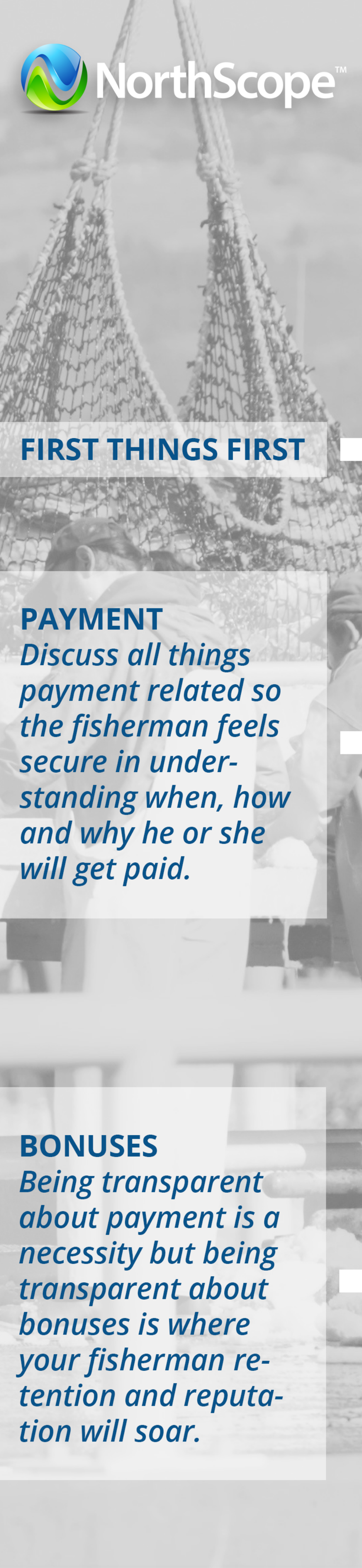
Fisherman Onboarding Checklist

With the variable income fishermen face, it's important to be up front about all things money so there are no surprises when a fisherman sells to you. By covering all the items on this checklist before a partnership is struck, you can consider transparency achieved ☑



FIRST THINGS FIRST

- [ ] Fisherman's full name & address

PAYMENT

Discuss all things payment related so the fisherman feels secure in understanding when, how and why he or she will get paid.

- [ ] Discuss how you pay – via ACH/direct deposit or checks? Are split payments available to cover crew shares?
- [ ] Get the fisherman's ACH/direct deposit information, if applicable.
- [ ] Determine if the fisherman would like any crew members to be paid out via split payment.
- [ ] Get the crew member names, addresses & payment information, if applicable.
- [ ] Discuss the variables that will determine how much the fisherman is paid.
- [ ] Discuss when you pay - do you pay a percentage when the delivery comes in and the rest at the end of the season or all at the end of the season?

BONUSES

Being transparent about payment is a necessity but being transparent about bonuses is where your fisherman retention and reputation will soar.

- [ ] Discuss the fisherman's loan options, if applicable. If you offer loans, are there any exclusions or nuances to using a loan? What are your loan interest rates?
- [ ] Discuss any premiums you offer - Are there gear, specie, refrigeration or other premiums? If so, what does the fisherman need to do to earn those?
- [ ] Discuss any incentives for dropping fish off with you in the future – also known as reasons to keep fishing for you! For example, do you provide a bonus for the fisherman that delivers the most to you?
- [ ] Find out the type of gear the fisherman has on his/her boat and suggest potential premiums for hook versus net or ice chill versus water, etc. and how that will affect what you pay and how you process.