

From: [Lemon, Jason](#)
To: MattG@campfreedompa.org; kv@thecalloutpodcast.com
Cc: [Kimball, Sonya](#)
Subject: Ohio State: programs for veterans?
Date: Tuesday, December 10, 2024 5:34:11 PM

Dear Matt and Krisanthe,

Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

Please let me know if you'd be willing to have a zoom meeting with me so that I might learn more about the programs you shared with President Carter.

I've copied my assistant, Sonya Kimball, on this message so she can help us find a time that works for all our schedules if you are interested and available.

Best,

Jason

Jason Lemon, PhD | Vice Provost & Dean for Online Learning | **The Ohio State University** | Ohio State Online
Lemon.297@OSU.edu | Online.OSU.edu | +1 (614) 292-2675 [Office]

Assisted by: Sonya Kimball | Executive Assistant | +1 (614) 247-6664 | kimball.29@osu.edu

From: [Krisanthe Vlahos](#)
To: [Lemon, Jason](#)
Cc: MattG@campfreedompa.org; [Kimball, Sonya](#)
Subject: Re: Ohio State: programs for veterans?
Date: Tuesday, December 10, 2024 5:42:27 PM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Hi Jason!

Thanks a million for your help!

When would be your next couple times of availability for a call?

Kindest regards,
Krisanthe

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Dec 10, 2024 at 4:34 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Dear Matt and Krisanthe,

Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

Please let me know if you'd be willing to have a zoom meeting with me so that I might learn more about the programs you shared with President Carter.

I've copied my assistant, Sonya Kimball, on this message so she can help us find a time that works for all our schedules if you are interested and available.

Best,

Jason

Jason Lemon, PhD | Vice Provost & Dean for Online Learning | **The Ohio State University** | Ohio State Online
Lemon.297@OSU.edu | Online.OSU.edu | +1 (614) 292-2675 [Office]

Assisted by: Sonya Kimball | Executive Assistant | +1 (614) 247-6664 | kimball.29@osu.edu

From: [Matt Guedes](#)
To: [Lemon, Jason](#); kv@thecalloutpodcast.com
Cc: [Kimball, Sonya](#)
Subject: RE: Ohio State: programs for veterans?
Date: Tuesday, December 10, 2024 5:44:28 PM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Thank you for reaching out and I am excited to share with you the certificate courses we have built and are looking for help with for your Veterans. I am away this week at events for the Army Navy game. I can do a call next Thurs or Friday Afternoon if either of those work for you. Let me know and if not we can do the following week.

Thanks

Matt

From: Lemon, Jason <lemon.297@osu.edu>
Sent: Tuesday, December 10, 2024 5:34 PM
To: Matt Guedes <MattG@CampFreedomPA.org>; kv@thecalloutpodcast.com
Cc: Kimball, Sonya <kimball.29@osu.edu>
Subject: Ohio State: programs for veterans?

Dear Matt and Krisanthe,

Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

Please let me know if you'd be willing to have a zoom meeting with me so that I might learn more about the programs you shared with President Carter.

I've copied my assistant, Sonya Kimball, on this message so she can help us find a time that works for all our schedules if you are interested and available.

Best,
Jason

Jason Lemon, PhD | Vice Provost & Dean for Online Learning | **The Ohio State University** | Ohio State Online
Lemon.297@OSU.edu | Online.OSU.edu | +1 (614) 292-2675 [Office]

Assisted by: Sonya Kimball | Executive Assistant | +1 (614) 247-6664 | kimball.29@osu.edu

From: [Krisanthe Vlahos](#)
To: [Matt Guedes](#)
Cc: [Lemon, Jason](#); [Kimball, Sonya](#)
Subject: Re: Ohio State: programs for veterans?
Date: Tuesday, December 10, 2024 6:11:56 PM

This Message Is From an External Sender
This message came from outside your organization.

[Report Suspicious](#)

Jason & Matt,

I'll do my best to accommodate when works best for both of you gentlemen.

Kindest regards,
Krisanthe

Creator | Host | Producer | CEO
The Callout Podcast

[www.TheCalloutPodcast.com](#)
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Dec 10, 2024 at 4:44 PM Matt Guedes <MattG@campfreedompa.org> wrote:

Thank you for reaching out and I am excited to share with you the certificate courses we have built and are looking for help with for your Veterans. I am away this week at events for the Army Navy game. I can do a call next Thurs or Friday Afternoon if either of those work for you. Let me know and if not we can do the following week.

Thanks

Matt

From: Lemon, Jason <lemon.297@osu.edu>
Sent: Tuesday, December 10, 2024 5:34 PM
To: Matt Guedes <MattG@CampFreedomPA.org>; kv@thecalloutpodcast.com
Cc: Kimball, Sonya <kimball.29@osu.edu>
Subject: Ohio State: programs for veterans?

Dear Matt and Krisanthe,

Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

Please let me know if you'd be willing to have a zoom meeting with me so that I might learn more about the programs you shared with President Carter.

I've copied my assistant, Sonya Kimball, on this message so she can help us find a time that works for all our schedules if you are interested and available.

Best,

Jason

Jason Lemon, PhD | Vice Provost & Dean for Online Learning | **The Ohio State University** | Ohio State Online
Lemon.297@OSU.edu | Online.OSU.edu | +1 (614) 292-2675 [Office]

Assisted by: Sonya Kimball | Executive Assistant | +1 (614) 247-6664 | kimball.29@osu.edu

From: [Matt Guedes](#)
To: [Lemon, Jason](#)
Cc: [Krisanthe Vlahos](#)
Subject: Certificate Program
Date: Friday, December 20, 2024 2:06:59 PM
Attachments: [image001.png](#)
[Eastern Guide Outline.docx](#)
[Fishing Guide 101 Course.docx](#)
[Fishing Guide 101 Syllabus State.docx](#)
[Fly Fishing 101.docx](#)
[Photography Videography 101 Syllabus State.docx](#)
[Photography-Videography 101.docx](#)
[Professional Hunter 101 Full Course .docx](#)
[Professional Hunter 101 Syllabus State.docx](#)
[Professional Hunter 101.docx](#)
[Professional Hunter 201 Syllabus State.docx](#)
[Professional Hunter 201.docx](#)
[PH Course.pdf](#)
[ROW Training Curriculum.docx](#)

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Great meeting with you Sir. Thank you very much for your time. I am flexible to how any of this needs to work for the good of our veterans.

Here are the curricula I have worked on. Please ignore names in the syllabus as these are people I had teaching at the time of teaching in Colorado. We can fine tune or change this and have it fit your standards and can format it anyway that is needed. We thought these courses would be offered at \$3500 per student for each two weeks whether a single course or two 1 week courses. We would do for example, The whitetail course as a stand alone 2 week course. The fishing 101 and fly fishing 101 could be one course. Any combination of courses that we will offer can be combined for 4 weeks which will be \$7000 per student. Professional Hunter 101 goes with photography and videography. Most students out west came for 4 to 8 weeks for different courses. We could shape them any way we want to. The general thought is two week certificate programs and they can sign up for as many as they want once we lay out the offerings and schedule. I know this isn't set up in appearances as it needs to be but it is the concept that I have worked on and utilized. The Professional Hunter 101 Full Course is starting to get more depth and I would write one up for each course.

I have 7 companies that also have committed to writing and teaching 2 week courses in their fields and offer guaranteed employment to our veterans upon completion. I have attached one sample outline from ROW Industries who says he could take on 175 employees right now. Again, I know our formatting is nothing like what you will need.

I also have a African Professional Hunter Course that is the top guide course in the world. It is

a course that would require 2 days on the front end of the course at Camp Freedom, 10 days in South Africa, and then 2 days on the back end back at Camp Freedom. I took 8 Veterans on this course back in 2014 and it was incredible. That course would be taught here by me, the group would be accompanied to South Africa by myself or one of my staff members, taught in South Africa by one of only 11 people in the country eligible to teach it, and then we would return home. If we can get this off the ground it will definitely be appealing to many veterans. I have taken the course and it simply is the best hunting oriented learning I have ever received. I have the entire course also attached. I have 50 guys that would be instantly ready to go on this. I understand that there may be prerequisites to this course so that it is the culmination or the practical aspect of the program and that may even be the case with the others also. I am open to whatever it needs to be to ultimately work for the good of the Veteran.

Thank you

Matt Guedes

Executive Director

██████████ C
570-536-6000 O



**CAMP
FREEDOM**

Outdoor adventures for the disabled

www.campfreedompa.org

www.campfreedomPA.org

<https://www.facebook.com/campfreedompa/>

Camp Location:

284 Number 7 Road

Carbondale, PA 18407

Curriculum TURKEY HUNTING GUIDE

Overview of the Turkey Hunting Industry/Career Opportunities	2 Hours
Professional Equipment	4 Hours
Food Plots, Management, Nutrition, and Conservation	4 Hours
Mapping Out Your Grand Slam	3 Hours
Hunting and Scouting Techniques	5 Hours
Field Dressing/Care, Skinning/Taxidermy	4 Hours
Videography	7 Hours
Turkey Hunting Safety	4 Hours
Photography	1 Hours
Starting Your Own Business	4 Hours
Total Hours	39 Hours

Curriculum WHITETAIL DEER HUNTING GUIDE

Overview of the Whitetail Deer Hunting Industry/Career Opportunities	2 Hours
Professional Equipment	6 Hours
Food Plots, Herd Management, Nutrition, and Conservation	10 Hours
Hunting Stands, Stand Placement, and Shooting Lanes	6 Hours
Hunting and Scouting Techniques	10 Hours
Field Judging/ Scoring in High Fence	10 Hours
Field Dressing/Care, Caping/Taxidermy	6 Hours
Videography	10 Hours
Learning Moon Phases	4 Hours
First Aid/CPR Certification	4 Hours
Shooting Sports and Safety (Rifle, Shotgun, Muzzleloader, Pistol, and Archery)	5 Hours
Photography	2 Hours
Starting Your Own Business	4 Hours
Total Hours	79 Hours

Varmint Curriculum

Overview of the Varmint Hunting Industry/Career Opportunities	2 Hours
Professional Equipment	5 Hours
Using Mouth Calls	4 Hours
Using Electronic Calls	4 Hours
Hunting and Scouting Techniques	6 Hours
Field Dressing/Care, Skinning/Taxidermy	4 Hours
Videography,	4 Hours
Varmint Hunting Safety	4 Hours
Choosing the Right Gun	2
Photography	1 Hours
Starting Your Own Business	4 Hours
Total Hours	40 Hours

Fishing Guide 101

The Fishing Industry	Matt	1 Hour
An overview of the Fishing industry and the opportunities that exist		
Warm Water Fishing	Matt	1 Hour
An overview of the Warm Water Segment of the Fishing Industry		
Cold Water Fishing	Matt	1 Hour
An overview of the Cold Water Segment of the Fishing Industry		
The Fishing Guide	Matt	1 Hour
If we don't know what the target is then we will miss it every time.		
What makes you a professional?		
What factors will make you hireable?		
What factors will enable you to retain your job?		
What are the intangibles that the best Fishing Guides in the world have?		
What are some of the traits that will make you ineffective as a Fishing Guide?		
The Fly Fishing Guide	Matt	1 Hour
What differs for a Fly Fishing Guide from a Fishing Guide		
The art and science of Fly Fishing		
The Fly Fishing Industry		
Warm and Cold Water Fishing Gear	Matt	2 Hours
The details of the necessary gear for success		
Fly Fishing Equipment	Matt	2 Hours
From Flies to Rods to Line to Waders		
Brands and quality		
Necessities		
Fishing Methods-Boat, Drift Boat, Individual Craft, From Shore, Wading	Matt	2 Hours
What method works for your scenario?		
Options for fish species		
Pros and cons of each		

Fly Fishing Casting	Matt	2 Hours
Classroom art		
Practicum		
Fly Fishing Flies and Hatches	Matt	4 Hours
Learning the flies of the area and seasons		
Match the Hatch		
Colors and sizes		
If at first you don't succeed		
Practicum on the water		
Fly Fishing Dry Flies, Streamers, Wet Flies, Attractors etc.	Matt	4 Hours
Learning about each type of fly		
When to and when not to use each		
The different techniques of each		
Tying the perfect fly		
Know your options		
Lake Practicum (1/2 Spinning, 1/2 Fly)	Matt	8 Hours
Time on the water		
River Practicum (1/2 Spinning, 1/2 Fly)	Matt	8 Hours
Time on the water		
Business Practices	Matt	2 Hours
How to run a proper fishing business		
The Do's and Don'ts of the fishing business		
Finding a niche within a niche		
Being a Guide		1 Hour
Goals and aspirations		
Total		40 Hours

Fishing Guide 101 Syllabus

Fishing Guide 101

A. COURSE DESCRIPTION

This course will teach both the information and the hands on experience that will enable our students to become a well rounded Fishing Guide in the outdoor industry. They will leave the course with an overall practical knowledge to prepare them for employment.

B. METHOD OF INSTRUCTION

This course will be a combination of classroom lecture, group projects, group discussion, and in the field training. It will take place at our Mesa facility and in the surrounding wilderness.

C. COURSE OBJECTIVES

Objective 1 is to prepare our students with the knowledge base and practical experience needed to become employable in the industry.

Objective 2 is to help each student become exposed to the great outdoors and fully recognize their potential to provide for their needs in those same outdoors.

D. COURSE TOPICS/UNITS AND DATES

The Fishing Industry	1 Hour Lecture
Warm Water Fishing	1 Hour Lecture
Cold Water Fishing	1 Hour Lecture
The Fishing Guide	1 Hour Lecture
The Fly Fishing Guide	1 Hour Lecture
Warm and Cold Water Fishing Gear	2 Hours – 1Hour Lecture, 1 Hour Hands On
Fly Fishing Equipment	2 Hours - 1Hour Lecture, 1 Hour Hands On

Fishing Methods-Boat, Drift Boat, Individual Craft, From Shore	2 Hours Lecture
Fly Fishing Casting	2 Hours Hands On
Fly Fishing Flies and Hatches	4 Hours – 1 Hour Lecture, 3 Hours Hands On
Fly Fishing Dry Flies, Streamers, Wet Flies, Attractors etc.	4 Hours – 1 Hour Lecture, 3 Hours Hands On
Lake Practicum (1/2 Spinning, ½ Fly)	8 Hours – Hands On
River Practicum (1/2 Spinning, ½ Fly)	8 Hours – Hands On
Business Practices	2 Hours - Lecture
Being a Guide	1 Hour - Lecture
Total	40 Hours

E. TEXTBOOK(S) AND REQUIRED TOOLS OR SUPPLIES

Textbook: *Fishing Guide 101 Course Manual* University of Outdoors

Textbook (recommended): *The Complete Guide To Freshwater Fishing* Creative Publishing International

Supplies and/or tools: Freshwater Fishing Gear and Fly-fishing Gear

Fly Fishing 101	
Fly Fishing and the Outdoor Industry	1 Hour
The Fly Fishing Guide	1 Hour
Fly Fishing Laws and Regulations	1 Hour
Fly Fishing Equipment	2 Hours
Fly Fishing Methods-Boat, Drift Boat, Individual Craft, From Shore	2 Hours
Fly Fishing Casting	2 Hours
Fly Fishing Flies and Hatches	4 Hours
Fly Fishing Dry Flies, Streamers, Wet Flies, Attractors etc.	4 Hours
Learning the Hatch	2 Hours
Lake Practicum	8 Hours
River Practicum	8 Hours
Business Practices	2 Hours
Being a Guide	1 Hour
Being an Outfitter	2 Hours
Total	40 Hours

Photography/Videography 101 Syllabus

Photography/Videography 101

A. COURSE DESCRIPTION

This course will teach both the information and the hands on experience that will enable our students to properly use Photography and Videography in the outdoor industry. They will leave the course with an overall practical knowledge to prepare them with the tools necessary for employment.

B. METHOD OF INSTRUCTION

This course will be a combination of classroom lecture, group projects, group discussion, and in the field training. It will take place at our Mesa facility and in the surrounding wilderness.

