

CAREER PROJECTION 101

An Independent Contractor's

GUIDE

to a Successful Business and Balanced Life

Clem Harrod



CLEMCO.U

Tampa, FL

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Ordering Information:

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Printed in the United States of America

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Events, locales and conversations have been recreated from the author's best memories of them. In some instances, to maintain the anonymity of individuals mentioned in this publication, the author has changed names, places, identifying characteristics and details such as physical properties, occupations and places of residence.

First Printing: 2020

ISBN: 978-1-7347452-9-0

Library of Congress Case Number: 1-8585751171

Cover design by CCS Marketing

Cover grid by Scott Flanagan

Smooth Projectionist photograph by Bruce Couch

Smooth Projectionist logo by James Leslie

Author back cover headshot photograph by Trevor Collinson

Author "About the Author" photograph by Donovan Muir

Interior photographs by Lynnette Wisk, Chris "Chili" Horton, Gary Bassing, Kelly Foxen, Toriano Evans, Greg Wilson, and Reginald Duncan

Storyboard illustrations by MasterCharlie (www.fiverr.com)

Interior formatting by Crystal Crawford

“To the youths who march onward and upward toward the light,
this volume is respectfully dedicated.”

—Charles H. Wesley

“For generational knowledge and understanding is one of the most
powerful things in the world. However, the lack thereof is one of
the deadliest.”

—Clem Harrod

To an industry who understood me when I felt misunderstood,
valued me when I felt devalued, and accepted me when I felt
unacceptable.

You saw me before I saw myself, and I always felt appreciated
when I was with you. You helped me find my way out of poverty
and discover a life I never dreamed I could have. You were my
first love, and I will forever be grateful.

Thank you!

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Foreword

Having worked in the corporate meeting world for nearly forty years as a Professional Technical Director, I have had the great good fortune to meet some very impressive people whose approach to work and life has colored our industry profoundly. In this book, Clem Harrod solidifies his position at the top of that list. This step-by-step guide to building a successful career by putting the all-important intangible skills first makes this book a must-read for anyone considering a career in corporate theatre.

By focusing less on the tangible skills related to actually creating perfect pictures on screen using projectors, Clem focuses instead on what it takes to find work, build nurturing relationships and creating your personal brand. These bedrock concepts are seldom, if ever, taught in our university classes, making this book indispensable for professionals at every level of our industry. Nearly everyone I run into these days has made a transition from one type of employment model to another. Employee to freelance, freelance to small company, and everything in between. A common thread in these transitions is that everyone needs help with the day-to-day issues of insurance, accounting, compliance and how to find the right people to guide us effectively. In *Career Projection 101*, Clem provides a no-nonsense road map to addressing these issues and provides the resources to get it done.

Perhaps the most engaging theme in this book is how important it is to use the skills and experience we have accumulated to help lift the next generation of professionals to reach their best lives, both personally and professionally. In this regard, Clem is the master, providing countless examples of how he has used every experience

to make himself the best husband, father and event professional he can be. These examples can be put to work immediately in our lives and finding so many in one book is Clem's gift to us.

When Clem first shared this book with me, I read it immediately and was actually surprised at how much information was pertinent to my personal situation. I have reread this book several times and am now working with the business accountant that CLEMCO has used for years. I have a deep respect for Clem and what he brings to the issue of personal ethics. *Career Projection 101* gives us all important insight into how we create our professional legacy through hard work and dedication to becoming the best version of our personal selves. Congratulations to all of you that have added this important book to your personal libraries.

Tom Bollard

Husband, Father, Technical Director (in that order...)

Live Event Production/Corporate Theater

Introduction

The purpose of this book is to help Independent Contractors, Freelancers, and Small Business Owners better manage their time, money, and relationships by answering the questions,

“How do I...”

