



ARE YOU A FUTURE LEADER?

Since 1998 the NFI Future Leaders program has been broadening horizons for young leaders in the seafood industry thru networking, programming and unique experiences. The vision of the program was to bring the seafood industry's next generation into the National Fisheries Institute community; today more than 500 individuals are alumni of this illustrious program. Today the program continues to provide skills and experiences that help developing leaders. It also serves to help these individuals establish a network of industry contacts.

Just as the seafood industry has adapted to this year's unforeseen challenges, so has NFI's Future Leader Program and NFI is committed to providing a strong and robust program for 2021. The program will be virtual initially with a plan for in person travel* when business travel resumes, potentially in the late third quarter of 2021.



NEW in 2021: More Education Included in your Future Leader's Program Fee

NFI has added more value to the Future Leader's 2021 program by adding more education. The 2021 Future Leader's Class will have all access to [The Virtual GSMC Conference](#) and the [year-long GSMC Webinar Series](#).

That's not all. Future Leader participants will have their choice of attending two virtual NFI Species Schools in 2021. Choose from NFI Shrimp School; NFI Salmon School; NFI Scallop School; and NFI Lobster School. The species schools will be held in April, May, August and October (see attached schedule).

The 2021 Future Leaders Program will kick off with a virtual orientation session during business hours on March 23rd; following that, plan to meet with your Class bi-weekly via Zoom Leadership Webinars (see schedule) May-August. Each webinar session is designed to enhance knowledge and leadership skills in the areas of production, sales, marketing and the industry in general.

*The 2021 Future Leaders TENTATIVELY will visit: Washington, D.C./Williamsburg, VA; Tampa/Orlando, FL; Los Angeles; and Seattle, WA; The Class is also asked to attend the 2022 Global Seafood Market Conference in Orlando, Florida to be recognized as graduates of the program.

What to Expect

The seafood industry is diverse and has many different working components. This program seeks to educate participants on many facets, while including ample opportunities for networking with classmates during virtual opportunities. Prior to the end of the program, the class will elect a president to represent them at Future Leader Alumni meetings. There will also be a class project that runs from May thru December.

What is Expected

NFI is proud to offer The Future Leaders program, which boasts more than 500 alumni. Future Leader participants are expected to conduct themselves professionally and with integrity at all times when online or traveling with NFI, including after-hours social outings. Participants are held to the highest standards and are expected to treat each other and all others with respect and consideration. A successful Future Leader will be prepared, on-time and professional throughout each session. NFI expects all Future Leaders to adhere to their own policies and code of ethics (including Sexual Harassment). A copy of NFI's Sexual Harassment policy is included.

Tuition

Tuition is \$3,750 for NFI Members and \$5,750 for non-NFI Members. If in person travel is possible, Students are responsible for hotel, travel and some meal expenses, as well as the cost of any additional activities.

The class size is limited to 40. To apply:

1. Complete the attached application form.
2. Attach a one-page written bio on yourself, your seafood experience and why you would like to be a Future Leader.
3. Include tuition payment made payable to NFI (\$3,750 for members/\$5,750 non-members) Please note there is a 5% surcharge for credit cards
4. The deadline for applications is January 27. If you are selected to be in the Future Leaders Class of 2021, you will be notified no later than January 29. *In the event that you are not selected, your tuition payment will be refunded. There will be no refunds allowed after attending the first session.*



Future Leaders Class of 2021 Dates and Preliminary Curriculum

VIRTUAL ORIENTATION SESSION: MARCH 23, 2021

Join the Class of 2021 for an afternoon Orientation Session to meet your classmates and learn more on what to expect for the year.