C. COURSE OBJECTIVES

Objective 1 is to prepare our students with the knowledge base and practical experience needed to become employable in the industry.

Objective 2 is to help each student become exposed to the great outdoors and fully recognize their potential to provide for their needs in those same outdoors.

D. COURSE TOPICS/UNITS AND DATES

Photography

Overview of the Outdoor Photography Industry/Career Opportunities	1 Hour - Lecture
Professional Camera Equipment	1 Hour- Lecture
Photography Basics Classroom	4 Hours- Lecture
Photography Basics Practicum	4 Hours- Hands On
Shooting for Magazines	1 Hour- Lecture

Shooting for Social Media		1 Hour - Lecture
The Harvest Shot		2 Hours – 1 Hour Lecture, 1 Hour Hands On
Capturing the Hunt		2 Hours - Lecture
Photo Contest		2 Hours – Hands On
Next Level Photography		2 Hours – 1 Hour Lecture, 1 Hour Hands On
Videography		
Overview of the Outdoor Videography Industry/Career Opportunities	1	Hour - Lecture
Professional Camera Equipment	1	Hour – Lecture
Professional Sound Equipment	1	Hour- Lecture
Audio	2	Hours- 1 Hour Lecture, 1 Hour Hands On
Lighting	2	Hours – 1 Hour Lecture, 1 Hour Hands On
Shot Composition	2	Hours – 1 Hour Lecture, 1 Hours Hands On
Set Ups	5	Hours – 2 Hours Lecture, 3 Hours Hands On

Business End	2 Hours - Lecture
Field Editing	2 Hours – 1 Hour Lecture, 1 Hour Hands On
Editing	2 Hours – 1 Hour Lecture, 1 Hour Hands On

E. TEXTBOOK(S) AND REQUIRED TOOLS OR SUPPLIES

Textbook: *Photography/Videography 101 Course Manual* University of Outdoors

Textbook : *Nature Photography* John Shaw

Textbook: *Outdoor Video School* Brock Ray

Supplies and/or tools: DSLR Camera and HD Video Camera

Photography/Videography 101

Photography

Overview of the Outdoor Photography Industry/Career Opportunities Matt
1 Hour

An overview of what is out there

Professional Camera Equipment Matt 1 Hour

The necessary equipment for our industry

Photography Basics Classroom Matt 4 Hours

Knowing what you are looking for

Capturing the moment

Lighting/Color/BW/Settings

Making the most of your equipment

When in doubt shoot more

Photography Basics Practicum Matt 4 Hours

In the field exercise

Picture Contest

Shooting for Magazines Matt 1 Hour

The specific needs of the photograph for a magazine

Our industry standards for magazines

Shooting for Social Media Matt 1 Hour

The specific needs of the photograph for social media

Our industry standards for social media

The Harvest Shot Matt 2 Hours

Make it or break it

One chance to get it right

Cleaning up the animal		
Angles and Views		
Capturing the Hunt	Matt	2 Hours
It is more than the harvest		
Making a list and fulfilling a list		
What you don't want to leave out		
Photo Contest	Matt	2 Hours
Practicum in the field		
Contest		
Next Level Photography	Matt	2 Hours
What is beyond the norm?		
How do you grow and learn beyond today?		
Next Level Equipment		
Videography		
Overview of the Outdoor Videography Industry/Career Opporutnities	Matt	1 Hour
Professional Camera Equipment	Matt	1 Hour
What do you need?		
What options exist?		
Multiple Cameras for Multiple Purposes		
Professional Sound Equipment	Matt	1 Hour
Sound is where it is at		
No sound, no video		
Audio	Matt	2 Hours

	Why is sound so important?		
	How to best capture sound		
Lighting	Matt		2 Hours
	Controlling what you can		
	Learning to deal with what you can't		
	Basics of light		
Shot Composition	Matt		2 Hours
	What makes up a good shot?		
	Putting it all together		
Set Ups	Matt		5 Hours
	Setting it all up		
	In the field		
	In the studio		
	A roll and B roll		
Business End	Matt		2 Hours
	How to make it a business		
	How to manage the business		
Field Editing	Matt		2 Hours
	Know what can and can't be done in the field		
	Making sure you capture it all		
Editing	Matt		2 Hours
	What software will you use?		
	Learning the tools		
	Learning the tricks		
	Making it you		

Professional Hunter 101

Day 1

Introduction to the Outdoors Matt

1 Hour

What is the Outdoor Industry?

How many of you think our Industry is about Hunting?

It is all about Service. It is all about People and Relationships.

Definitions: The outdoor industry is inherently difficult to define as it is at the intersection of several complementary segments of larger industries. It can be best explained as a complex and hybrid market space consisting of a large array of participants and products.

-Joshua Bennett, College Outside

This industry comprises establishments primarily engaged in commercial hunting and trapping, and operating and managing commercial game preserves. Example Activities Hunting and trapping Hunting and trapping, wild animals for furs (except seals) Hunting or game preserves

-Government of Canada

Hunting has long been an important means of survival for both animals and humans. Over thousands of years hunting has evolved from a survival to a recreational activity, and today has become a lucrative trade. This trade can be regarded as the modern means of animal survival (through conservation) and human sustenance, and as an economic contribution to national wealth; i.e. the industry known as trophy hunting. The trophy hunting industry not only contributes to the economy of South Africa, accounting for 0.25% of GDP per annum (StatsSA, 2008), but also to employment across various sectors of our economy. The industry is further responsible for the conservation of species and aids in promoting South Africa as a prime tourist destination (PHASA, 2008).

What is included in Outdoor Industry?

What is specifically included in the Hunting and Fishing portion of this Industry?

How do I fit into that Industry?

Is it feasible to make a living in this Industry?

Videos of doing it right? Find a video of a top shelf outfitter

Videos of doing it wrong? Show video or news of those doing it wrong

Student Introduction and why are you here.

What is a Hunting Guide? Matt

1 Hour

I love the term Professional Hunter vs the term Guide.

Get Definition of both

Explain a guide vs a ph

If we don't know what the target is then we will miss it every time.

What makes you a professional?

What factors will make you hireable?

What factors will enable you to retain your job?

What are the intangibles that the best Professional Hunters in the world have?

Antonio picture and video

Dan picture and video

Danie picture and video

What are some of the traits that will make you ineffective as a Professional Hunter?

The Outfitter, Professional Hunter relationship Matt

1 Hour

What factors make for the best relationship between an Outfitter and the Professional Hunter?

Describe the current situation with hunter and the effect of TV hunting on reality. Show a video

What factors break down that relationship?

Taking responsibility, owning responsibility, keeping responsibility

Job Description is key

Examples

Richard B

Jeff M

Danie K

The Dream Job not so Dream Job Matt

1 Hour

Working in the Outdoors in the Dream Job for those who love the Outdoors

The Glory vs The Hard Work

Part Time vs Year Round

Lifestyle vs Money

Morning Q and A

Lunch

1 Hour

Scouting (Classroom) Matt

1 Hour

Why do we scout?

When do we scout?

What do we scout?

Where do we scout?

The Professional Hunter is the Expert and he/she cannot be the Expert without scouting

Assessing the terrain

Reading the Sign

Droppings

Sheds

Rubs

Water Holes

Game Trails

Animals

Scouting Tools

Notebooks

Trail Cameras

Personal Equipment

Backpack

Binos

Spotting Scope

Boots

Clothing

Water

Camera

GPS

Scouting (Practicum) Jonathan 3 Hours
In the field in groups of 3

Day 2

The Professional Hunter/Client Relationship Matt 2 Hours

Relational Skills

Communication

Reading People

Assessing Capabilities

Under Promise/ Over Deliver

Confidence/Arrogance

Honesty/Character/Integrity

Being a Lifelong Learner

Videos of Bad

Videos of Good

Personal Evaluation of your Skill Set

Types of Hunters Matt 2 Hours

The Know It All

Out of Shape

Terrible Shot Guy

Chatter Man

Silent Man

Fearful Hunter

Clueless

Lunch 1 Hour

Field Preparation of The Animal (classroom) Jonathan	1 Hour
Field Preparation of the Animal (practicum) Troy	3 Hours
Goats full cape	

Day 3

Archery 101Tim	3 Hours
Big Game Shot Placement Jonathan	1 Hour
Lunch	1 Hour
Rifle 101 (Classroom) Dennis	1 Hour
At the Range (Practicum) Dennis	3 Hours

Day 4

Back Country Camp (classroom) Jonathan	1 Hour
Back Country Camp (practicum) Lamont and Jonathan	7 Hours
Packing List	
Packing your gear	
Picking the Spot	
Setting Up Camp	
Cooking Lunch	
Camp work	
Firewood	
Precautions	
Water Source	
Stay the night	
Cooking Dinner	

Day 5

Breakfast in Camp Lamont and Jonathan	4 Hours
Break Camp and Return to School by Lunch	

Lunch 1 Hour

Land Navigation (Classroom) Matt 2 Hours

Maps

Computers/GPS

Never Lost

Land Navigation (Practicum) Lamont and Jonathan 6 Hours

Blindfold and take in groups of 3 out to destinations. Have them navigate back to camp or to pick up spot

Day 6

Breakfast and Certificates

Questions for Brock

Permission of BLM and Forest for Classroom Use or Private Land owner? Joe Keys? Saddle Mountain?

Every segment equipment provided by sponsors

Professional Hunter 101 Syllabus

Professional Hunter 101

A. COURSE DESCRIPTION

This course will teach both the information and the hands on experience that will enable our students to become an effective guide or Professional Hunter in the outdoor industry. They will leave the course with an overall practical knowledge to prepare them with the tools necessary for employment.

B. METHOD OF INSTRUCTION

This course will be a combination of classroom lecture, group projects, group discussion, and in the field training. It will take place at our Mesa facility and in the surrounding wilderness.

C. COURSE OBJECTIVES

Objective 1 is to prepare our students with the knowledge base and practical experience needed to become employable as a guide in the industry.

Objective 2 is to help each student become exposed to the great outdoors and fully recognize their potential to provide for their needs in those same outdoors.

D. COURSE TOPICS/UNITS AND DATES

Day 1

Introduction to the Outdoors	1 Hour - Lecture
What is a Hunting Guide?	1 Hour - Lecture
The Outfitter, Professional Hunter relationship	1 Hour – Lecture
The Dream Job not so Dream Job	1 Hour - Lecture
Lunch	1 Hour
Scouting (Classroom)	1 Hour - Lecture
Scouting (Practicum)	3 Hours – Hands On

Day 2

The Professional Hunter/Client Relationship	2 Hours - Lecture
Types of Hunters	2 Hours - Lecture
Lunch	1 Hour
Field Preparation of The Animal (classroom)	1 Hour – Lecture
Field Preparation of the Animal (practicum)	3 Hours – Hands On

Day 3

Archery 101	3 Hours – 1 Hour Lecture, 2 Hours Hands On
Big Game Shot Placement	1 Hour - Lecture
Lunch	1 Hour
Rifle 101 (Classroom)	1 Hour - Lecture
At the Range (Practicum)	3 Hours – Hands On

Day 4

Back Country Camp (classroom)	1 Hour - Lecture
Back Country Camp (practicum)	7 Hours – Hands On

Day 5

Breakfast in Camp	4 Hours – Hands On
Lunch	1 Hour
Land Navigation (Classroom)	2 Hours - Lecture
Land Navigation (Practicum)	6 Hours – Hands On

E. TEXTBOOK(S) AND REQUIRED TOOLS OR SUPPLIES

Textbook: *Professional Hunter 101 Manual* University of Outdoors

Textbook : *The Art Of Hunting Big Game In North America* Jack O'Connor

Supplies and/or tools: All Hunting and Guiding Supplies

Professional Hunter 101

Day 1

Introduction to the Outdoors Matt 1 Hour

What is the Outdoor Industry?

How many of you think our Industry is about Hunting?

It is all about Service. It is all about People and Relationships.

How do I fit into that Industry?

Is it feasible to make a living in this Industry?

Videos of doing it right?

Videos of doing it wrong?

Student Introduction and why are you here.

What is a Hunting Guide? Matt 1 Hour

I love the term Professional Hunter vs the term Guide.

If we don't know what the target is then we will miss it every time.

What makes you a professional?

What factors will make you hireable?

What factors will enable you to retain your job?

What are the intangibles that the best Professional Hunters in the world have?

Antonio

Dan

What are some of the traits that will make you ineffective as a Professional Hunter?

The Outfitter, Professional Hunter relationship Matt 1 Hour

What factors make for the best relationship between an Outfitter and the Professional Hunter?

What factors break down that relationship?

Taking responsibility, owning responsibility, keeping responsibility

Job Description is key

Examples

Richard B

Jeff M

Danie K

The Dream Job not so Dream Job Matt 1 Hour

Working in the Outdoors in the Dream Job for those who love the Outdoors

The Glory vs The Hard Work

Part Time vs Year Round

Lifestyle vs Money

Morning Q and A

Lunch 1 Hour

Scouting (Classroom) Matt 1 Hour

Why do we scout?

When do we scout?

What do we scout?

Where do we scout?

The Professional Hunter is the Expert and he/she cannot be the Expert without scouting

Assessing the terrain

Reading the Sign

Droppings

Sheds

Rubs

Water Holes

Game Trails

Animals

Scouting Tools

Notebooks

Trail Cameras

Personal Equipment

Backpack
Binos
Spotting Scope
Boots
Clothing
Water
Camera
GPS

Scouting (Practicum) Jonathan 3 Hours
In the field in groups of 3

Day 2

The Professional Hunter/Client Relationship Matt 2 Hours

Relational Skills

Communication
Reading People
Assessing Capabilities
Under Promise/ Over Deliver
Confidence/Arrogance
Honesty/Character/Integrity
Being a Lifelong Learner

Videos of Bad

Videos of Good

Personal Evaluation of your Skill Set

Types of Hunters Matt 2 Hours

The Know It All

Out of Shape

Terrible Shot Guy

Chatter Man

Silent Man	
Fearful Hunter	
Clueless	
Lunch	1 Hour
Field Preparation of The Animal (classroom) Jonathan	1 Hour
Field Preparation of the Animal (practicum) Troy	3 Hours
Goats full cape	

Day 3

Archery 101Tim	3 Hours
Big Game Shot Placement Jonathan	1 Hour
Lunch	1 Hour
Rifle 101 (Classroom) Dennis	1 Hour
At the Range (Practicum) Dennis	3 Hours

Day 4

Back Country Camp (classroom) Jonathan	1 Hour
Back Country Camp (practicum) Lamont and Jonathan	7 Hours

Packing List

Packing your gear

Picking the Spot

Setting Up Camp

Cooking Lunch

Camp work

Firewood

Precautions

Water Source

Stay the night

Cooking Dinner

Day 5

Breakfast in Camp Lamont and Jonathan 4 Hours

Break Camp and Return to School by Lunch

Lunch 1 Hour

Land Navigation (Classroom) Matt 2 Hours

Maps

Computers/GPS

Never Lost

Land Navigation (Practicum) Lamont and Jonathan 6 Hours

Blindfold and take in groups of 3 out to destinations. Have them navigate back to camp or to pick up spot

Day 6

Breakfast and Certificates

Questions for Brock

Permission of BLM and Forest for Classroom Use or Private Land owner? Joe Keys? Saddle Mountain?

Every segment equipment provided by sponsors

Professional Hunter 201 Syllabus

Professional Hunter 201

A. COURSE DESCRIPTION

This advanced course will take our guide qualified students to another level in their knowledge of hunting and the outdoors. When they complete this course they will have the knowledge necessary to be a well rounded guide and a future outfitter.

B. METHOD OF INSTRUCTION

This course will be a combination of classroom lecture, group projects, group discussion, and in the field training. It will take place at our Mesa facility and in the surrounding wilderness.

C. COURSE OBJECTIVES

Objective 1 is to expand on the base of knowledge that our students have gained in the Professional Guide 101 course. This course will cover some of the finer details of the overall outdoor industry.