- Get Started
- Get Noticed
- Find a Specialty

all the way to:

- Create a Budget
- Find an Accountant
- Get Health Insurance

and ultimately:

- How Do I Retire

Written in an act format—Act I: The Walk-In, Act II: The Show, and Act III: The Walk-Out—*Career Projection 101* will become a prerequisite for anyone starting a career and life in the Live Event Production Industry.

I understand the challenges I faced trying to figure out how to best manage a 1099 lifestyle. This book is the culmination of all I have learned as I built my business from the ground up.

Television Production has been a part of my life since middle school. Its influence, in addition to my church, home, school, family and friends, has led to this moment in time—this moment of my destiny—to share this story with you. These are my struggles and my victories bound together to help you understand your life, your destiny, and how to achieve the projected image you see for yourself.

Projected image, you say? *What is that?*

Inside all of us is a light. A source. A ray of hope. I believe that light wants to come out. That light wants to shine. That light of greatness is what the world needs and wants to see. For me, that light is this book.

When I entered into my career, I had no plan, no path, no model image to follow. The way had not yet been paved. No one had gone from start to finish and then come back to show or tell us how to make a living as an Independent Contractor in the Live Event Production Industry. I pray this book is your path. I pray this book shows you how to Walk In your industry, execute the Show of your career, and Walk Out when your mind and body are tired and ready to move on.

A Walk-Out occurred once in my career when I left the sports broadcasting sector of the industry. I was ill prepared for that moment, and I quickly had to learn how to adapt and change. Now that my focus is solely on another sector of my industry, I will be ready when my time for retirement comes.

This book is my journey as I achieve the success I'm destined for, and the success I hope you achieve as well. Enjoy!

#Projection101

Act I:

The Walk-In

The journey begins as you walk into the industry, uncertain of your path or what the future will hold.

FADE IN:

**INT: GAYLORD PALMS, OSCEOLA BALLROOM, ORLANDO,
FL. DAY**

It is February 2002, and CLEM, a young, twenty-two-year-old college graduate, arrives at his first corporate event. CLEM was hired by a well-known local rental and staging company to help strike, or tear down, one of Ernst & Young's large partner conventions. CLEM enters the ballroom anxious and terrified but in awe of the amount of activity underway. In spite of being nervous, CLEM attempts to look like he has it all together.

CLEM walks towards the Video Department in search of MARK, his point of contact. With a wet and clammy hand, CLEM greets MARK, ready for his first task.

CLEM:

Hi! Where should I get started?

MARK:

You can go over there and start wrapping.

CLEM starts wrapping cables and struggles to put them away in the right cases. MARK takes one look at CLEM'S work and shakes his head in disgust.

MARK:

Let's hurry up. Get these cables wrapped and put away in their cases. No, not that case. The other case.

CLEM:

(flustered and stammering) This one?

MARK:

No! The other one! (with a snarky attitude) Geez, didn't they teach you anything in school?

MARK says this sarcastically, but CLEM is unaware of MARK's sense of humor, and takes it personally.

MARK:

We need to hurry up and strike this set. I've got a flight out in the morning.

CLEM tries again, wrapping the cable over under and under over. It ends up in a perfect loop. CLEM looks up, hoping MARK will approve. Instead, he glares.

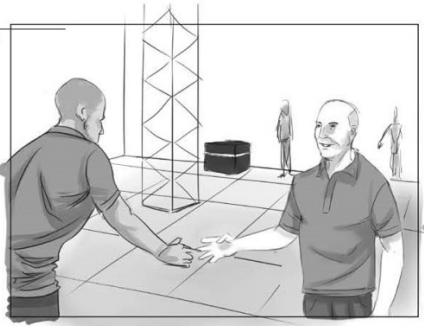
MARK:

Don't just stand there! Get the next one!

