

	<u>Question</u>	<u>NRL Response - Final</u>
	<u>Fellows</u>	
1	How does the candidate/job matching process currently work (i.e., is it through the fellowship program/Offeror or through the fellow and individual research)?	The offeror is responsible for developing and proposing its own recruitment plan/approach (FOA, page 3 of 15). Offerors may propose different ways to advertise (e.g., electronic and print media). Please note as part of the plan that NRL Advisors may coordinate targeted announcements with the awardee(s). NRL Advisors may also direct post-docs to the Awardee site.
2	Is there a capacity/fellow limit to lab sections and advisors? How many placements does each lab expect per year or per quarter?	1. There is no specific capacity limit to lab sections and advisors. 2. Historically, NRL has hosted between 140-200 total postdocs per year, 35-65 of which are new participants. The remainder are postdocs that have been renewed.
3	What requirements must fellows pass after the selection process (e.g., physical exam, something else)?	Following a firm offer, only Security approval is required before fellows are on-boarded. A physical exam may be necessary if personal protective equipment is required for the fellow's research.
4	Approximately how many new postdocs are placed per year? Approximately how many postdocs are there in total in one year, given that the postdoc positions are renewable for up to 3 years? Do renewals mean that there are fewer new postdoc positions the following year, or does renewal mean that there are more total postdoc positions? How many PFP awards are expected per quarterly cycle?	1. See response to question 2. 2. Renewals do not necessarily mean there are fewer new post-doc positions in the following year. Renewal indicates that the Post-doc is making good progress on their proposed research and that another year of effort/funding is warranted. Historically, there have been 9-16 PFP awards per quarterly cycle.
5	What is the estimated percentage of placement locations (i.e. DC vs CA vs MS)?	There is no estimated percentage among placement locations. Placement at the various locations is based on the available research opportunities/funding.
	<u>Employment terms</u>	-
6	Does the Offeror become the official employer of the postdocs?	Post-docs are not employees of NRL. However, Offerors determine the relationship it proposes - either an employer-employee relationship with Post-docs, or as a self-employed guest researcher/independent contractor.
7	Is the health insurance offered by the Offeror as part of their employee benefits or is it intended to be a separate add-on with a differentiated policy? The fellows are expected to pay for 25% of the insurance costs, but what happens if 25% is a different rate than what other employees of the Offeror pay?	Health insurance is part of the administrative support provided and the offeror will determine the specific provider/plan made available to post-docs. NRL has historically paid 75% of the cost but the offeror may propose a different share with the Post-doc.

8	Is there any more information about the awards ceremony? Are all postdocs expected to attend? What kinds of individuals/projects are awarded?	No, not all post-docs are expected to attend. The Annual post-doc Award Ceremony is held in conjunction with a large, NRL-wide award ceremony. For a submission to be nominated, a Post-doc must be the first author. The papers that are submitted will be evaluated based on literary merit, technical clarity, and the scope and effect of the research. The winners are invited to the award ceremony and are given a cash award and a meal that is covered by the program. Any Post-docs that do not win an award are welcome to attend at their own expense.
9	The funding opportunity says that there is "no limitation on the place of performance." What does that mean, given that there are certain facilities at which the postdocs can work?	The post-doc fellows must be located at one of the NRL sites. The Offeror may be located outside of those locations.
10	The funding opportunity says that fellows "may or may not be [an] employee of the recipient." What does that mean? That an employee of the Offeror can apply to be a postdoc?	See response to question 6. Yes, current employees of the Offeror are not specifically barred from applying.
11	Is there any provision for postdocs who voluntarily leave their worksite/position early?	Post-docs are free to end their program tenure at any time, but are expected to give at least 30 day's notice and follow NRL and Offeror checkout/end procedure.
12	Do "disciplinary actions" relate to job performance (i.e., firing for poor performance) or something else? Do they / can they relate to misuse of classified funds?	Disciplinary actions relate to job performance. Offerors are responsible to propose a management/execution plan to support disciplinary actions. NRL does not provide access to classified material under this cooperative agreement (page 12 of the FOA).
	<u>Reporting requirements</u>	-
13	"Postdoctoral participant progress reporting" – does the reporting come from the Offeror as an overview or from the fellow on a pre-determined schedule, or both?	A template is provided to post-docs on a regular interval and an annual report is sent to COR about overall program status/numbers.
14	Does the Offeror need to coordinate IRB approval in the event that there are human subjects involved in research?	If human subject research is involved, the postdoc should coordinate IRB approval with their advisor.
	<u>Budget allocations</u>	-
15	What are the allowable direct expenses for determining indirect cost recovery?	Please reference 2 CFR Part 200, Subpart E-Cost Principles, for guidance on allowability of direct and indirect cost recovery.
16	What is the expected annual distribution of funds to the Offeror?	The Offeror will send monthly invoices to NRL, at which point, the invoices will be paid.
17	The Funding Opportunity references associateships as well as fellowships. How should these different terms be thought of in the development of a proposal? Should the proposal plan for postdoc positions only?	Two references to "associateships" have been revised to "fellowships". (FOA page 6), to clarify that this requirement only contemplates one category of post-doc fellows.

	<u>Other</u>	-
18	Does the NRL have a preferred quarterly selection process schedule? (i.e., applications due Sept. vs Oct. vs Nov., etc.)	No.
19	Can selection panel participants get compensation for their work?	The offeror proposes its own recruitment approach/plan. There is no specific NRL bar against selection panel participants being compensated, however 2 CFR Part 200, Subpart E (Cost Principles) governs and should be consulted for any specific cost allowability questions. Please note additional guidance regarding the Research & Related Budget form (Appendix, page 5).
20	What does the term "peer reviews" reference? [page 6 of appendix]	"Peer review" on page 6 references "vi. Peer Review" on page 14. Page 6 of Appendix 1 has been revised to clarify the correct reference.
	RFP-page 6: A Postdoctoral Fellow may or may not be an employee of the Recipient (i.e. the Fellow could also be a self-employed guest researcher) but is not an employee of NRL.	
21	The NRL postdoctoral fellow is not an employee of NASEM. Please clarify what the term "may or may not be an employee of the Recipient".	See response to questions 6 and 10.
	APPENDIX-page 4: Monthly Financial Reports (with monthly and cumulative costs) This typically involves an on-site & off-site expenditure report by the 5th workday of each month for the preceding month. This report includes the reporting period; award number; award value; funding to date; expended in current period; total expended to date; and date submitted. Report must also include details for each Postdoc: Tenure date; Advisor name; amounts for the Stipend, Travel, Relocation, Insurance, Workman's Compensation, etc.; and program Administration cost.	
22	Due to the month-end financial close process, financial data is not available on the 5th workday of the month. We request a revision that monthly financial reports will be available on the 15th of the month.	The FOA has been revised to identify the 15th day of each month. (Appendix 1, Page 4 of 15)
23	As noted, the NRL postdoctoral fellow is not an employee of NASEM and therefore not eligible for workman's compensation. This is an employee benefit and does not apply to the NRL fellows.	Please see the response to question 6. Worker's compensation may be required depending on the relationship proposed between the offeror and the post-doc in the offeror's management/execution plan, as well as the relevant state law.