Objective 2 is to help each student become exposed to the great outdoors and fully recognize their potential to provide for their needs in those same outdoors.

D. COURSE TOPICS/UNITS AND DATES

Day 1

Branding Yourself	1 Hour - Lecture
Knowing your Value	1 Hour - Lecture
Marketing Yourself	1 Hour - Lecture
Marketing Practicum	1 Hour - Lecture
Lunch	1 Hour
Glassing (classroom)	1 Hour - Lecture
Glassing (Practicum)	3 Hours – Hands On

Day 2

CPR and First Aid

4 Hours – 2 Hours
Lecture, 2 Hours Hands
On

Lunch

1 Hour

The Professional Hunter's Equipment

1 Hour – Hands On

The Professional Hunter's Backpack

1 Hour – Hands On

Being in Shape Matter

2 Hours - Lecture

Day 3

Guiding Each Other

4 Hours- Hands On

Lunch

1 Hour

Caping

4 Hours- 1 Hour
Lecture, 3 Hours Hands
On

Day 4

From Professional Hunter to Outfitter

4 Hours - Lecture

Lunch

1 Hour

Creating Your Resume

1 Hour - Lecture

Developing Your Social Media

1 Hour - Lecture

Day 5

Hunting

4 Hours – 2 Hours
Lecture, 2 Hours Hands
On

Lunch

1 Hour

Stand, Blinds and Waterholes

4 Hours – Hands On

E. TEXTBOOK(S) AND REQUIRED TOOLS OR SUPPLIES

Textbook: *Professional Hunter 201 Manual* University of Outdoors

Textbook : *How To Hunt Everything Book* Collection

Supplies and/or tools: All Hunting and Guiding Supplies

Professional Hunter 201

Day 1

Branding Yourself	Matt	*see branding yourself	1 Hour
Recognizing who you are and how to share it			
Branding Yourself			
Logo, website and social media			
You are your message			
Making money off of your brand			
Knowing your Value	Matt		1 Hour
The more you know the more you are worth			
The more experience you have the more you are worth			
How to convey your Value			
Selling yourself to the market			
Contacts			
Progression from contact to offers			
Moving up the ladder			
Marketing Yourself	Matt	*see branding yourself	1 Hour
Marketing Practicum	Jonathan		1 Hour
Finding Outfitters or Industry Partners			
Vetting those companies			
Make the call or email			
Lunch			1 Hour
Glassing (classroom)	Jonathan		1 Hour
Using your Binos (Vortex Sponsorship)			
Using Your Spotting Scope (Vortex Sponsorship)			
Glassing (Practicum)	Jonathan and Lamont		3 Hours

Day 2

CPR and First Aid Jonathan 4 Hours

Lunch 1 Hour

The Professional Hunter's Equipment Jonathan 1 Hour

What you must have to be prepared for success

Optional gear

Taking care of your gear

The Professional Hunter's Backpack Jonathan 1 Hour

Types of Backpacks (Tenzing Sponsorship)

How to Adjust your Pack

How to pack your pack

When Weight Matters

Being in Shape Matter Matt (sponsored by WA) 2 Hours

What and How your Eat

Supplements

Training (conditioning)

Training (strength)

Day 3

Guiding Each Other Matt, Jonathan, Lamont 4 Hours

Practicum Hunting Goats at Pete's

Hunting

Gutting

Alaskan Technique

Skinning

Lunch 1 Hour

Caping Troy Hawkins 4 Hours

Day 4

From Professional Hunter to Outfitter Matt 4 Hours

Why should I consider this?

What are the benefits of being an Outfitter?

What are the liabilities of being an Outfitter?

Doing it Right

Richard

Derek Martin

Antonio

Doing it Wrong

Jeff

Glade Park Guy

Legal requirements

Business Sense

The brand and image

Antonio

John Carriere

Richard

Is it for You?

Lunch 1 Hour

Creating Your Resume Jonathan 1 Hour

Developing Your Social Media Jonathan 1 Hour

Day 5

Hunting Matt 4 Hours

Spot and Stalk

Blinds

Tree stands

The Client

Gun Control

Ability

Safety

The Species

Elk

Deer

Antelope

Black Bear

Rocky Mt Sheep/Desert Sheep

Moose

Mountain Goat

Lunch 1 Hour

Stand, Blinds and Waterholes (Practicum) Jonathan and Lamont 4 Hours

Day 6

Breakfast and Certificates



Index

Page numbers

Chapter 1 - Firearms	1
Chapter 2 - Tracking	9
Chapter 3 - Photography	17
Chapter 4 - Preparing and handling of trophies	18
Chapter 5 - Bow Hunting	29
Chapter 6 - Rowland Ward Measuring Methods	37
Chapter 7 - Safari Club International Measuring Methods	41
Chapter 8 - Shotgun actions and wing shooting	47
Chapter 9 - Marketing and promotions	50
Chapter 10 - Hunting ethics	53
Chapter 11 - Declaration Of Animal Rights	55
Chapter 12 - Administration	56
Chapter 13 - CITES	58
Chapter 14 - Facilities	63
Chapter 15 - First aid	67
Chapter 16 - General - Fauna	83
Chapter 17 - Tracks	88
Chapter 18 - Shot placement	106



CHAPTER 1 - FIREARMS

1.1. Common Calibres of Hunting Rifles

Rimfire Cartridges

.22 Short.

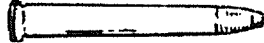


.22 Long Rifle



Centerfire Cartridges

.22 Hornet



.222 Remington



.223 Remington



.22-250 Remington



.243 Winchester



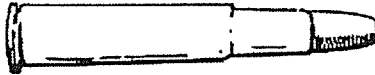
.264 Winchester
Magnum



7mm Remington
Magnum



30-30 Winchester



.308 Winchester



.30-06



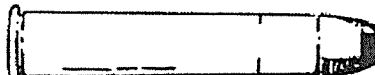
.338 Winchester
Magnum



.375 Holland & Holland
Magnum



.45-70 Government



.458 Winchester
Magnum



1.2. Sighting in the Rifle

It is of paramount importance that a rifle should be accurate, and the sportsman should know how his rifles perform. He should know their individual capabilities, their advantages and disadvantages, so that at all times he knows what he can, with a great degree of certainty hit, and when he is liable to miss.

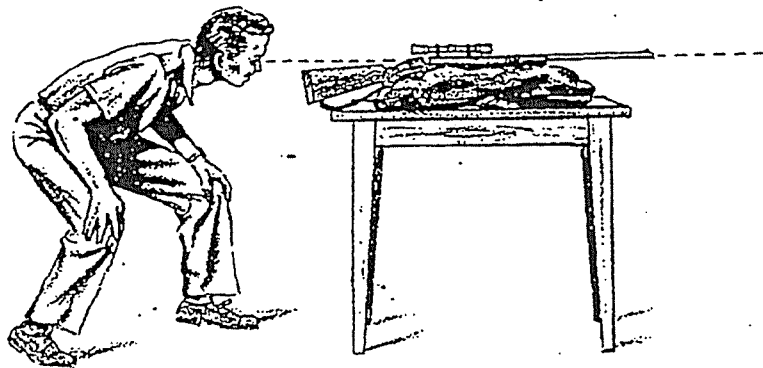
For all intents and purposes any well-made rifle with a true barrel will shoot straight. The more obvious factor that determines whether the bullet hits the point at which the shooter aims is the sights. The not so obvious factors, all of which are critical for accuracy, are the ballistics or, in simpler terms, the performance of the bullet in flight. In turn the performance of the bullet is determined by its muzzle velocity, weight, shape, and to a lesser degree (for practical hunting range purposes at least), the pressure of a side wind.

In order to "sight-in" a rifle with the minimum effort, time, aggravation and expenditure of ammunition, the following considerations may be taken into account and the following procedure adopted.

A good firm bench-rest should be used. The ideal is a camp table upon which one or two sandbags are placed, and a chair to sit on. The rifle should first be "bore-sighted". Removing the bolt and the rifle being firmly wedged across the sandbags does this. A target should now be placed on approximately the same level as the rifle and at an accurately measured distance of 25 yards or meters. When placing the target in position, care should be taken to make sure that there is a background where the bullets can expend themselves safely: a bank, hill or large tree for example. It should be noted at this point that some sportsmen prefer to sight in their guns at 100 yards or more. But it should be born in mind that the greater the range, the greater the possibility of inaccuracy, whilst at 25 yards the point of aim (the bull's eye) is much more easily determined. However, at 25 yards the bull's eye must be pinpointed, and the object is to hit this point at *dead center*.

Sitting comfortably the sportsman should now aim down the bore of the rifle and carefully adjust the rifle so that the point of aim, (ideally seen as a small black circle of no more that one inch in diameter), is seen to lie dead center through the bore of the barrel. To achieve this, the eye should be held as far back from the breech of the rifle as possible.

Without in any way moving the rifle the eye may now be raised in order to look through the telescopic sight to determine where the cross-hairs or tip of the post lie in relationship to the point of aim. Using great care to retain the rifle's firm position on the bench the sights may be altered if necessary so that the cross hairs dissect the point of aim at dead center. Again the bore-sighting procedure should be checked to see that the gun has not moved during this operation. By diligent sighting and adjustment the sportsman will satisfy himself that sighting and adjustment now align both barrel and sights to the best of his ability. The rifle may now be test-fired and, if the bore sighting was successful, only two or three rounds at most will be necessary to determine that the weapon is accurate by making further slight adjustments to the telescopic sight. The rifle may now also be test-fired at a longer range of perhaps 100 to 150 meters.



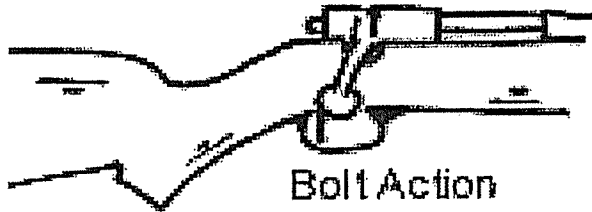
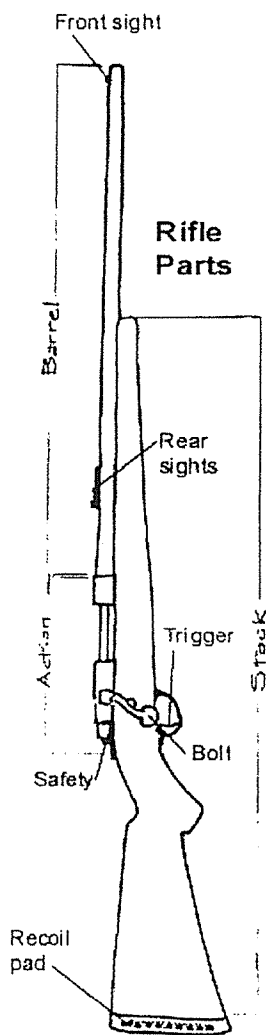
It is important to know that the variations are between the different calibers and bullet weights, and as a guide the following table will be found most useful. The information is based on performance data for regular commercially manufactured ammunition. The figures given below the ranges in yards show the bullet' "rise" or "drop" in inches at that given point. Types of bullet, barrel length, the bedding of the barrel in the fore-end of the stock and other factors may cause some slight variations.

1.3 Shooting and Firearm's Tips

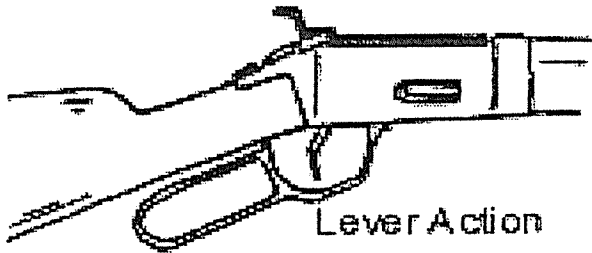
- The "Number One" ground rule for all firearms is - they should always be considered loaded, even when you know they are 'not.'
- When handling any firearm always open the breech, bolt or cylinder to make sure it is not loaded. If loaded, always remove all cartridges and store them in a secure location, preferably in their original container.
- Do not store ammunition and firearms in the same physical location. This makes it too easy for someone, other than yourself, to load and fire your firearm in a method you may not have intended.
- When shooting from the bench, always wear hearing protection. Many companies make excellent "muffs" which will protect your hearing from the damage to your ears that can result for the noise generated by firearm's cartridges. I do not advise wearing hearing protection when in the field for safety reasons because their use may decrease your ability to discern between the sounds of an approaching hunter and a game animal.
- Always make sure of your target. Do not shoot at targets which "appear to be safe" because many times a slight movement may be another hunter, a protected game animal or another person. If you cannot positively identify the target - do not shoot until you can positively identify the target.
- Do not shoot over water or other hard, flat surfaces because the projectile may ricochet from these surfaces and strike something, downrange.
- Do not fire a rifle at targets above your "line of sight" because projectiles may travel distances greater than three miles and arrive with sufficient energy to kill or cause significant damage to property.
- When hunting with a shotgun make sure all of your shots are at targets above you, if possible.
- Never fire at low flying birds when others are located across the field from you because your shot may hit them with sufficient force to cause injury.
- When hunting with others always know their specific locations and never fire at any target that comes between you and their location. To do so, may endanger others in your hunting party.
- Always set "ground rules" with hunters in your party, beforehand. One of the major ones should be -stay put on your stand until "such and such a time." (bird hunting)
- When hunting or shooting with young or inexperienced hunters it is imperative to be extremely diligent for the "unexpected" and always make sure these person understand, completely, the rules governing the handling of firearms, hunter safety, personal conduct and most of all - "what is expected of them." You should also make it "perfectly clear" the consequences of their violation of any of these rules. This should be done, beforehand, and not "after the fact" because then - it may be too late. I personally refer to this as "reading them the Riot Act" and it should be delivered in a similar manner because a mistake with a loaded firearm can cause serious problems for them, as well as you.
- When transporting firearms in your vehicle, always carry them unloaded in either a, holster or case.
- If transporting firearms to another country on a commercial carrier, you must abide by all local, state, federal as well as the firearm's regulations of the country you will be visiting. Many countries will not even let you bring your personal firearms into their country and without the proper documentation you may not even be able to get them back into this country.
- The "Number Two" ground rule for the use of firearms is - firearms and alcohol do not mix. If someone "pops a frosty" before all firearms are unloaded and stored away - politely ask all in your party to unload and case their firearms if "the bar is open." If they refuse, politely exit the location because "alcohol and firearms" is like pouring gasoline on a roaring fire - things can get out of hand, quickly.