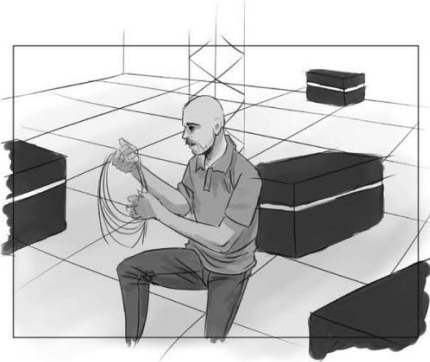
CLEM hurries to the next cable, terrified he has screwed up his first real job, and wonders if this is a career he should pursue.



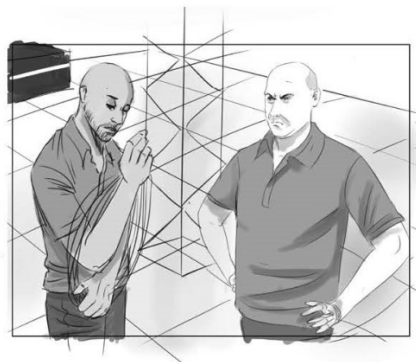
1. CLEM enters the ballroom anxious and terrified, but in awe of the amount of activity underway.



2. With a wet and clammy hand, CLEM greets MARK ready for his first task.



3. CLEM starts wrapping cables and struggles to get them put away in the right cases.



4. MARK takes one look at CLEM'S work and gives him a look of disgust.



5. No! The other one!



6. CLEM looks up, hoping MARK will approve.

Chapter

1

How Do I Get Started?

That happened the first day at my first corporate event. I had just graduated from Florida State and had plenty of experience working in sports. But this was an entirely different world and an opportunity I didn't want to mess up.

All my life, I've enjoyed telling stories through video and still images, but my interest really sparked when I started taking Television Production classes in middle school. I even went to a special high school where I studied the subject for two out of my six classes each year. I was an active volunteer in my church's Communications Department, and I worked on some of the first episodes of their broadcasted show, *Right Connection*. Upon graduation, I was fortunate enough to attend Florida State University and enroll in the Media Production program. There I had access to some of the best equipment money could buy, but it was my experience in the Seminole Productions classes that truly opened my eyes to the opportunities that life had to offer.

You see, I had grown up in poverty, the only child of a single mom, and had spent some time homeless. I often reflect on the night we slept in our car under the lights of the iconic Hollywood water tower in South Florida. It's a reminder of how far I've come, and how determined and blessed I am. Everything I wanted, I had to work harder than the next kid to receive, and this job—my first real job—was no exception.

Be Where They Need You to Be

After college, I applied for every available internship all over the country. Finally hearing back from one, I felt honored when Rick Price asked me to join his team at the Orlando Magic. There was a sense of home and family within the organization and I loved the people with whom I worked. I didn't want that feeling to end. I knew the only way to turn that internship into a full-time job was to have a strong work ethic and show myself worthy. That was something I learned early on from my mom and it was reinforced when I pledged my fraternity.

During our process, we memorized a quote that I still use today to guide my decisions and actions: "A task once begun, never leave it 'til it's done. Be the labor great or small, do it well or not at all."

For every task Rick or Jason Dewberry, my other supervisor, asked of me, I tried to go above and beyond. I felt like that was what I was supposed to do. It was my duty. *How can I be of assistance? What can I do to help?*

I constantly tried to anticipate where I needed to be and how I could help. I didn't have much experience in certain areas, but I had an eagerness and a willingness to learn and please. That mindset had gotten me that far in life, so something about my approach had to be right.

Steve Uhlmer, a former Orlando Magic intern, was not only a Camera Operator who worked the game night broadcast, he was also a Camera Operator on the convention side of the industry.

C.L.E.M. Note

Be willing to serve.

This is a service-based industry and you must be willing and have the heart to serve, regardless of whether you are a Stagehand or a company owner. Like Tom Kervitsky and Mike Compton of TEK Productions, you can wrap a cable—even if you're the one wearing a suit.