MAY WEBINAR SERIES

May 11

Networking Event and Ice Breaker Session

May 25

Leadership and Skills Needed to be a
Successful Leader



JUNE WEBINAR SERIES

June 8

Retail Session--How the Coronavirus has
Changed the Retail Landscape

June 22

Virtual Port Tour & Presentation



JULY WEBINAR SERIES

July 13
Understanding Sustainability and Seafood

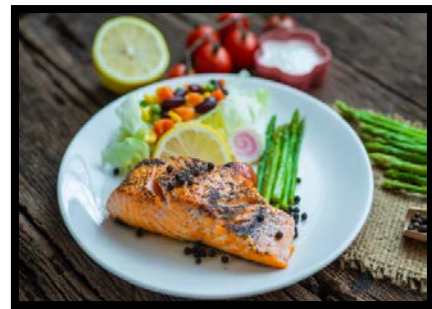
July 27
Virtual Hatchery and or Farm Tour and
Presentation



AUGUST WEBINAR SERIES

August 10
Virtual Safety at Sea Survival Training or
Processing Plant Tour

August 24
Virtual Dinner Party and Culinary Event



Species School (Tuition includes choice of 2)



April 15, 22, 29



May 13, 20, 27



Aug 12, 19, 26



Oct 28, Nov 4 & 11



NATIONAL FISHERIES INSTITUTE Global Seafood Market Conference

2021 WEBINAR SERIES CONTENT CALENDAR

	WEEK 1	WEEK 3	SPECIES SCHOOL
JANUARY	● Shrimp Panel Webinar (Jan. 13)	● DGAs and Labeling Requirements Webinar (Jan. 27)	
FEBRUARY	● GSMC Virtual Conference (Feb. 1-5)	● Crustaceans Panel Webinar (Feb. 17)	
MARCH	● Value Finfish Panel Webinar (Mar. 3)	● Meal Kit Delivery Webinar (Mar. 17)	
APRIL	● Bi-Valve Panel Webinar (Apr. 7)	● Biden Administration First 100 Days: Impact on Seafood Webinar (Apr. 21)	Salmon School (April 15, 22, 29)
MAY	● Premium Panel Webinar (May 5)	● Succession Planning Webinar (May 19)	Scallop School (May 13, 20, 27)
JUNE	● Sushi Panel Webinar (June 2)	● What To Do If Customs, NOAA, or FDA Knock on the Door Webinar (June 16)	
JULY	We will be taking a break this month		
AUGUST	● Finfish Panel Webinar (Aug. 4)	● Travel Recovery: Business, Recreation Webinar (Aug. 18)	Lobster School (August 12, 19, 26)
SEPTEMBER	● Salmon Panel Webinar (Sept. 1)	● AI, Machine-Learning for Seafood Industry 101 Webinar (Sept. 15)	
OCTOBER	● Food Service Panel Webinar (Oct. 6)	● Value Chain Resilience Webinar (Oct. 20)	Shrimp School (Oct. 28)
NOVEMBER	● Retail Packaging Panel Webinar (Nov. 3)	● Consumer Habits Webinar (Nov. 17)	Shrimp School (Nov. 4, 11)
DECEMBER	● Species Year in Review Webinar (Dec. 1)	● Business Webinar (Dec. 15)	

● Species Webinars; Supply Chain ● Business Issues

Register now at www.cvent.com/d/47qyxw



2021 Key Dates

Prior to applying to the program, please make sure you are available to attend all sessions.
The key to your success will be full participation in the program

December 15, 2020

Application Process Opens

January 27, 2021

Application and Payment Deadline

January 29, 2021

Future Leaders Class of 2021 Announced

March 23, 2021

Orientation Session

May 11, 2021

Networking Event and Ice Breaker Session

May 25, 2021

Leadership and Skills needed to be a Successful Leader

June 8, 2021

Retail Session--How the Coronavirus has changed the Retail Landscape

June 22, 2021

Virtual Port Tour & Presentation

July 13, 2021

Understanding Sustainability and Seafood

July 27, 2021

Virtual Hatchery and or Farm Tour and Presentation

August 10, 2021

Virtual Safety at Sea Survival Training or Processing Plant Tour

August 24

Virtual Dinner Party and Culinary Event

**Graduation: NFI Global Seafood Market Conference January 2022, Orlando, Florida



Future Leaders Class of 2021 Application

Name _____

Company _____

Position/Title _____

Years in the Seafood Industry _____

Business Mailing Address _____

Cell Phone _____

Email Address _____

Sponsoring Member
(for Non-NFI Members) _____

Emergency Contact and Phone _____

If accepted into the Future Leader Class of 2021, I agree to attend and actively participate in each session. I commit to conduct myself professionally and with integrity, treat all with respect and consideration, and be prompt.