1.4 Common Firearm Actions

Rifle Actions



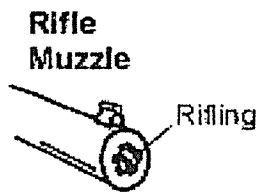
Bolt Action



Lever Action

Semi-Automatic

Pump Action



PMS Typical Calibers

Handgun Cartridges

Caliber	Bullet		F.P.S. Velocity (m.s.-1)		
	Mass	Style	Range in Metres		
	gr G		\bar{V}_0	\bar{V}_{25}	\bar{V}_{50}
9 mm PARA	95 gr 6.2 G	FMJ	1 330 (405)	1 194 (364)	1 032 (333)
.38 SPEC	158 gr 10.2 G	JSP	820 (250)	802 (244)	785 (239)
.357 MAG	158 gr 10.2 G	JSP	1 230 (375)	1 164 (355)	1 107 (337)
.44 REM MAG	240 gr 15.6 G	JHP	1 180 (360)	1 130 (344)	1 085 (330)

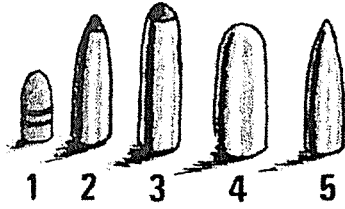
Rifle Cartridges

Caliber	Bullet		Inches Trajectory (mm)					F.P.S. Velocity (m.s.-1)			
	Mass	Style	0 = Zeroing Range					Range in metres			
	gr G		50m	100m	150m	200m	250m	\bar{V}_0	\bar{V}_{100}	\bar{V}_{200}	\bar{V}_{300}
.223 REM	55 gr 3.6 G	SP	+1.7" (+18)	+1.9" (+48)	+2.3" (+43)	0	-4.7" (-84)	3215 (980)	2832 (863)	2479 (756)	2154 (657)
.243 WIN	100 gr 6.5 G	SP	+1.0" (+25)	+2.2" (+56)	+1.9" (+48)	0	-3.9" (-99)	2955 (900)	2637 (804)	2340 (713)	2063 (629)
.270 WIN	130 gr 8.4 G	SP	+1.0" (+25)	+2.2" (+56)	+1.9" (+48)	0	-3.8" (-97)	2955 (900)	2655 (809)	2374 (724)	2111 (613)
7 x 57 mm	130 gr 8.4 G	SP	+1.6" (+41)	+3.0" (+76)	+2.5" (+64)	0	-4.8" (-122)	2625 (800)	2372 (729)	2133 (350)	1908 (582)
7 x 64 mm	150 gr 9.7 G	SP	+1.1" (+28)	+2.2" (+56)	+1.9" (+48)	0	-3.8" (-97)	2890 (880)	2634 (803)	2391 (729)	2162 (659)
7 mm REM MAG	152 gr 9.8 G	SP	+1.9" (+23)	+2.0" (+51)	+1.7" (+43)	0	-3.4" (-86)	3020 (920)	2756 (840)	2506 (764)	2270 (692)
.308 WIN	143 gr 9.3 G	FJBT	+1.2" (+30)	+2.5" (+64)	+2.1" (+53)	0	-4.1" (-104)	2755 (840)	2540 (774)	2335 (712)	2139 (652)

Caliber	Bullet		Trajectory Inches (mm)					Velocity F.P.S. (m.s.-1)			
	Mass	Style	0 = Zeroing Range					Range in metres			
	gr G		50m	100m	150m	200m	250m	\bar{V}_0	\bar{V}_{100}	\bar{V}_{200}	\bar{V}_{300}
.308 WIN	180 g 11,7 G	SP	+1,8" (+46)	+3,3" (+84)	+2,8" (+71)	0	-5,3" (-135)	2540 (775)	2268 (691)	2013 (614)	1775 (541)
30-06 SPRING	150 g 9,7 G	SP	+1,2" (+30)	+2,5" (+64)	+2,2" (56)	0	-4,2" (-107)	2820 (860)	2537 (773)	2271 (692)	2021 (616)
30-06 SPRING	180 gr 11,7 G	SP	+1,6" (+41)	+3,1" (+79)	+2,6" (+66)	0	-4,9" (-124)	2625 (800)	2347 (715)	2087 (636)	1844 (562)
.300 WING MAG	180gr 11,7 G	SP	+1,1" (+28)	+2,8" (+58)	+2,0" (+51)	0	-4,0" (-102)	2890 (880)	2596 (791)	2320 (707)	2062 (628)
.300 WING MAG	220 gr 14,3 G	SP	+1,5" (+38)	+2,9" (+74)	+2,5" (+64)	0	-4,6" (-117)	2625 (800)	2399 (731)	2184 (666)	1981 (604)
.303 BRIT	150gr 9,7 G	SP	+1,5" (+38)	+2,9" (+74)	+2,5" (64)	0	-4,8" (-122)	2705 (825)	2407 (734)	2129 (649)	1870 (570)
.303 BRIT	147 gr 11,3 G	FJBT	+1,9" (+25)	+3,4" (+86)	+2,8" (+71)	0	-5,2" (-94)	2450 (747)	2484 (747)	2066 (630)	1888 (575)
.375 H&H MAG	286 gr 18,5G	SOLID	+1" (+3)	0	-2,2" (-56)	-6,8" (-173)	-14,4" (-366)	2625 (800)	2242 (683)	1892 (577)	1582 (482)
.375 H&H MAG	300 gr 19,4G	SP	+2" (+5)	0	-2,3" (-58)	-7,0" (-178)	-14,7" (-373)	2560 (780)	2213 (674)	1893 (577)	1607 (490)
.458 WIN MAG	475 gr 30,8 G	SOLID	+0,7" (+18)	0	-4,1" (-104)	-12,1" (-307)	-24,9" (-627)	2065 (-630)	1761 (547)	1491 (454)	1268 (356)

SP = "SOFT POINT"
 FJBT = "FULL JACKET BOAT TAIL"
 FMJ = "FULL METAL JACKET"
 JSP = "JACKETED SOFT POINT"
 JHP = "JACKETED HOLLOW POINT"

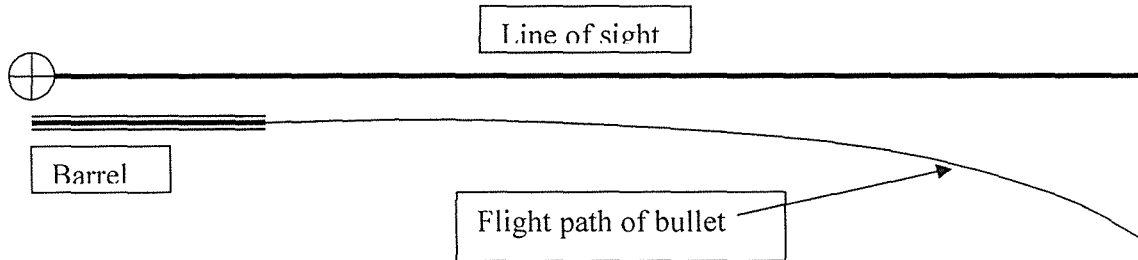
Types of bullets



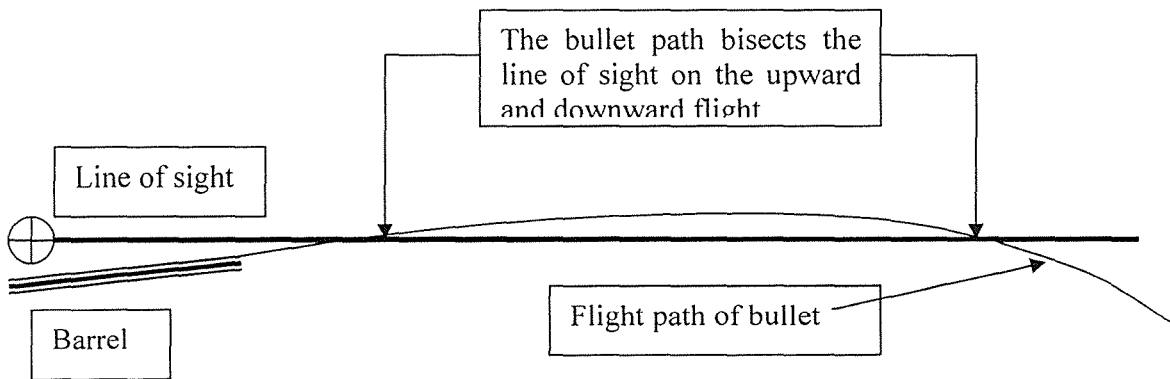
1. Solid lead bullet
2. Soft point spitzer
3. Round nose soft nose
4. Jacketed solid
5. Full metal jacket (military spitzer)

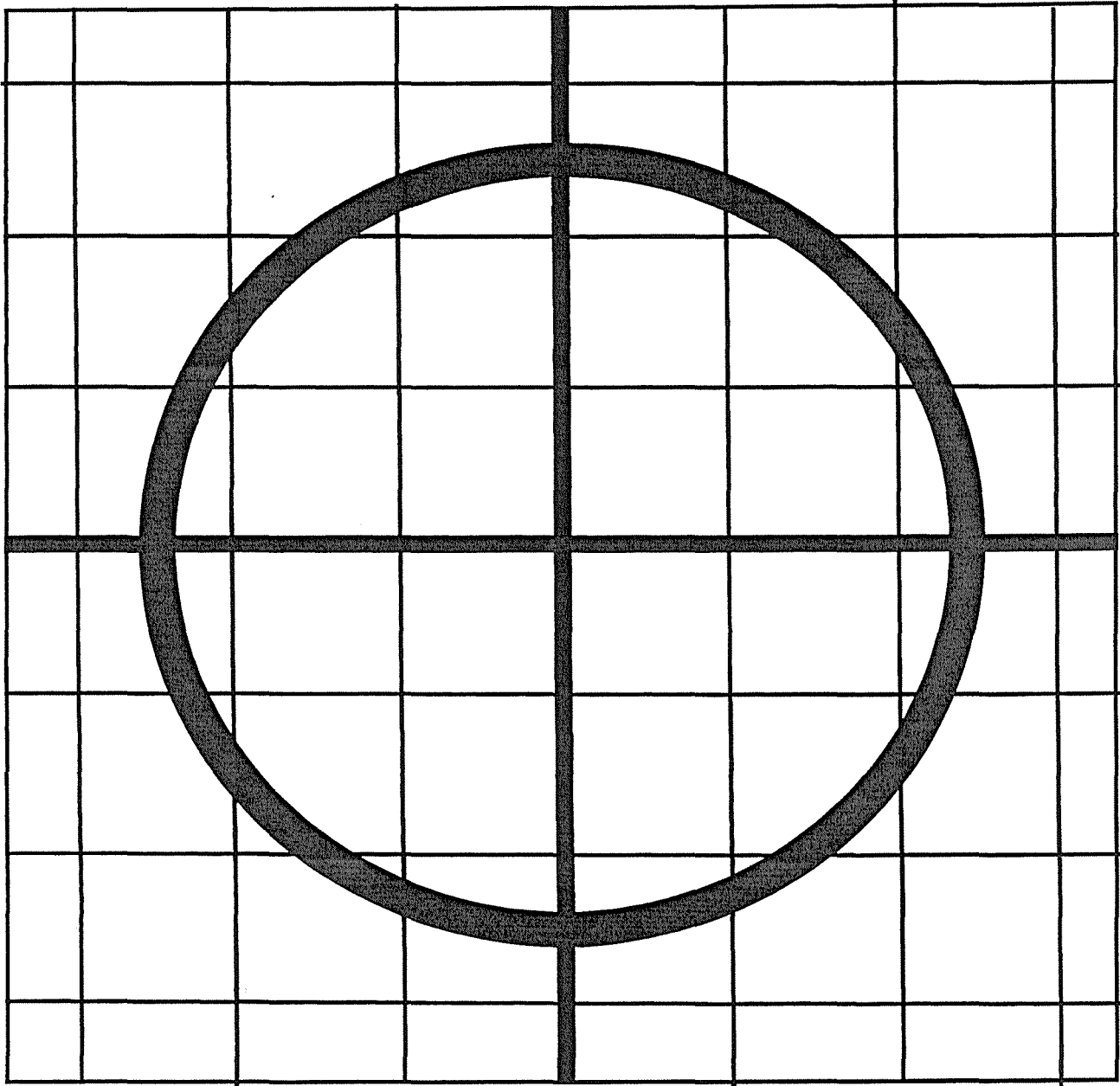
Trajectory

Illustration of trajectory where the barrel and line of sight are held exactly parallel with one another, the line of sight never bisects the bullet path. The bullet starts to drop the moment it leaves the barrel..



The bullet's trajectory bisects the line of sight because the barrel is elevated to compensate for the pull of gravity.





Naam:.....

Datum:.....

CHAPTER 2 - TRACKING

2.1 Tracking

a. WHY IS TRACKING IMPORTANT?

For the right-minded hunter it is a necessity to be a good tracker. He must not only be familiar with the print of every animal in his hunting area; he must also be able to interpret the print made by a hoof or claw. He must be able to make deductions as to the animal's behaviour. This is of particular importance when you are tracking dangerous game like wounded lion, buffalo etc.

b. REQUIREMENTS FOR TRACKING

A love for and knowledge of nature.

Keen observation

Physical fitness

Ability to concentrate for long periods

A sound memory

c. FIRST PRINCIPLES OF TRACKING

1. Identify the spoor and decide on a starting point.
2. Be flexible and anticipatory.
3. Remember "more haste less speed".
4. Conserve the spoor i.e. mark the last place where the spoor was clear.

A spoor stands out the best if it is between the observer and the sun. Mornings and evenings are therefore the best times to track. The expert knows for instance that the size of the hoof print depends on the type of ground over which the animal is moving. In hard stony mountain veld the hoof print is smaller than in loose, sandy soil. Sometimes there are discrepancies in the form of the print. The knowledgeable hunter will know that the animal was injured at some time. With predators it is important to differentiate between those that leave claw-marks and those that don't.

d. TRACKER WILL LOOK FOR THE FOLLOWING

1. Spoor and rhythm of animal
2. Blood spoor e.g. direction, type, quantity on ground and plants and height on plants.
3. Disturbed game and birds
4. Disturbed grass, leaves and branches
5. Stones, sticks and soil
6. Vegetation and spider webs
7. Color of broken vegetation as well as bark that has been scratched or broken.
8. Dew spoor
9. Mud on stones
10. Urine and dung

e. AGE OF SPOOR

Local circumstances must be considered. A good memory and logic is of importance. Take note of: -

Wind and rain

Broken bark and vegetation

Overlaying tracks – direction as well as tracks of nocturnal animals

Freshness of urine and dung

Position of track in shady places in relation to the sun

f. FACTORS THAT INFLUENCE TRACKING

Soil that is hard, soft, stony or muddy

Type of veld

The weather and time of day (Overcast/Position of sun)

Overlaying tracks

Mental concentration and the effect of exhaustion

g. HOW TO LEARN TRACKING

1. Study tracks and signs.

2. Use every opportunity for practice.

3. Show interest and if possible get an expert to point out signs.

h. TIPS FOR TRACKING WOUNDED ANIMALS

1. A professional hunter should always have at least one tracker to assist him so that the PH can be looking ahead for sign of the animal, this is particularly important for dangerous animals, this doesn't necessarily mean the big five, a bushbuck can be very dangerous when wounded.

2. When an animal has been shot and takes off it is always advisable to wait for about fifteen minutes, with bow shot animals it should be at least a half an hour in order to give the animal a chance to succumb to the massive bleeding caused by a sharp broad head. An animal that would otherwise have went down in a short distance can go for a long distance if spooked too soon.

3. Rest from time to time in order to maintain maximum concentration, a hunter's concentration will wander after a period without rest. Rest is particularly important when following up dangerous game.

4. Use cover and move slowly, observe other wildlife such as small birds which may be chattering at a lion or a crow which may be circling above a heavily wounded or downed animal. Listen carefully for sounds of the animal's movement; you may even hear the breathing of a heavily wounded animal.

5. The only shot that is guaranteed to drop an animal in its tracks is a brain or other shot to the central nervous system. High velocity rifles do cause animals to drop on the spot with a well placed body shot but do not expect this to happen. A heart shot will normally cause an animal to make a blind dash, running into objects until it drops dead, normally after a collision with a tree or other obstructions.

6. The sound of the bullet striking is often indicative of the part of the body that has been hit. The ability to make this distinction comes with experience and can be valuable when deciding the course of action to take when following up an animal that has been shot.
7. A herd of animal that has been mortally hit will leave the herd and its behavior will differ from that of other animals in the herd. The hooves, particularly the front hoof, of an animal that is heavily hit will often splay outwards; this will be unmistakable when following up the spoor of a wounded animal. This can also assist you in recognizing the spoor of a wounded animal amongst other animal spoor,
8. The use of a dog can be invaluable when following up the spoor of wounded game, they can also assist in giving you prior warning of a charge from dangerous game. A dog may also divert the attention of an animal giving the hunter a chance to shoot. The use of a dog for following up a wounded animal should not be considered unsporting since the only objective when following up a wounded animal should be to kill the animal as humanely and as quickly as possible.
9. The color of the blood and presence of other liquids, such as greenish watery gut fluids, are indicative of where the animal has been hit. Pink frothy blood is indicative of a lung hit while dark red is normally arterial blood. Also be on the lookout for chips of bone on the spoor, this is normally an indication of that one of the legs have been broken.
10. Do not try to be smart by telling your client what an animal that you are following is going to do next, it will invariably do something else and leave you feeling silly. In the same breath it is also important to share your reasoning (not predictions) with the client and to keep him involved in the follow-up of an animal. The client normally feels bad at this stage and it is unnecessary for you to aggravate this by ignoring him, it may not even be purposefully, make a conscious effort to share your strategy with him. Show him the blood and sign that you are following; they often cannot see this and are eventually convinced that you are leading him up the garden path.

i. ANIMAL TRACKS

Animal tracks can't be learned from a book or from a few prints such as these that are included. Knowledge of this subject is only gained through experience. Mankind has an identifiable footprint that can't be confused with others. Almost everyone's footprint shows small differences and discrepancies that make the individual identifiable.