Steve saw that eagerness in me when I served as his Camera Utility and decided to give me a shot at a new opportunity. Maybe Steve saw something in me that reminded him of himself, or something he wanted more of in the industry. Either way, Steve made a phone call, put his reputation on the line, and got me on the call list that brought me to my first real corporate production event. Every time I see Steve, I thank him for taking a risk on a tall, awkward kid from Miami, FL.

That's the key to getting started: being in the right place at the right time. Whether you are volunteering or working an event, try to anticipate what the people you are working with will need and want. From an extra battery to a bottle of water, if you place their needs above your own, they will think about you and remember your name when the time is right.

Be Willing to Step Outside of Your Comfort Zone

I thought I knew what I was doing when I agreed to work that convention. After all, when I was in college, and later while working as an intern, I had done video shoots for player interviews, press conferences, media events, game day shoots, as well as setting up our studio for coaches' shows and going out to community events with the players. I even had the opportunity to travel on the Orlando Magic team plane for a baseball game FSU played against the Miami Hurricanes. I knew how to pack up the gear, making sure we had everything, and then set up the equipment with ease. However, the corporate world was an entirely different ball game.

First of all, the events were massive. There was audio, video, rigging, scenic, staging, and lighting, with hundreds of people working together to build and execute a multimedia show. I felt like every second of every show was run-run-run, go-go-go. There was no room or time to rethink or hesitate. The professionals around me relied on my ability to know what, how, and when to do everything expected of me.

I was floundering in deep waters and I had a choice—sink or swim. I chose to swim, even though I was unsure and afraid to make a mistake. When I needed help, I asked for it. When I needed to improvise a solution, I came up with one. That's not to say I never messed up, but my eagerness to learn and work hard helped propel me in the industry.

I often found myself working. I often found myself working with people who had plans in their heads and knew how they wanted them executed, but didn't share all the details. Or they expected me to read their minds and know what to do. If you find yourself in these types of situations, ask questions, take notes, and ask for help

The Perfect Shot

I recently crewed an event in Sarasota, FL with thirteen Stagehands. It was pouring rain, cold, and we had to strike an outdoor set in the mud.

As Steve Uhlmer did for me, I offered someone I didn't know that well a position on the team.

He drove two hours to the location (with no travel pay or lodging), spent all those hours in the rain and cold with us, and then drove home in the middle of the night. He was prepared with rain gear and had a great attitude. He worked hard and proved his worth.

He was my first call when I needed to fill another position a week later.

if needed. You may stumble and fall, but if you are eager to serve, present, showing up, and working hard, you will succeed. Don't be on your phone, hiding in the corner, or taking long breaks, because that is a surefire way to be noticed for the wrong reasons. You're part of a team—and that means being there, supporting your brother or sister and fulfilling your role.

Maybe you're nervous, anxious or insecure about the part you play in all of this. I remember that sensation: stepping into a new role, a new ballroom, unsure of how to move forward or what to do. It was years ago for me, but this might be you, today. Still not sure if this is the career you

want, or maybe you're stuck on the sidelines, wanting this job but unsure how to break into the Live Event Production Industry (or any industry, for that matter). Don't give up!

Make it Happen

Jobs don't just come to you. They won't fall in your lap out of thin air. No one's going to show up at your door and offer to train you and give you a shot. *You have to make it happen.*

For thirteen years, I drove between Tampa and Orlando to work Orlando Magic games. I received a small mileage allowance, but no one paid for a hotel room. I stayed with friends and often slept in my car at the rest stop just outside of Lakeland. I paid my dues because I was focused on the bigger picture, not the small one in my camera lens.

You have to be willing to volunteer and give up your time to find out what interests you and what you love to do. The Production Industry has so many facets: news, sports, corporate conventions, concerts and touring, Broadway shows, etc. All of these are live events and require some form of production. They also require a slightly different skill set and knowledge base. I spent time working in almost all of these areas, and because of that varied experience, I realized you don't truly know your passion until you try things out.

