day or two of vacation leave at a time, or you may take it in longer periods.

**SICK LEAVE** – Thirteen workdays each year, with no limit on accumulation.

**HOLIDAYS** – Ten recognized Federal holidays off with pay.

**PERIODIC PAY INCREMENTS** – These are based upon acceptable performance and after specified periods of service.

#### **DISABILITY COMPENSATION COVERAGE**

#### **UNEMPLOYMENT COMPENSATION COVERAGE**

**HOSPITAL AND MEDICAL INSURANCE** – Optional to you. When covered, your part is deducted each pay period. The U.S. Government contributes to the premium payment.

**CREDIT UNION** – Enables members to borrow money at comparatively low rates. Membership is optional.

**AWARDS** – Monetary awards for suggestions and superior performance.

After one year of satisfactory performance, and assuming that Bar admission has been attained, a member of the Program is eligible for a promotion to grade GG-12 Step 1. Thereafter further promotions and assignments are made solely on the basis of the quality of performance.

The NRC is *not* authorized to reimburse members of the Program for relocation expenses, including moving costs. (Certain relocation costs are, however, subject to income tax deductions.) However, as much assistance as possible is provided to aid individuals moving to the Washington, D.C., area with respect to locating suitable living accommodations, and in settling into a new environment. Personnel in the administrative branch of each of the organizational elements and the NRC personnel office will be available to personally assist in the resettlement process.

## **Promotions**

## **Relocation Costs and Arrangements**



## How to Apply for the Honor Law Graduate Program

To apply for the Honor Law Graduate Program, take the following steps:

1. Submit a resume and a completed SF-171\*
2. Submit a copy of your law school transcript.
3. Submit a sample of your legal writing unedited by anyone else.
4. Submit a completed Honor Law Graduate Program Application.\*

To be considered for the program, you must submit all required material by the end of October to the following address:

**Honor Law Graduate Program Coordinator**  
Office of the Executive Legal Director  
U.S. Nuclear Regulatory Commission  
Washington, D.C. 20555

### Summary

The NRC Honor Law Graduate Program provides graduating law students or judicial law clerks of ability and potential with a unique opportunity to begin or continue their legal careers in an exciting and rewarding field of public interest law which will involve them in many of the major issues facing the country. Such experience has equipped former members of the Program for new challenges and success in the private sector, in the academic field, and in other areas of government, both Federal and state. We look forward to hearing from you.

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\*Additional copies of this brochure, the SF-171 and HLGP Application may be obtained either from your law school placement office or from the NRC address noted above.

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