Within every species there are differences and discrepancies that can be observed, depending on sex, age, movement, soil formation, micro and macro climatic conditions as well as other factors.

A knowledgeable person normally won't have any problems identifying the kind of animal. It will however require an expert to identify and track an individual animal within a herd.

Many hunters have lost valuable trophies because they are not familiar with tracking. Their lack of knowledge makes it easy for them to be misled by "so-called" trackers.

The professional hunter must be familiar with tracking, otherwise he won't be able to evaluate his own tracker or see when he is being misled. The PH must also always control and manage his tracker and to this end he also needs an intimate knowledge of tracking.

2.2 Distance Estimations

The ability to estimate distance accurately can mean the difference between a successful and a failed hunt. This is particularly important when accompanying a bow hunter when accurate distance estimation becomes critical.

2.2.1 The following factors affect distance estimation.

- a. Nature of the target
 - An object of regular outline, such as a house, appears closer than one of irregular outline, such as a clump of trees
 - A target that contrasts with its background appears closer than it actually is
 - A partly exposed target appears more distant than it actually is
- b. Light conditions
 - The more clearly a target can be seen the closer it appears
 - When the sun is behind the observer the target appears to be closer
 - When the sun is behind the target, the target is more difficult to see and appears to be farther away
- c. Nature of terrain
 - As the observers eye follows the contour of the terrain, he tends to overestimate distant targets
 - Observing over smooth terrain, such as water, sand or snow causes the observer to underestimate distant targets
 - Looking downhill, the target appears farther away. Therefore looking uphill makes the target appear closer.

2.2.2 Distance estimation Techniques

a. Ground Divisions

The techniques require the hunter to have a clear range of sight with the target. To calculate this, the hunter must look at the ground and separate the ranges into equal separate ranges. Once the separations are done the hunter adds up the separations to get the proper distance. This technique will however play tricks on you if the lighting is different than practiced or if there is an inclination in the ground.

b. The Thumb Technique

Close your subordinate eye and hold your hand flat out in front of your face. Then put the tip of your index finger on the rightmost edge of the target. Now repeat the step by closing your dominant eye. You will notice that the tip of your finger will shift toward a certain direction. The distance from the tip of your finger to the edge of the target is proportional to the distance you are from the target.

c. The Tunnel of Sight Technique

This method requires that you observe the size ratio of the target and the tunnel as the size of the tunnel is fixed and known as soon as you have estimated the size of your target you will be able to estimate the distance. Of course this technique will require some preparations to determine the ratios of the target and the tunnel at each distance. This technique is relatively easy to implement and gives a good estimation if you are able to determine the size of your target. Another way of applying this technique is to determine the ratios of the sizes of various animals at known distances through your riflescope. Make sure that magnification is the same every time

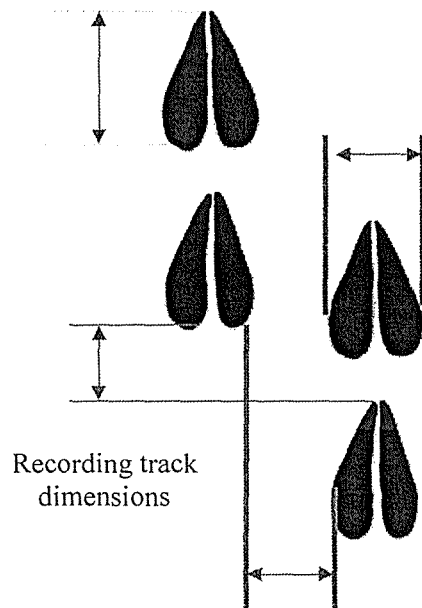
d. Half Way Estimation Technique

Estimate the half way point between yourself and the target and estimate that distance. Then just double your estimate. The idea being that the shorter distance is easier to accurately estimate and thus your actual estimation will be more accurate overall.

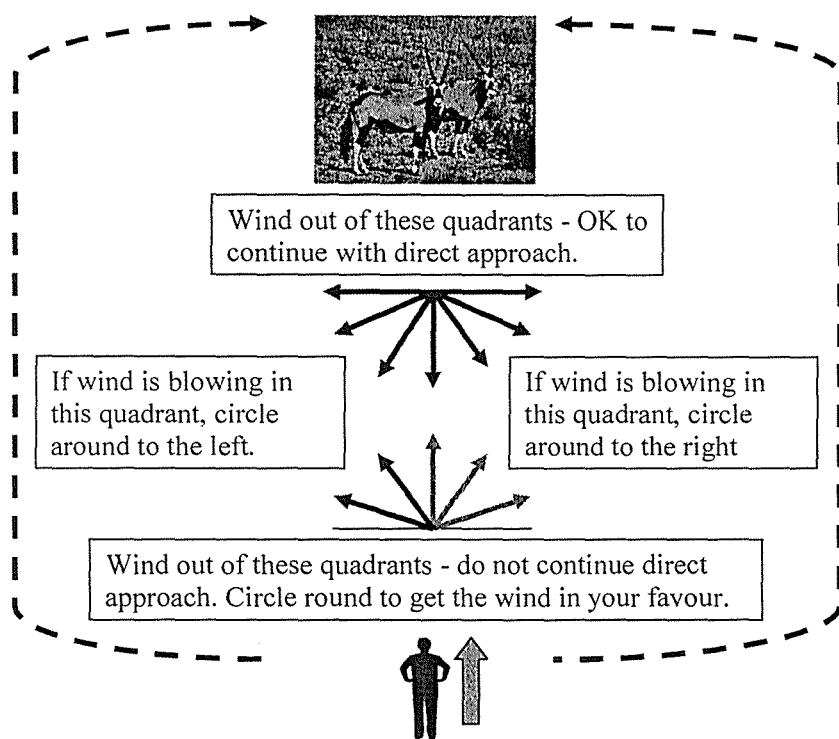
2.2.3 Practice

As with marksmanship the ability to estimate distance accurately comes with practice. Identify objects at various distances, estimate the range and then measure or use a rangefinder to determine the actual distance. This will enable you to learn from your mistakes and improve your estimations. With enough practice range finding will become instinctive. A professional hunter that is going to conduct bow-hunting safaris on a regular basis will do well to acquire a good range finder.

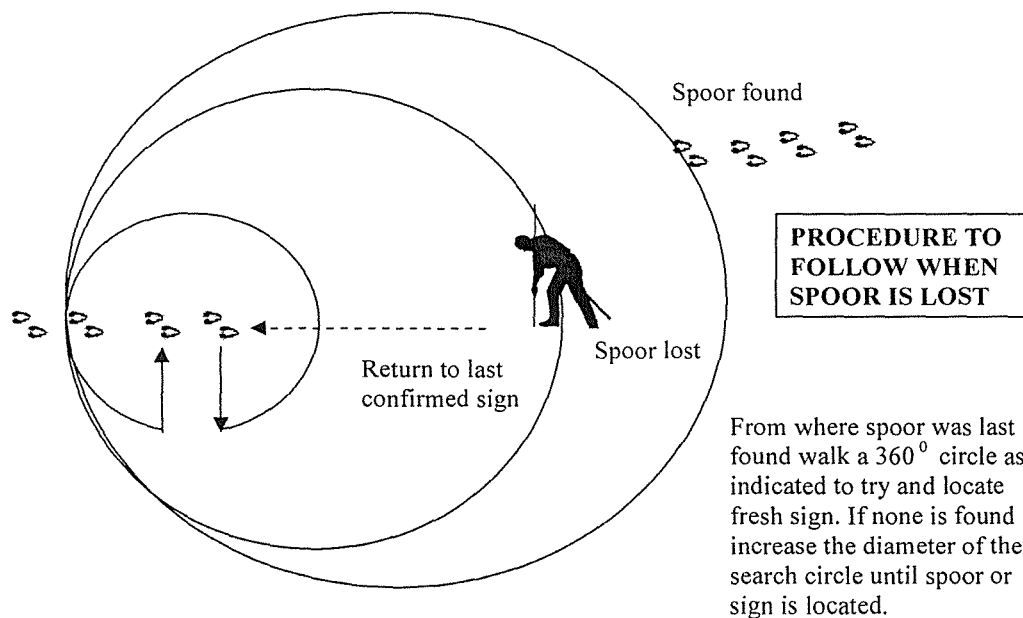
1. Locate a clear and well defined track.
2. Measure the track (spoor) length and width and mark it on the stick as shown.
3. Record the stride length and straddle width. Stride is measured from the tip of one track to the tip of the next. Straddle (the width between the legs) is measured from the inside edge of one track to the inside edge of the next. Record at the opposite end of the track to avoid confusion. These dimensions are now transferred to and recorded on a "tracking stick" (see next page).
4. Once recorded on the tracking stick, these measurements can help identify a particular animal and also help to predict where the next footfall should be in difficult terrain by swiveling the stick in an arc and sighting down it.



Using the wind to your advantage

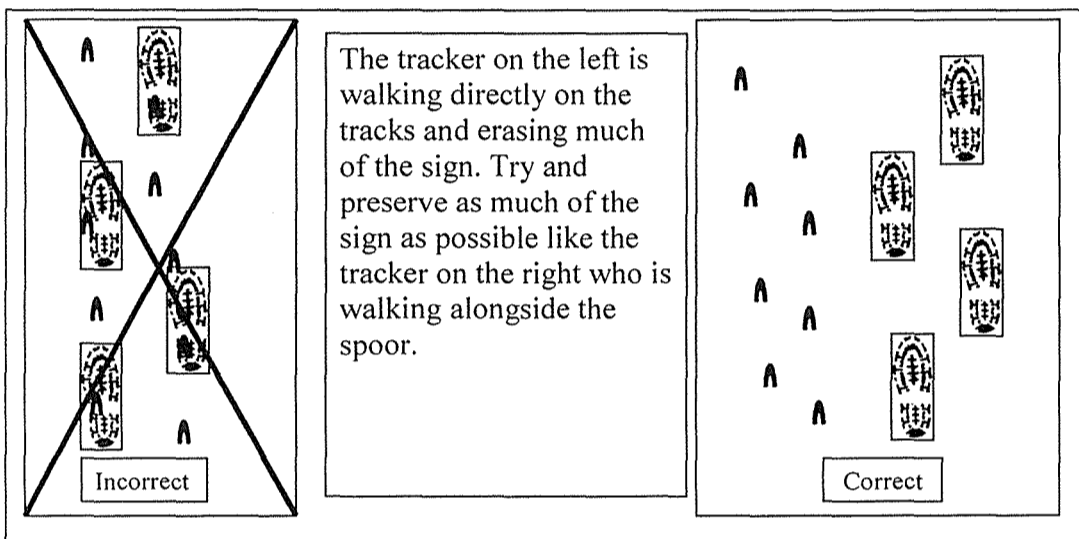


Lost spoor procedure





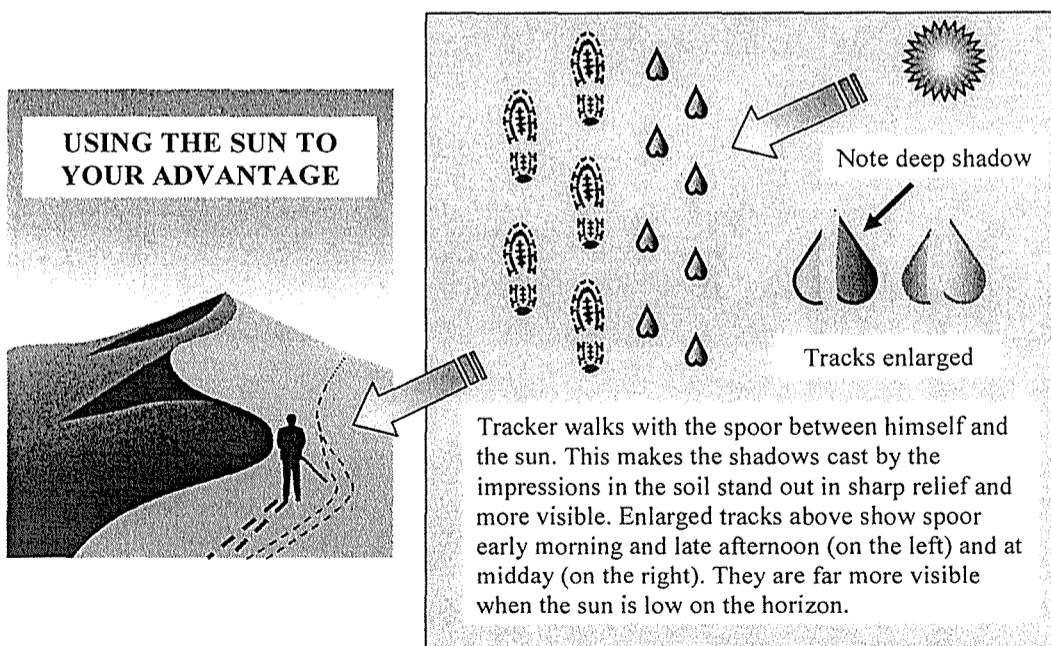
PRESERVING THE SPOOR



Using the sun to your advantage

Following spoor is much more difficult on overcast days as there is no sun to cast shadows which brings tracks into sharp relief and makes them more visible.

Tracking is easier when the sun is low in the sky – morning and afternoon. At midday with the sun is at its zenith spoor definition is lost because little or no shadows are cast by the depressions made in the substrate.