When I interned for the Magic, I averaged sixty hours a week and made \$211.76 *every two weeks*. That didn't even cover my portion of the rent. I had to take out a student loan in order to support myself, but I didn't care. I understood what I had to do, and I knew I had an opportunity that was going to lead to something big. When you're presented with your opportunity, your moment, take

it! You have to do what you have to do to get where you want to go.

Show Up Like a Professional

There's an old saying, "Dress for the job you want, instead of the one you have." I'd take that a step further and advise to have the mindset of the job you want and not the one you have. Study the people who are where you want to be, then act and dress accordingly. Understand how they achieved their success and envision yourself there as well. That starts with analyzing and examining your actions and asking yourself, "Is this my best? Am I projecting the best image possible?"

Remember, you aren't just representing yourself. You're representing your employer, as well as their client. If you don't fit the mold they need or want and you're not willing to adjust or change, then they will replace you. That's how my industry works—there are *always* redundancies. If one machine goes down, we can fill the void with another. There are people waiting to fill your spot as well. Think of them as redundancies waiting and eager to do the job. They will learn from your mistakes and take any opportunities you miss if you aren't ready and willing to do whatever it takes.

This is something that is always on my mind and that's why I am always looking to represent my End Client to the best of my ability. In my case, my End Client is God. He is my source of strength and the reason I do what I do. That shows in what I wear, how I speak to people, how I carry myself, and how I do my work.

Career Projection 101

I realized a few key principles early in my career that led to my success. If you want to consistently work in your industry, you should consider adopting them as well:

- Be present and attentive
- Dress neatly and professionally
- Have a good attitude
- Be flexible
- Be willing to learn
- Be humble

After embodying and living by these virtues, measure your growth and see how far you've come. That's the true definition of Projection101.

FLASHBACK

At any event, there are usually two projectors per screen: a main projector and a backup for redundancy. The two images have to be converged, or overlapped, with a grid so that whatever is coming out of the backup projector fits perfectly on top of the image from the primary projector.

I was a young Audio-Visual Technician, hired as a Video Projectionist, and working an event at the Caribe Royale in Orlando. New to the role and unprepared for the job, I didn't know how to make my grids overlap perfectly. My image was extremely blurry and instead of finding out what to do and asking for help, I turned on one projector and shuttered the other. The owner of the rental and staging company, who happened to be on-site that day, came up to me and asked why both projectors weren't on. There was only one answer, and he already knew it. I had to admit my mistake and ask for help. I didn't defend my work or come up with an excuse. I sought assistance and listened as directions were given.

The person I turned to for help was Mark—the same tech from my first day on the job. He was there working the show, and I felt he was the best person to guide me through the projection conversion process. Mark not only supported me in that moment, but also taught me techniques I still use to this day.

Humbling yourself before a person with the authority and experience will not change a mistake, but it will show you as a person willing to own your choices and learn from them.

About CLEMCO.AV

CLEMCO.AV is a labor consulting and networking resource for Independent Contractors in the Live Event Production Industry. With mixtures of career guidance and individual brand management to payroll, tax, financial and insurance providing services, CLEMCO.AV is here to assist you in your success. By gathering this information and resource professionals, we want to be a one-stop shop for Independent Contractors needing help.

In addition to helping Independent Contractors find the tools they need to have a prosperous career, CLEMCO.AV prides itself on being a collective of highly skilled, motivated, and client-friendly Audio-Visual Technicians. These “Certified” AV Techs have experience in a variety of in-show environments, can be trusted to put forth their best efforts, and will ensure your show’s success. We will work with you to make sure your clients, and their End Clients, are happy.

“Our team understands that not everyone is passionate about what they do. Everyone doesn’t feel the connection to the bigger picture, nor do they understand how their small piece plays a role in the project’s overall success. At CLEMCO.AV, we do. Allow us to help you project the best image possible.”