Applicant's Signature/Date _____

Supervisor's Signature/Date _____

Send Application, Biography, and Payment to:
National Fisheries Institute
Attention: Gerrie Thomas
7918 Jones Branch Drive, Suite 700, McLean, VA 22102

Please select two:

- I plan to participate in Salmon School April 15, 22, 29
- I plan to participate in Scallop School May 13, 20, 27
- I plan to participate in Lobster School August 12, 19, 26
- I plan to participate in Shrimp School October 29, November 4, 11



NFI Policy Regarding Harassment & Discrimination

THE NATIONAL FISHERIES INSTITUTE FULLY SUPPORTS THE RIGHT OF ALL PEOPLE TO SEEK, obtain and hold employment without being subject to harassment or discrimination based on any legally-protected class such as race, color, creed, religion, national origin, sex, age or disability. NFI is specifically committed to maintaining a work environment free of inappropriate and disrespectful conduct and communication of a sexual nature. Toward that end, NFI adopts the following policy:

- No employee may harass another. Anyone who violates this policy will be subject to disciplinary action up to, and including, discharge.
- Any employee or supervisor who learns of harassment and fails to take corrective action pursuant to this policy will be subject to disciplinary action up to, and including, discharge.
- It is the policy of NFI to encourage employees who feel that they have been subjected to discriminatory treatment or harassment, including sexual harassment, to bring these problems immediately to the direct attention of management.
- No NFI Future Leader Participant may harass another. Anyone who violates this policy will be subject to dismissal from the Program.

DEFINITION

Sexual harassment is defined as unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when:

- submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and
- such conduct has the purpose or effect of substantially interfering with a person's work performance or creating an intimidating, hostile or offensive work environment.

Prohibited acts of sexual harassment can take a variety of forms ranging from subtle pressure for sexual activity to physical assault. Examples of the kinds of conduct included in the definition of sexual harassment are:

- threats or intimation of sexual relations or sexual conduct which is not freely or mutually agreeable to both parties;
- unwelcome continual or repeated verbal or physical abuses of a sexual nature including graphic commentaries about the person's body, sexually suggestive objects or pictures placed in the work area that may embarrass or offend the person, sexually degrading words to describe the person, or propositions of a sexual nature; and
- threats or insinuations that the failure to submit to sexual advances may affect a person's employment, wages, promotional opportunities, assignments, or other conditions of employment.

These examples are by no means all inclusive of the types of conduct that can constitute sexual harassment.

ENFORCEMENT PROCEDURE

1. Any employee or Future Leader participant who believes he or she has been the subject of discrimination or harassment should report the alleged act immediately to the president or senior authority.
2. If a complaint involves the president, or, if for any reason, the employee is uncomfortable bringing the complaint to the attention of the president or senior authority, then he or she shall file the complaint with the NFI attorney.
3. NFI will handle all complaints in a timely manner. NFI will endeavor to maintain the complaint and the investigation as confidential as circumstances reasonably permit. NFI will not release information concerning a complaint to third parties or to anyone within NFI who is not involved with the investigation. Nor will NFI allow anyone involved in the investigation to discuss the subject outside of the investigatory process. The purpose of this provision is to protect the confidentiality of the employee who files a complaint and to encourage the reporting of any incidents of discrimination or harassment.
4. Investigation of a complaint will normally include conferring with the parties involved and any named or apparent witnesses. Employees shall be guaranteed an impartial and fair hearing.
5. NFI will make its best efforts to protect all employees from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in an investigation. The purpose of this provision is to encourage the reporting to management of any incidents of discrimination or harassment.
6. If the investigation reveals that the complaint is valid, NFI will take appropriate disciplinary and/or remedial action designed to stop the discrimination or harassment immediately and to prevent its recurrence.

I affirm that I have read and understand NFI's Policy Regarding Harassment & Discrimination in relation to both NFI Employees and my fellow Future Leaders; and agree to abide by the policy and failing to do so will result in dismissal from the Future Leaders Program.

Applicant's Signature/Date