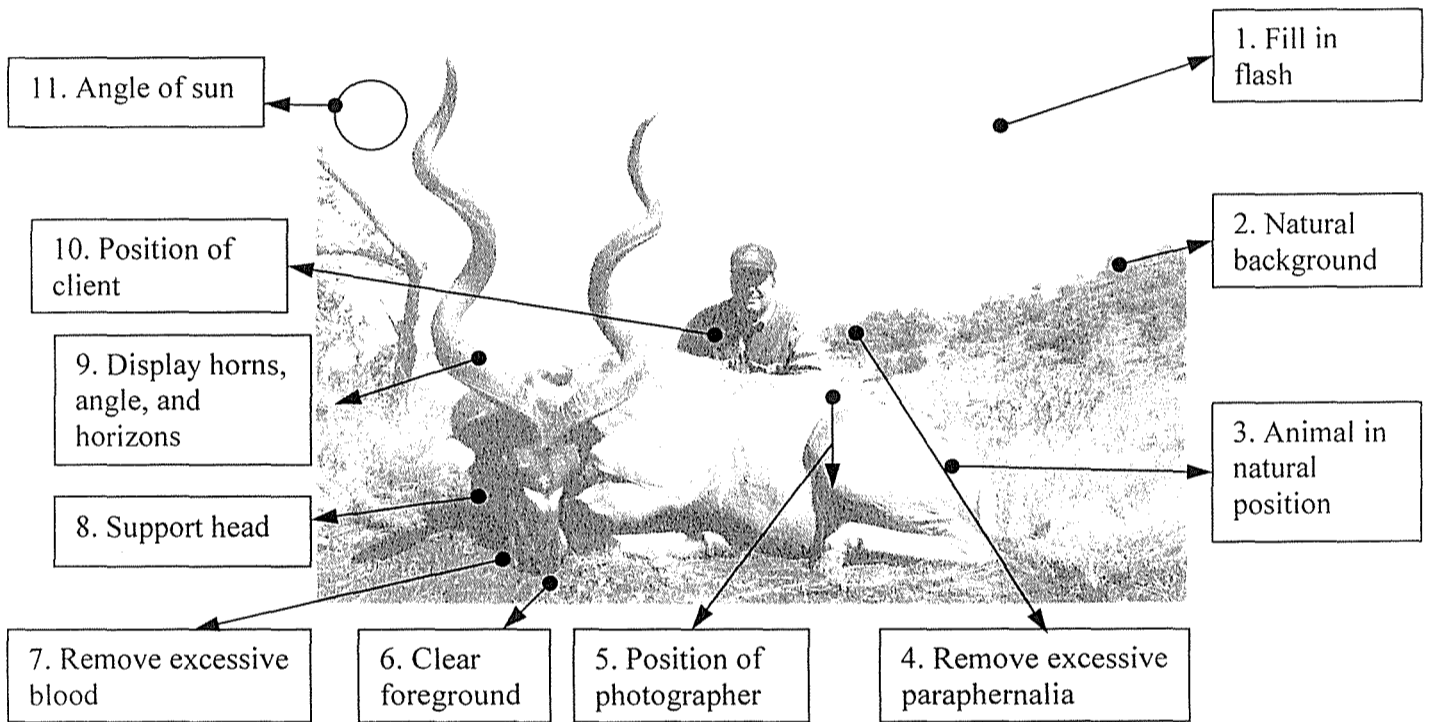


The best way to track is to keep the spoor between yourself, the tracker, and the sun. Shadows cast by the sun will give the spoor a highly visible, three dimensional effect, and make it easier to follow

1. **Think like an animal** – An animal is dominated by the following thought processes.
 - a. Its stomach – food and water.
 - b. Hormones – reproductive drive.
 - c. Survival – flight from danger, shelter, etc.
2. **Search for relevant sign** – Spoor, aerial spoor, etc.
3. **Identify spoor and mark starting point.** – Look for characteristics of spoor eg, chip in hoof etc. Record width, length, stride and straddle. **Show use of stick.** Plus use of stick for keeping point of concentration and finding next spoor on the arc of the stick (stride)
4. **Preserve the spoor** – Walk next to the spoor, close last spoor with bucket etc.
5. **Use the sun** - See illustration
6. **Mark the route** – toilet paper, why toilet paper?, Why mark the route? – To see the animals flight path and find easily next day.
7. **Stealth** – Go slow, use wind, use cover, use sign language, do not move when looking at you.
8. **Learn to anticipate and predict.** – heavily wounded animal moves downhill, lots of blood loss leads to thirst.

CHAPTER 3 - PHOTOGRAPHY

Factors to take into account when photographing trophies



CHAPTER 4 - PREPARING AND HANDLING OF TROPHIES

PREPARATION OF TROPHIES

Since the whole hunt is undertaken with the aim of getting a trophy for the hunter, this trophy is very important. Practically all trophies are highly perishable and must be handled with great care from the start. The animal must be skinned as soon as possible after being shot. The decomposition of the skin's various layers and especially the hair follicles set in rapidly after death and the degree of decomposition are closely related to temperature.

It is the responsibility of the professional hunter to process the trophy. If the animal is not rapidly skinned, the trophy will become worthless as the hair becomes loose in the skin and slips out when the taxidermist later processes the skin. This hair slip cannot readily be seen with the naked eye on the skinned trophy, but as soon as the taxidermist places it in his solutions the damage becomes apparent. To preserve the skin properly it must be rapidly removed and well salted. Formerly, any salt, especially the cheapest and coarsest was used. Nowadays a good quality fine salt is recommended and this must be used liberally on trophies. The wild animal must preferably be skinned directly after it has been shot, alternatively if the camp is too far, this can be done in camp. The carcass must be kept in the shade before being skinned and the skinning process must also take place in the shade.

It is essential to have good light at the place where the carcass is skinned as game which is shot late in the afternoon often has to be skinned at night.

Equipment for field-processing of trophies

- (a) A clean level surface, preferably in the shade.
- (b) Good quality skinning knives and whetstone.
- (c) Good quality fine salt.
- (d) Numbered aluminum, lead or plastic labels.
- (e) Insect repellents to treat horn and skin.
- (f) Beams to hang skins for draining after being washed.
- (g) Racks on which skins can be air-dried and protected against rats and other animals.
- (h) A trophy register wherein the name and address of every client will be entered, along with the particulars of his trophy and the relevant label numbers. If the client has special instructions for the further processing of his trophy, it must also be written in the register.

The register must be completed in triplicate. One copy goes to the client and one goes to the client's packing agent or to his taxidermist).

- (i) Hessian bags or other natural material in which the skins and the trophies can be kept until such time as it is handed over to the taxidermist of the transport agent.

NB: (Plastic bags or any such material must never be used for packing of trophies).

After the trophy has been skinned according to the stipulated methods (which will later be described) all membrane, fat and meat must be removed from the inside of the skin. In the case of zebra skins it is essential to remove all the meat, fat and membrane in the neck region and under the mane. If this is not done, the mane hair will slip during further processing.

After being removed the skin must be washed on the outside and the inside with cold water to remove all blood and dirt. If sodium-fluorosilicate is used as an insecticide, the skin can now be dipped in a solution of this chemical for half an hour. The skin can then be hung over a beam to drain. The skin is then placed in the shade with the hair downwards, spread open and liberally rubbed with fine salt. All folds, corners, hollows as well as the lips, ears, nasal cavities, hooves and claws must be salted this way. The skin is then folded over from the sides to meet in the middle after which it is rolled up and stored in a cool place for 24 hours. After this it is again rolled open, the excess salt is shaken off and the skin is spread open on a rack in the shade to dry.

When the skin is completely dry it will be very difficult to fold and will crack on the fold lines, which will make it useless. The skin must therefore be folded while it is still damp, so that the fold marks can be well imprinted. To do this, take the half dry skin with the hair surface above, fold the front and rear part of the skin over to meet in the middle. The hair will now be on the inside. The sides are now also folded to meet in the middle. The skin is now again folded in on the front, rear and the sides to obtain the desired approximately square package, which can comfortably fit into a bag in which it will be transported. The folds are now well imprinted by placing weights on the package. After this it is again opened with the hair on the underside to dry. When dry, it can be easily folded on the imprinted fold lines. The salt on the skin ensures that decomposition will not take place, which again prevents the hair from slipping. However, insects can still damage the skin and horns. Care must thus be taken that the skin is protected against insects. A number of brand names of insect repellents for this purpose are available commercially. A well proven, efficient and reasonable cheap repellent is sodium-fluorosilicate. All trophies, skins, horns, hooves and skulls as well as skeletons can be placed in a solution in this chemical for half an hour directly after the trophy is skinned and washed. The other proprietary repellents are only applied after the trophy has been dried out. Each individual trophy must be labeled with a numbered aluminum, lead, galvanized or plastic label which is placed on the trophy with galvanized wire or a good quality string, directly after the trophy has been skinned. These labels must go through all the processes and must remain attached to the trophy in an undamaged state when the trophy reaches the taxidermist.

HANDLING AND DISPATCH OF TROPHIES

Where the client's trophy has to go to a local taxidermist for further processing, the processed trophy is delivered to him along with the copy of the trophy register. The trophy must never be packed in plastic material. Hessian is most suitable for packing of trophies. In many cases clients often prefer to use a taxidermist in their own country. The hunting-outfitter must see to it that the field-processed trophies are dispatched to the taxidermist of the client's choice. There are firms, which specialize in packing and dispatching of trophies to countries all over the world. It is recommended that hunting-outfitters make use of these specialist services.

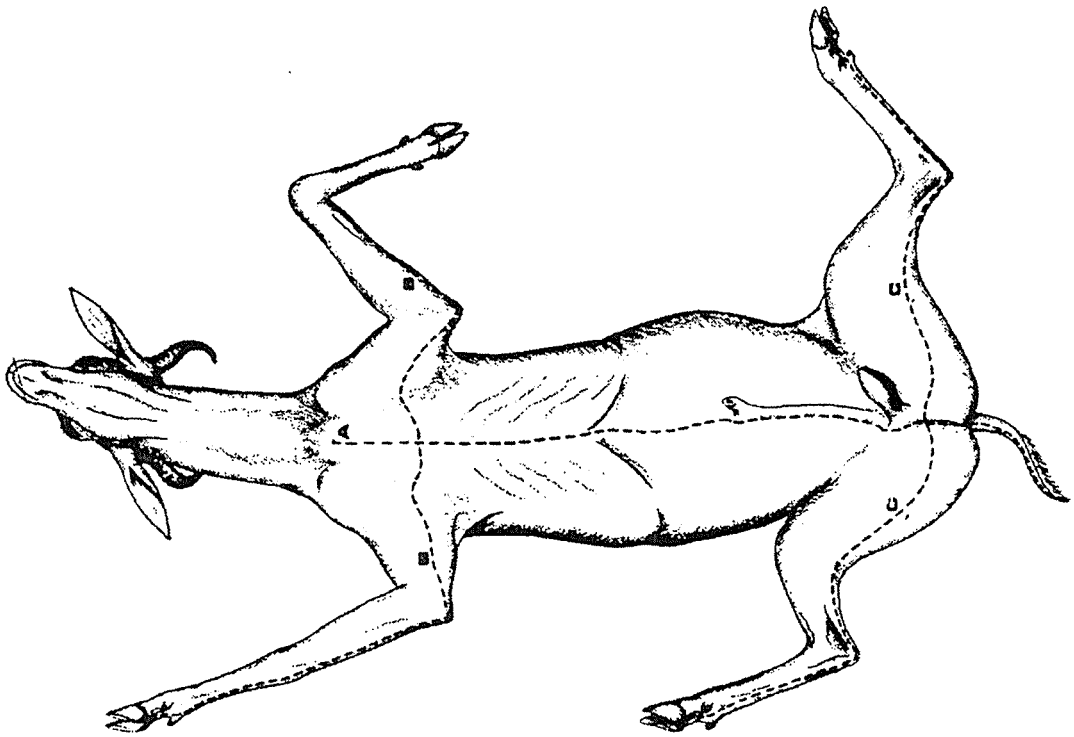
SKINNING TECHNIQUE

(a) **Head, neck and chest trophies (See illustration)**

All these trophies must be skinned to point X, just behind the shoulders and the shoulder blades of the animal.

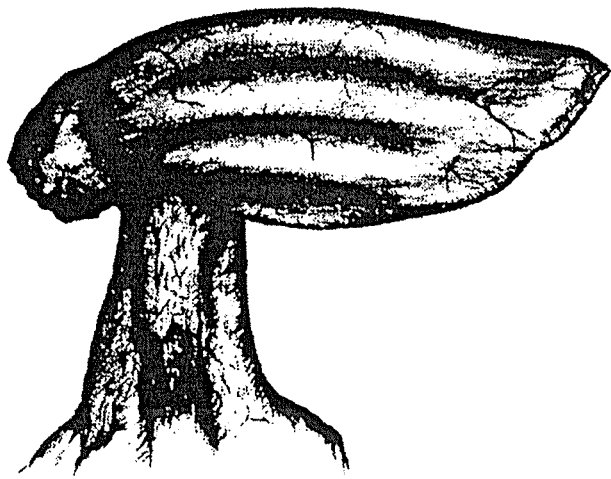
The incision starts in the middle on top of the head behind the horns at point O. Incision "A" runs along the upper edge of the neck to a point behind the shoulders. If the animal has a mane, the cut must be made alongside the mane. In the case of hippo and rhino, and wild pigs, the incision is made on the underside of the neck. Incision B is made from point X down the sides behind the shoulder blades of the animal and meets one another on the chest behind the front legs. Incision C is made around the legs underneath the elbow. From point O, a V-shaped incision is made to the base of both horns and then carefully extended round the base of the horns. The skin is now removed right up to the head. From the horns, the skin is removed from the skull turning the skin inside out. The cartilage of the ears is cut off against the skull keeping the ears and the ear cartilage intact.

Cut the eyelids carefully loose against the eye-sockets so that the eyelids remain undamaged. The whole skin of the head is now turned inside out and skinned out close to the skull. The cartilage of the nose is cut close to the skull. Skin the lips on the inside against the gums and the whole skin should now be loose. The cartilage of the nose is now split down in the middle and each nostril is skinned out against the skin and all membrane, fat and meat in the nostrils must be removed close to the skin. Care must be taken that the lack smooth skin inside the nostrils remains undamaged. The removal of fibrous material, fat and meat from the lips is a delicate operation and must be done with extreme care, so that the skin is not damaged. The roots of the chin hairs of antelope must also not be damaged. In the case of cats, care must be taken not to cut the root bases of the whiskers. Light incisions must be made between the root bases of the rows of whiskers. It is obvious that the lips must be very thoroughly salted. To remove the cartilage from the ears all meat and fibrous material must first be removed at the base of the ears, to the point where the outside ear skin adjoins the cartilage directly. From here on the outer ear skin is pressed loose from the cartilage by means of the handle of a spoon or any similar instrument or even the finger, up to the tip of the ear. The ear is now turned inside out of the loose outside skin. The cartilage remains attached to the inner ear skin and is now on the outside. Fine salt must be rubbed well into this cavity as well as into the cartilage and the outer ear skin, which has been turned inside out. Care must be taken that all fibrous material, meat and fat at the base of the ear is carefully skinned out.

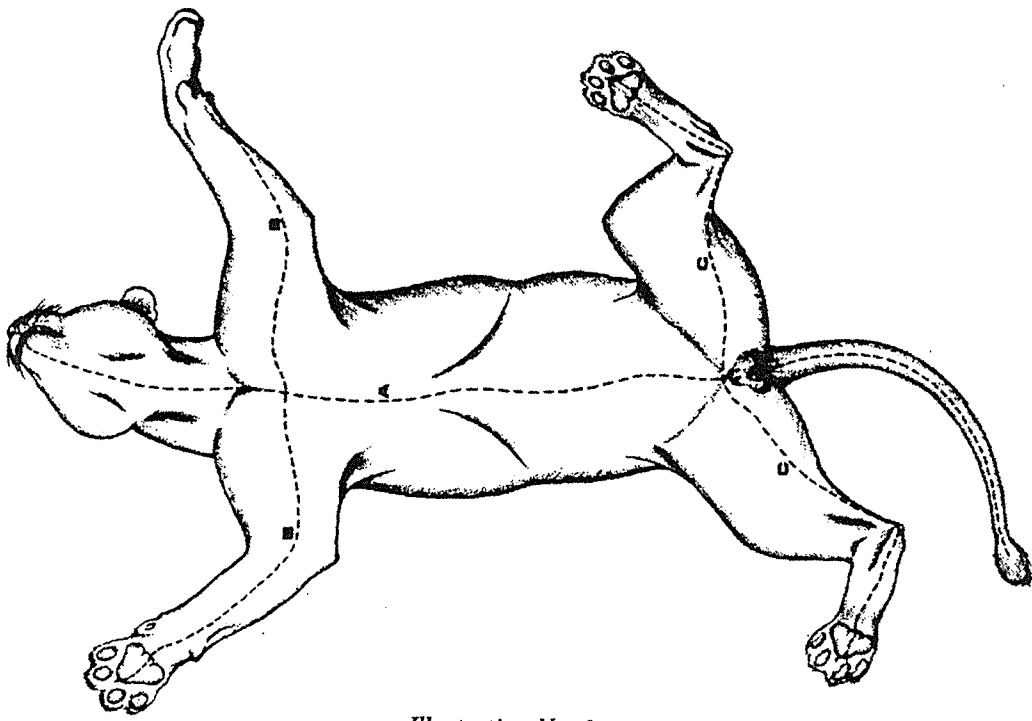


*Illustration No. 10:
Cuts for a Full Mount*

(b) Flat skins



*Illustration No. 9:
Full against the cartilage and turn ear
inside out*



*Illustration No. 1:
Cutting lines for flat skins (carnivora)*



*Illustration No. 8:
Separate the outer skin from the cartilage
using the handle of a spoon.*

Turn the animal onto its back. The first incision extends from the breastbone between the legs backward to the anus, and from there along the middle of the tail to the tip. From the start of the incision on the breastbone the incision is extended forwards along the under side of the neck through the jaw and through the lower lip. From this first incision, incisions are made along the inside of the front legs and the inner thigh of the back legs along the leg as far as is needed, where it is then cut off. The skin is again removed in the usual manner, starting at the point where the main incision crosses the incision at the front legs. If the skin of the head is needed, it can be skinned out as explained in 3(a). If not, the skin can be cut off against the skull. In the case of carnivores, flat skins are usually mounted with the head attached. In this case the skin must be removed in a different way. The technique is identical to that of normal flat skins, but the main incision extends to the jaw and not through the lower lip. The skin of the head is then skinned out as is described in 3(a) and is treated accordingly. The skull must also be preserved. The feet, with claws and nails, is also usually skinned in the case of cats.