—Clem

About the Author



Clem Harrod serves as the owner and Chief Projection Officer of CLEMCO.AV, which he established in April of 2016. Clem began studying the art of Television and Event Production in middle school in the early 1990s. After graduating high school, he began working towards his Bachelor of Science in Media Production at Florida State University and was an active member in the College of Communication's professional production group known as Seminole Productions. It was there he learned three key skills: the art of storytelling and seeing things for more than what they appear to be on the surface, the ability to anticipate and predict outcomes through shooting sporting events, and how to stay focused and attentive while working in energetic and entertaining environments.

Upon his graduation from Florida State in 2001, Clem began an internship with the Orlando Magic. There, he established himself as a very talented Sports Videographer and continued shooting NBA, MLB, NHL, NFL, and various other NCAA events for fifteen years. Through his contacts in the broadcast industry, Clem was introduced to, and simultaneously ran a career in, Corporate Event Production. Here, he began as a Stagehand and, through his strong work ethic and friendly personality, quickly worked his way up the ranks to become a very skilled Video Projectionist. With a new career focus, Clem decided to retire from the sports broadcast sector of the industry and devote his time to teaching and growing his own business. Now, CLEMCO.AV partners with many well-known production companies and their Fortune 500 clients to produce events for audiences of up to 15,000 attendees.

After leaving sports, Clem's desire was to understand how to best manage the personal and professional side of the Freelance/Independent Contractor lifestyle. Enlisting the help of various service providers, Clem created a platform of communication and networking that offers a solution that didn't exist when he started his career. With the newly found sense of balance and work life integration, Clem is now able to spend quality time with his family and educate others on the philosophy known as Projection 101.

C.I.E.M. Note

Clem is very passionate about, and has a strong desire to share, his knowledge and understanding of Life Projection and Independent Contractor/Small Business Owner Lifestyle Management. If you would like to arrange for Clem to speak at your next event or have him work with your technicians and teach his methods on Video Projection, contact us at info@clemcoav.com.



With my wife Joslynne and our
children Clemson and Kinley.

I am who I am because of the many people who invested in me and allowed me to shine.

From Bowie to Miami to Tallahassee to Orlando to Tampa, Rockledge to Highland Oaks to Turner Tech to Florida State, Seminole Productions to the Orlando Magic to WESH to WTVT to MTN to Sun Sports to FOX Sports to ESPN to TNT to LMG to TEK to CLEMCO.

Whether you are family, a friend, or a brother of Alpha Phi Alpha Fraternity, Inc., you made a difference.

I wish I could name and post a picture with every one of you. In lieu of that, please accept my sincerest thanks. I appreciate you all.

A handwritten signature in black ink, appearing to read 'Clemson' with a stylized 'H' or 'A' at the bottom.



Row 1: One of the few photos together with my father, Linwood Harrod, and mother, Denise Philip. Row 2: Left: Reflecting on the night we slept under the iconic Hollywood, FL WaterTower (photo by Greg Wilson). Right: In front of my middle school, Highland Oaks Middle in Aventura, FL. Row 3: Visiting Television Production students at my high school, William H Turner Technical Arts High School in Miami, FL. Row 4: Left: In front of the scoreboard where I shot FSU football games while in college from 1997-2001. Right: With my Fall '98 line brothers and Dean of Pledges from the Iota Delta Chapter of Alpha Phi Alpha Fraternity, Inc.



Row 1: Catching up with Rick Price and Jason Dewberry in front of the Orlando Magic arena. Row 2: Orlando Magic/FOX Sports Broadcast crew photo at my last game April 11, 2016. Rows 3 & 4: Spending time and joking around with the Steve Uhlmer.

