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To Whom It May Concern:

I am writing to indicate that the Science for Nature and People Partnership (SNAPP) has a standing policy for grants and contracts that support SNAPP postdoctoral fellows at Universities to pay 0% overhead (although we do pay for benefits for the fellows). SNAPP is a partnership of The Nature Conservancy* (TNC), Wildlife Conservation Society (WCS) and the National Center for Ecological Analysis and Synthesis (NCEAS) at UC Santa Barbara. Most SNAPP-sponsored postdocs are in residence at our partner organization NCEAS and are assessed a zero overhead charge. To be consistent and to be responsible to our donors, for those SNAPP working groups that choose to host the postdoctoral fellow at a University other than NCEAS-UCSB, we insist that no overhead be charged through these arrangements (contracts or grants).

More importantly, we believe stationing SNAPP-funded postdocs at a University is an asset to the University in two ways:

- These postdocs provide a link to TNC and WCS conservation projects in over 70 countries and every state in the USA, which is an incomparable database and selection of sites, and learning opportunities.
- Links between TNC and Universities have proven to be an asset in fundraising for universities, as has been the case with Stanford University, and several other universities with which we arrange to place postdoctoral fellows.

For this reason, if we cannot station postdoctoral fellows at your University with 0% overhead, we will need to locate those postdocs at NCEAS or another institution that will not assess overhead. In these situations, communication between the SNAPP academic mentor and the postdoctoral fellow will be virtual, and likely a less advantageous arrangement for your University. This policy, which has been agreed upon by the three SNAPP founding partners, has been in place since the inception of SNAPP in 2013.

Yours sincerely,

Craig R. Groves

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Executive Director

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* TNC is the fiscal and contractual agent for the Science for Nature and People Partnership (SNAPP)