(c) Trophies for full mounting

(i) Zebra and cats:

The incision runs from the breastbone along the belly to the anus, from there on along the middle of the underside of the tail to the tip of the tail. The scrotum is kept attached to the skin. The main incision extends alongside the scrotum, which remains attached to the skin. The testicles are removed; the scrotum is turned inside out and is well salted. The leg incisions are made from the main incision, along the rear edges of the legs, and not in the middle of the leg. The incisions along the back legs extend along the rear edge of the legs to the anus. The reason for the incision being made along these lines is that they can be hidden when trophy mounted. The head and the neck are further processed as described in 2(a) and the skin is removed as a whole. Incision A on the top of the neck as described in 2(a) is not made for the full length up to the shoulders, but only for a convenient distance along the neck so that the horns can be pulled through the resulting hole.

(ii) In the case of cats the first incision on the chest is extended to the front along the underside of the neck up to the jaw but does not go through the lower lip.

(iii) The incision along the legs extends on the back of the leg to the middle of the hoof on the animal. In the case of zebra and antelope the entire toe bones and fiber are removed from the hoof. In the case of cats, all the toe bones except the ones directly behind the nails are skinned out of the claw. Be careful not to cut through the pads of the feet. The skin of the foot can be turned inside out while the bones are being skinned out but must again be turned right side in. Care must be taken that the membrane of the footpads is properly skinned out, and that the inside of the footpad is well salted.

(d) **Skulls**

Do not remove the horns from the skull. In the case of antelope the underside of the skull may be removed, but in the case of carnivores the skull must be kept entire. First remove all meat, membrane and fat from the skull. Remove the brain by means of a bent wire through the large foramen at the back of the skull. Fill the braincase with water, shake it and pour the water out. Repeat until the braincase is completely clean. The entire skull, including the horns can be soaked for half an hour in a solution of Sodium-fluorosilicate after which it is removed and allowed to drain. Fill the braincase and all the other cavities of the skull with salt and rub salt well into the remainder of the skull. The skull can now be stored in a safe place to dry. Insect repellents other than sodium-fluorosilicate can also be used.

(e) **Feet**

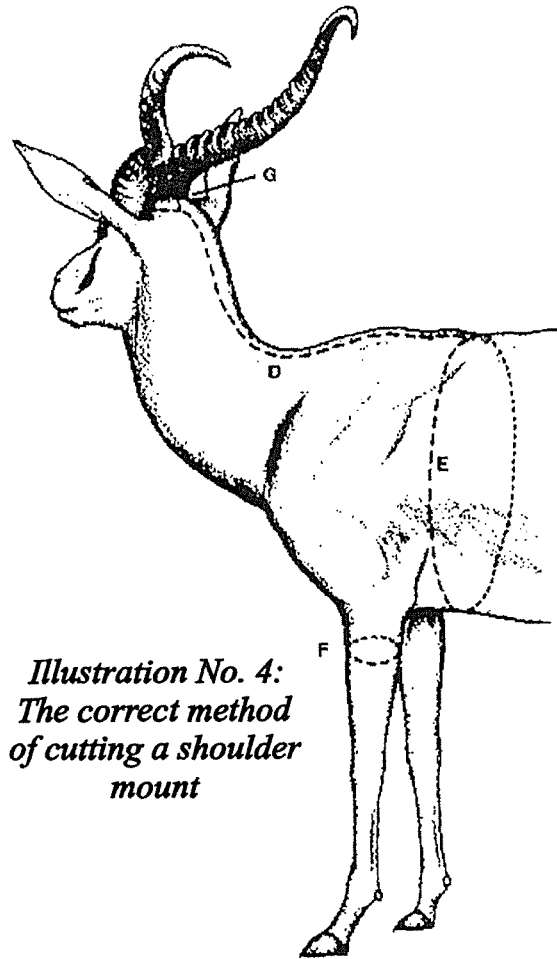
The feet of elephant, rhino and hippo are removed about 20cm above the knee. It is easier to skin out the foot if an incision is made on the backside of the foot, from the top up to the sole. All fibrous material, meat and fat must be thoroughly removed up to the tips of the toes. The sole must be thoroughly skinned out and care must be taken that all the toe bones are removed. The skinned foot must be thoroughly washed in cold water and soaked in insect repellent for 20 minutes, after which it can be hung up to dry. The foot must now be thoroughly rubbed with salt, especially in the hollows of the toes. Fold the foot and allow drying in a safe place.

SOME USEFUL HINTS TO CORRECTLY HANDLING A HUNTING TROPHY

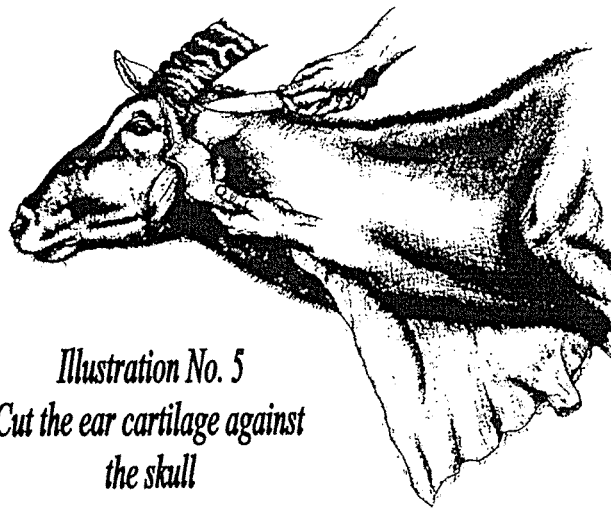
- Don't shoot animals that are going to be kept as a trophy, in the neck or head. If bone is hit it can result in some bad damage to the skin, especially on smaller animals.
- It is absolutely essential that the animal be skinned as soon after death as possible, - as decomposition sets in immediately. The body heat tends to dissipate to the surface and the skin is left warm for an extended period of time. This warmth is conducive to bacterial activity. Hair slip is the result.
- Don't drag a carcass over stones or gravel. If left with no other choice, use a heavy tarpaulin to lay the carcass onto and pull the tarpaulin.
- Pad the back of your truck with grass, sacks or any other means to ensure minimal rubbing of the skin on the bumpy way back to camp.
- For flat skins and rugs: Make sure you cut in the middle of the belly from tip of tail to the centre of the chin. Cut on the inside of the leg to meet the cut from tail to chin. This ensures an even skin pattern once the skin is tanned flat.
- On thick skins like Gemsbok skins, Giraffe, Hippo and Rhino etc., it is advisable to lay the skin down on a flat surface and make longitudinal cuts with a sharp knife about 1 cm apart. This will ensure that the salt will reach the hair roots and, therefore, preserve the skin adequately.
- Always use fresh salt!!!
- Leave the skin heavily salted for 10 – 20 hours, then shake off loose salt and hang the skin in a cool place to dry.
- Never hangs the skin over any metal pipes or railings - RUST!!!
- Don't transport wet skins; they must be at least partially dry.
- Don't pack any skins in plastic bags; -- rather use an open bucket.
- The boot of a car can be dangerous to your skins. Heat generated from the exhaust and sun can cause the hair to slip.
- Crocodile and Ostrich skins should not be dried after salting. Keep them rolled up after salting, and covered with a damp blanket.
- Cleaning and re-salting has to be done at least once a week.
- Make sure your labels are attached to the relevant trophies after skinning, to avoid confusion. Labels must show the clients name, and the type of trophy i.e. KUDU CAPE or KUDU SKULL.



- Cleaning of skulls: cut away as much flesh as possible, remove tongue and brain (by stirring with a stick, through the hole of the spinal cord.) Fill the cranium with water, stir, and scratch until clean. Don't boil the skulls – leave this job to the taxidermists. Leave the skull in a bucket with cold water, for a few days. Renew water daily to get as much blood removed as possible. Salt skull and leave to dry.
- Don't cut through manes!! If you skin a Zebra, for shoulder mount an "ex" cut about 2cm away from the mane.
- Storage of dried skins and skulls. Make sure that your skin store has a good roof, every time a skin gets wet, the risk of hair slip increases. Use some Karbadust on the skins before folding to prevent insects from spoiling it. Karbadust is easily obtained from any supermarket or coop; Efekto manufactures it. Use Naphthalene as well, use it on the floor corners and over the trophies – it will even keep mice away. If you can't deliver your trophies to a taxidermist in good time, this Karbadust – Naphthalene process should be repeated monthly.
- Never use formalin or any formalin-containing product to preserve skins and horns.



*Illustration No. 4:
The correct method
of cutting a shoulder
mount*



*Illustration No. 5
Cut the ear cartilage against
the skull*

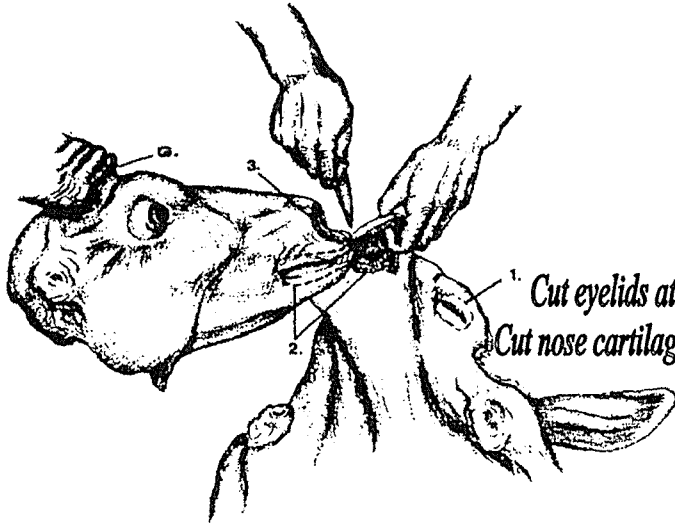


Illustration No. 6:

*1. Cut eyelids at (1). Cut skin around horn at (G).
Cut nose cartilage as at (3). Cut lips against gums (2)*

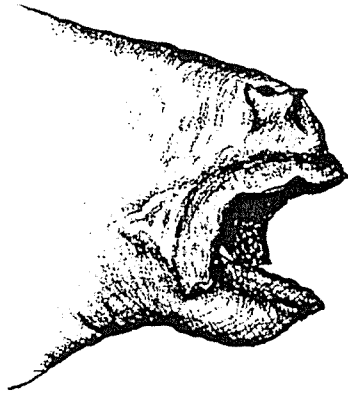


Illustration No. 7:

Cut inner skin of lip away from outer skin to the edge of the lips.

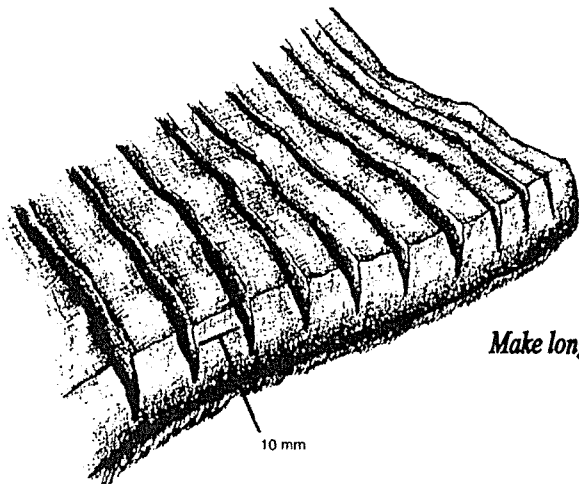


Illustration No. 2

Make longitudinal cuts 10mm apart in skins thicker than 5mm

CHAPTER 5 - BOW HUNTING

South Africa's variety of game offers an exciting challenge to bow hunters. Despite repeated requests from game farmers, hunters and bow hunters, bow hunting has for long been condemned in certain parts of Southern Africa as an illegal way of hunting and has only recently been given some recognition. There can be no doubt that, despite some persistent biased public opinion, the fine art of bow hunting will soon gain tremendous momentum in this subcontinent, adding much adventure and excitement to the hunters already varied experiences in Africa.

BASIC CONCEPTS

For those familiar with bow hunting the following facts deserve emphasis.

This form of hunting requires an intimate knowledge of animal behavior and considerable experience in camouflage, hiding and stalking.

The limitations of any equipment should be realized and the shooting distance for bow hunting is restricted to, preferably, less than 30 meters to avoid wounding.

"Draw mass", as the measuring standard for the strength of a bow, is defined as *the force that a bow will exert when at the archer's full draw position.*

"Crossbow draw length" – another measuring standard for crossbows, means *the distance between the string release catch and the front (far) side of the bow rod.*

1. MAIN TYPES OF BOWS

1.1 The Longbow

The modern longbow is a combination of the old English longbow and the American flat bow, and is usually made of a composite of wood and glass fiber. It shoots a heavier arrow and is as dangerous a weapon as the recurve or the compound bow, but is slower in propulsion and clumsy to handle in thick bush. Howard Hill, the first recorded European to have successfully hunted the Big Five (elephant, buffalo, lion, leopard and rhino) with a bow, used a longbow made of bamboo. The longbow has in recent years enjoyed a resurgence of popularity among hunters who feel that some of the more modern bows have become too sophisticated.

1.2 The recurve bow

The recurve is short and fast and shoots a lighter arrow than the longbow with a flatter trajectory. It has an immense power/length ratio. In spite of these advantages over the longbow, the recurve is very sensitive, enhancing errors made by the archer. String slap against the recurve part of the bow may frighten the animal before the arrow hits the animal. The problem can be overcome by fitting silencers to the recurve portions of the bow. The recurve bow is nowadays made out of solid glass fiber or a combination of laminated glass fiber and wood.

Recurve bows have been used for centuries and have proven to be very accurate for both target shooters and hunters. They're available in a variety of lengths, handle sizes, and draw weights to match any situation. Many recurve bows are simply constructed and inexpensive to buy. Others are more expensive tournament bows like those used in the Olympics. All are reliable, and many archers use them with excellent success. Some companies make recurve models that take down (disassemble) for easy transport and storage.

1.3 The compound bow

This is the most efficient and most widely used hunting bow. Its design is based on the same concepts that make other bows work, but extra power is provided by a cable and pulley system to make it a superior weapon in the hunting field. It is not only shorter than the other bows but also more steady and much faster than the above mentioned bows. The beauty of the bow lies in the fact that from a certain point there is less tension on the string, making it much easier for the archer to hold the bow steady while aiming. This reduction in draw weight may be 38 percent or more, without diminishing the super striking power of the compound bow.

Compound bows are fairly new in the archery world, and they are very popular. These bows offer two major advantages over recurve bows. First, as the draw is completed, it actually gets easier to draw back instead of harder, reaching a "peak draw weight" at about half draw and then easing off or "letting off" in draw weight from 15 to 50 percent as you pull the bowstring on back to full draw. This minimizes finger strain and muscle fatigue when an archer is shooting. The second advantage of a compound bow is that it shoots arrows somewhat faster than arrows shot from a recurve bow of the same draw weight. The result of this increased arrow speed is flatter arrow trajectory for better accuracy and greater arrow penetration.

There are many kinds of compound bows. Compound bows cost more on the average than recurve bows because they are more complex. However, prices for compound bows vary greatly from model to model.