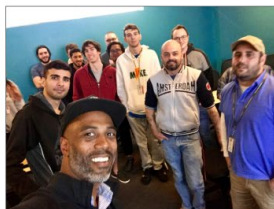
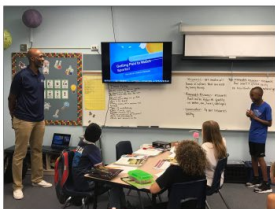


Row 1: Left: With my Video Projection Obi-Wan Kenobi, Phil Licari. Right: Overlapping grids with Steve Campbell. Row 2: Left: Completing a big Microsoft show with Zamir Zeigler and Melvin LeGrand. Right: Backstage with fellow Video Projectionist Michael Swinton. Row 3: Left: At MGM Grand Garden Arena for IBM with Stuart Brown. Right: In the back halls with Audio Engineer Jay Richardson. Row 4: Left: Blake Segall and Aaron Barr let me hold my first on-site workshop on their show. Right: Doing big things with Bob "YouBob" Satmary.



Row 1: Left: I wouldn't be where I am without Kari Hyatt. Right: Tom Kervitsky and Mike Compton created TEK Productions, a company that others should model themselves after. Row 2: Left: At Front of House with the ever talented Lighting Designer Richard Dunn. Right: Having some laughs with Stage Manager and friend Jeff Sturgis. Row 3: Left: Talking chips and salsa with the one and only Nick Farrell. Right: Building bonds with Ben Standfield and Robert Permenter. Row 4: TEK family photo after one of their annual conventions.

Career Projection 101



Row 1: Working in Orlando with Johnnie Dazulme, Kyle Prince, Omar Colom, Jonathan Draper and John Brewer. Right: Teaching a Video Projection On-Site Practicum Workshop on the University of Miami campus. Row 2: Left: Informing elementary school students about television production opportunities at the Great American Teach-in. Right: Speaking at Full Sail University after recording a Production Channel podcast episode. Row 3: Left: Giving local high school students a Backstage Pass Tour of a corporate event. Right: Speaking to soldiers transitioning out of the military at Fort Campbell, KY. Row 4: Left: Having a coaching session with Independent Contractor Kelly Foxen. Right: Teaching a Pre-Production Workshop at Evolve Media Group in Orlando, FL.



Row 1: Left: Meeting at First Watch with service provider Jessica Barnhill. Right: Reviewing some numbers with service provider Tom Graff. Row 2: Left: Having a quarterly check-in with service provider Patrick Murtha Right: "Getting swole" with service provider Henri Risher. Row 3: Discussing financial peace with service providers Bobbi Grant and Brian Horvath.

Acknowledgments

- ❖ To my wife Joslynne and our children CJ and Kinley: Thank you for your patience and understanding as I walked about on my quest to become the man I am today. Because of your love and support, I was able to endure. This journey is complete, and I'm coming home.
- ❖ To Mom: Your strength to leave what you knew as home, in search of a better life, has been an inspiration. I know to never settle and to keep pushing to become my best self. My happiness lies within my gifts and talents, and I have found them. Thank you for raising me to be the man I am; a model image of my Grandfather Clement. Though we never met in the natural, I feel so connected to him spiritually.
- ❖ To Pastor Isaiah, Pastor D., Bro. Mike, Dr. Gloria, Richelle and the entire congregation at my home church, Jesus People Ministries in Miami, FL: Thank you. Your vision and understanding encouraged me and enhanced my abilities.
- ❖ To my Aunt B and Uncle T: When I was a boy searching for guidance and love, you were there. When I needed freedom and to be trusted with responsibility, you were there. You both helped me grow and become a man.
- ❖ To my Aunt Cynthia and Uncle Stans: When I didn't have a home, you were my refuge. When I needed someone to talk to, you were that ear and provided advice. Your wisdom and

compassion helped me make it through some of the toughest times in my life.

- ❖ To my television production teachers, guidance counselors, and numerous faculty and staff members: Thank you! By sharing your knowledge with me, I am now able to share it with others. Your values and principles live on.
- ❖ To Rick Price and Cindy Anderson: Thank you for bringing me to Orlando. My internship with the Magic opened so many doors that I was able to walk through. I am appreciative for the entire organization and my fellow interns.
- ❖ To Steve Uhlmer: Kansas City Chiefs and Jayhawks all day baby! Kick Ass!!
- ❖ To Les, and all of LMG: Thank you for setting a standard and allowing me an opportunity to serve your clients. I've been coast to coast and abroad. I never thought television production could lead to all of this.
- ❖ To the TEK family: You allowed me to refine my craft and provided me with an opportunity to do something a little different. On top of that, you all have supported and encouraged me to be myself. Because of you, Projection 101 was born.
- ❖ To Sean Borowski: You have always been a support and a friend. You have been in my corner and asked for clarification when my actions were misunderstood. Thank you for being the Deacon as I am the Curator.

- ❖ To Nick Snapp: Having the opportunity to be a part of your podcast opened my eyes to who I was and what I had to offer. Thank you for the invitation and the reassurance of my gift.
- ❖ To Stephen Bowles: We birthed The Production Channel together, and it was an inspiration for myself and others. So much came from those conversations, and we reached so many people. The work isn't done. Let's continue on...#Projection101
- ❖ To the CLEMCO.HR service providers: I couldn't have made it to this next phase of my life without your guidance. I know my questions felt like they would never end, but you understood what I was asking and why I wanted to know. Now we're here. Onward and Upward...
- ❖ To Stacey Koston, Shirley Jump and NOW SC Press: Thank you for helping me extract my story and my truth. I pray this book reaches the person it was intended for. Blessings.
- ❖ To 212 and CCS Marketing: Thank you for picking up the ball in the eleventh hour and helping others to see what's in my head. There's so much more to come. We're only getting started.
- ❖ To the Fall 1998 initiates of the Iota Delta Chapter of Alpha Phi Alpha Fraternity, Inc., my Propytes and my Neophytes: Remember our aims—manly deeds, scholarship and love for all mankind. We are an organization that develops leaders and promotes brotherhood. Let's continue to use one another as support. Iron sharpens iron...

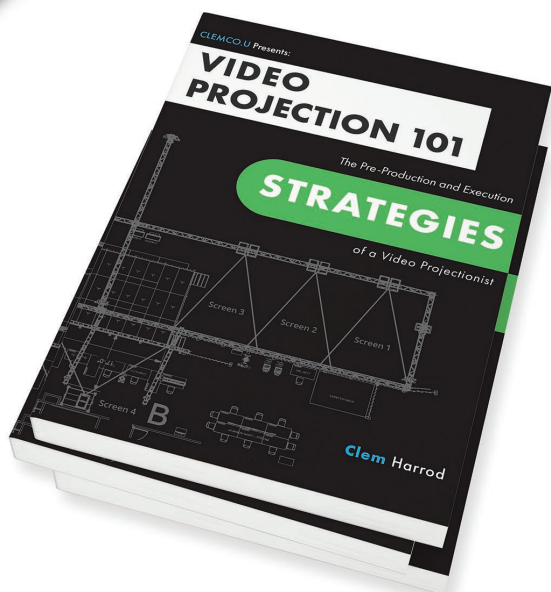
- ❖ Lastly, to the lady I met in the elevator at the Omni Grove Park Inn in Asheville, NC: You were fascinated by my height and asked how tall I was. I replied 6'7", and you asked if I ever played basketball. When I said no, you responded with, "What a waste."

I never forgot that moment, and I never will. Because I didn't fit your mold or what you expected of someone with my stature, I was deemed a waste and useless. You may not have meant it that way, but as a tall, black male with an athletic build, hearing statements like that all my life, I took it that way.

You were one of many motivations to become a successful entrepreneur and inspire people to be true to themselves.

"Find your own happiness based off your gifts and talents. Once you do that, you will stop working and just flow... #Projection101."

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