1.4 The Crossbow

Contrary to general belief the crossbow, an immensely powerful bow with super accuracy, especially if fitted with telescopic sights, is not the most ideal weapon for bow hunting. Its shortcoming is that it lacks penetration, even at relatively short distances. The shortness of the arrow is the main reason for its inability to penetrate effectively. Modifications to the medieval crossbow have resulted in some of the most sophisticated and effective bow hunting weapons available.

1.5 The Compound Crossbow

Although not yet the ideal hunting weapon at its present stage of development, the compound crossbow may soon become a highly efficient bow with tremendous power and rifle-like accuracy. Although it may be too sophisticated for some bow hunters, the compound crossbow provides the solution to the alleged shortcomings of crossbow hunting i.e. inaccuracy, insufficient penetration and relatively high wounding rates.

2. WHAT ARE BOWS MADE OF ?

Most modern bows have limbs made of solid fiberglass or laminations of fiberglass and wood. Solid fiberglass bows are less expensive than the laminated type - a good choice for beginners on a budget. Bows with limbs of laminated fiberglass and wood are more expensive than solid limb bows, and usually shoot arrows a bit faster and smoother than bows of solid fiberglass.

3. DRAW WEIGHT

The draw weight of a bow is defined in one of two ways.

For a recurve bow it is the number of pounds of pull that it takes to reach full draw.

For compound bows, draw weight is the same as “peak draw weight”. The maximum weight you “pull through” at about half draw before your bow becomes easier to hold at full draw.

The ideal draw weights for you will depend on your physical build and what kind of shooting you intend to do. For example, people who shoot at targets normally use bows with draw weights between 30 and 40 pounds. However, big-game hunting requires draw weights of 40 pounds or more and some game laws require bows with even heavier draw weights. No matter what kind of archery you plan to participate in, make sure you choose a bow with a draw weight light enough for comfortable, accurate shooting.

4. NECESSARY BOW ACCESSORIES

Common bow accessories like bow sights; stabilizers, arrow rests and bowstrings are also available at archery outlets. These are important in shooting a bow and should be purchased with care at the same time you select your bow.

Many modern archers shoot with the aid of bow sights. Many kinds of commercial bow sights are sold these days at a wide variety of prices. Some are sturdy, simple sights designed primarily for hunting. Others are more complex; precise sights designed primarily for serious target competition.

An arrow rest is the part of a bow the arrow rides across when an archer draws and shoots. Many rest designs are available, but most consist of a plate, that the side of the arrow rests against, and a shelf the arrow rests upon. If your bow doesn't have an arrow rest when you buy it, be sure to have your archery dealer install one right away.

Most bows come equipped with double-loop strings made of anywhere from 8 – 16 Dacron strands. At the time you buy your bow you should purchase one or two extra bowstrings so you can replace your original string if it becomes frayed or breaks.

Bowstrings come in many different lengths to match a wide variety of bows. Be sure you buy extra bowstrings of the proper length, and also be sure these strings have the proper number of strands to match your bow. A bowstring with the wrong length or number of strands can fray or break and do serious damage to your bow.

Every bowstring should be installed with some sort of nock locator (nocking point) to ensure consistent arrow placement on the bowstring. This leads to accuracy. Your archery dealer can install commercial clamp-on or heat-shrink nocking points on your strings or you can make your own nocking points with a few wraps of dental floss or nylon thread. The nocking point should be placed so the arrow shaft is between 1/16 and 3/16 inch above 90 degrees to the bowstring when it is nocked under this nocking point.

Every archer should also own some sort of bowstringer – a simple device used to easily and safely install and replace bowstrings. Your archery dealer should have an inexpensive bowstringer just right for use with your particular kind of bow. Stringing a bow without one should not be tried because this method can be dangerous and might also damage the bow.

5. THE PARTS OF AN ARROW

An arrow is made of a **shaft**, with a **nock** and **fletching** at one end and a point at the other end. Each part of an arrow determines how it flies and what it does after it hits the target. Important things every archer should carefully consider.

5.1 Shafts are commonly made of four different materials: wood, fiberglass, aluminium and graphite. All will shoot well if properly matched both to each other and to the bow. Good wooden shafts are fairly light in weight for a flat arrow trajectory. Wood is also less expensive than other shaft materials, a plus for the budget-minded archer. Wooden arrows, being less expensive, are also more expendable. For safety's sake, dispose of any that you suspect are cracked. Tubular fibreglass shafts are more expensive than wood, never warp in wet weather and seldom break or shatter unless they are badly mistreated. Fibreglass shafts may be slightly heavier than aluminium, so they may fly with a more arching trajectory. Some aluminum arrow shafts may cost a little more than fibreglass shafts but are light in weight for flat arrow trajectory, very consistent in weight and stiffness, and completely waterproof. All of these factors contribute to accuracy.

Other kind of arrow shafts may be sold at your local archery store, too – shafts made of stainless steel, graphite, and carbon glass. If your archery dealer stocks these special shafts, ask him about their uses so you can pick the shaft best suited for the kind of shooting you intend to do.

Special bowfishing shafts made of solid fibreglass or solid aluminium are also available at archery outlets. These are designed to withstand rough treatment like repeated impact with rocky stream bottoms and the bending and twisting that occurs when a bow fisherman fights his fish on heavy-test bow fishing line. They are also heavier in weight to ensure deep penetration in water.

5.2 Nocks: An arrow nock is located on the rear end of an arrow. It is normally made of plastic and slides or clips over the bowstring directly under the nocking point on the string. Several styles of nocks are available on arrows, and all yield good accuracy when properly installed. The most popular nock for general use is the snap-on kind that grips a bowstring snugly to help prevent an arrow from falling off the bowstring.

5.3 Fletching: An arrow normally has three feathers or plastic vanes glued on the shaft just forward of the nock. These create a drag on the rear of the arrow and also make it spin as it flies through the air – both of which lead to accurate arrow flight. Target arrows for light bows normally have small fletching. Hunting arrows have larger fletching to help stabilize big hunting arrowheads – fletching is normally about 5 inches long and 9/16 inch high.

Whether you choose arrows with feather fletching or plastic vanes depends upon your bow and your individual shooting style. Feathers create more drag on the rear of an arrow for more stabilization if equipment is not perfectly matched or if an archer gets a less-than-perfect arrow release. Plastic vanes are totally waterproof and last longer before becoming frayed or tattered. Both must be placed on the shaft in a spiral in order to cause rotation of the shaft in flight. Ask your archery dealer which kind of fletching is best for you.

Special oversized “flu-flu fletching” is sometimes used by archers to slow an arrow down fast when it is shot upward at flying birds or hand thrown targets. Regardless of fletching style, arrows should never be shot at a steep upward angle – to do so can be dangerous.

5.4 Arrowheads: A wide variety of arrow points are available to do a wide variety of jobs. An archer should make sure his arrows are tipped with points that match his particular kind of shooting. Target points are wedge-shaped or bullet, streamlined heads designed to fly accurately and penetrate a target butt with a minimum of friction. They are available in a variety of weights, sizes and shapes to match a variety of arrow shafts and target-shooting needs.

Field points are rugged, simple steel for target shooting, and shooting at soft natural targets like dirt banks and rotten logs. They are also used to hunt some small game like hares etc.

Blunts are flat-nosed arrowheads made of steel, rubber or plastic. They are used to shoot into semi-hard objects like stumps because they do not wedge into such surfaces and can be easily removed. Blunts are also fine arrowheads for hunting small game like guinea fowl etc.

Broadheads are arrowheads with two or more cutting edges. These are used to hunt big game and some large species of varmints and small game. Most bow hunters prefer broadheads with at least three edges to promote haemorrhage. Broadheads fall into two categories: adequately sharp and those that are not. Regardless of the broadhead design used, broadhead blades should be resharpened or replaced after every shot to ensure shaving-keen edges and quick, humane harvesting of game.

Other common arrowheads include special bird-hunting heads with extra-wide "contact zones" and long, barbed fish heads designed to penetrate and hold a fish till an archer lands it.

6. HOW TO MAKE YOUR FINAL ARROW SELECTION

Before you can buy your arrows, you must determine your draw length. Draw length is defined as the distance you draw your arrows back before you shoot. This length is measured from the bottom of the string groove in the nock of the arrow to the back or far side of the bow when you pull your bow to full draw. Your personal draw length will be determined by several factors, including your physical size, how long your arms are, and where you "anchor" (where you hold your bowstring hand before you release the string to shoot).

You can determine your draw length in one of two ways. The conventional method is to draw back a light draw weight bow several times to loosen up your muscles and find a consistent "anchor point" (the hand along the side of the face, with the index finger in the corner of the mouth and the thumb under the jawbone is the most common anchor point). After loosening up, draw an extra-long arrow to your anchor point and have a friend mark the shaft with a lead pencil at a point even with the back of the bow. Measure the distance from this mark to the bottom of the string groove of the arrow nock, and you have your draw length.

Once you have determined your personal draw length, you can select arrows of the proper spine (stiffness) to match your bow. Arrow manufacturers' charts are available at archery outlets to tell you which arrow shaft sizes will fly best when shot from your weight bow at your particular draw length. An arrow shaft of the proper spine does not wobble as it leaves a bow, which results in tip-top accuracy. A beginner archer should let his local archery dealer select arrows of the proper spine to match his bow and personal draw length.

After you've chosen arrows with a particular stiffness, your archery dealer will cut your arrows to length (hunting and field arrows are usually about $\frac{3}{4}$ inch longer than your personal draw length). Arrow points of your choice can then be installed.

7. SHOOTING EQUIPMENT

7.1 Finger protection

An archer should always protect his fingers by wearing a finger glove or protective finger tab whenever he shoots. Shooting with unprotected fingers can ruin accuracy and the pleasure of shooting, so never, never shoot your bow without glove or tab.

Every archer needs an armguard to protect his forearm as he shoots. Most armguards are about six inches long and three inches wide, but a few archers prefer longer armguards that protect their arms from bowstring slap all the way from the biceps to the wrist. An armguard also helps flatten the baggy sleeve on a shirt or coat to prevent the bowstring from catching it and causing a shot to go wild.

7.2 Arrow quivers

Every archer needs some place to put his arrows while he shoots and moves about. There are several kinds of arrow quivers available today, and each has certain advantages.

A back quiver rides high across an archer's back. This is the kind of quiver Robin Hood used. A simple, sturdy design that is okay for target shooting. However, many archers prefer other kinds of arrow quivers, which do not require them to reach all the way to their shoulders to pull out arrows. Back quivers tend to be noisy and especially awkward to use in hunting situations.

Hip quivers are popular because they easily attach to a belt and allow quick access to arrows between shots. Hip quivers for target shooting usually consists of an open tube into which arrows are placed for easy, quick withdrawal. Hip quivers for bow hunting hold six or eight arrows snugly in rubber clips and also feature arrowhead caps to protect bow hunters from the sharp edges of broadheads.

Bow quivers attach directly to bows, allowing easy arrow access and maximum arrow maneuverability in heavy bush and trees. Bow quivers are generally used in bow hunting and should always hold arrows snugly in rubber or plastic arrow clips. They should also have deep, sturdy arrowhead caps or hoods to protect a bow hunter from accidental injury.

Pocket quivers are ultra-simple leather or plastic pouches that actually fit in an archer's pocket. Most hold half a dozen arrows with ease and protect a pants pocket and your hip from arrow points. A pocket quiver is designed to be used with target points, field points, and slender steel blunts – not broadheads.

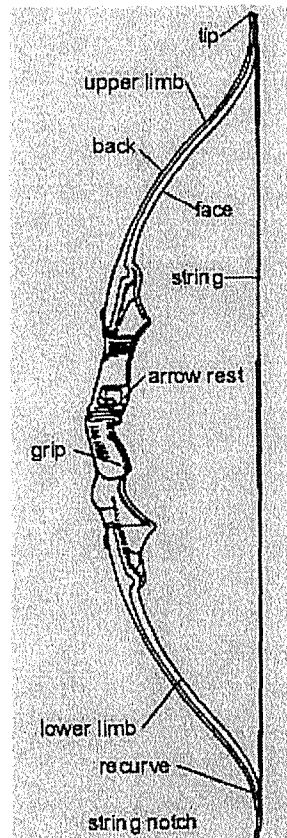
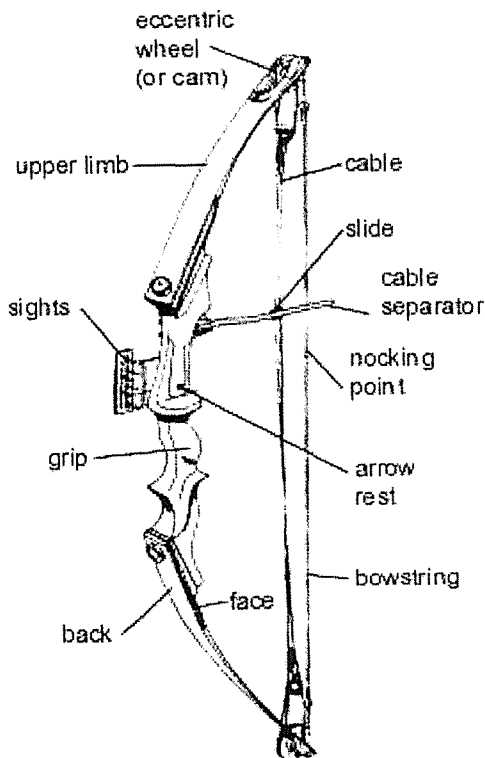
Ground quivers are miniature arrow racks that are placed on the ground near a target archer. Most designs have a sharp spike on one end that is pushed into the ground and a ring on the other end to slip arrows through. Ground quivers are ideal when an archer expects to shoot repeatedly from the same spot.

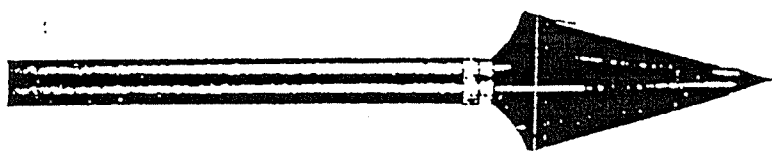
7.3 Targets

Any numbers of things make good bow-shooting targets. For simple backyard fun, an archer can shoot at various kinds of commercial bull's-eye targets, paper cups, paper plates and other paper or cardboard objects. One good, inexpensive homemade target is white paper plates with a three-inch black bull's-eye drawn on its centre with a crayon or felt pen. Any soft object small enough to be challenging and big enough to see and aim at makes a good backyard target. Bowhunters often practice shooting at commercial or homemade animal targets prior to bowhunting seasons. This helps them to learn to aim at one particular vital spot on an animal rather than shooting in the general direction of the whole animal. For competition with other archers, you may want to shoot at a regular bull's-eye target with scoring rings. Ask your archery dealer about the different kinds of official competition targets he has and the standard competition rules, which apply when using these targets.

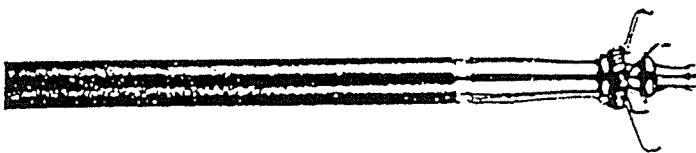
7.4 Target Butts

A target butt is the arrow backstop a target is attached to. A butt should always be big enough so you aren't likely to miss it. Many kinds of commercial target butts are sold at archery stores and other places, including round Indian rope grass mats and butts made of Styrofoam, corrugated paper and similar semi-soft substances. Many archers also use butts made of one or more bales of straw, hay, excelsior, cedar shavings, or similar materials. However, bales lack the portability of commercially made target butts, a disadvantage in some situations. These common target butts all stop arrows within a few inches without damaging them, and allow an archer to pull arrows free with a minimum of effort.

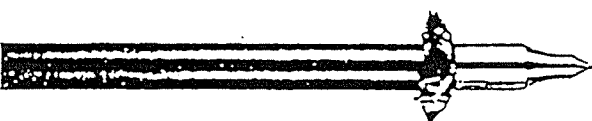




BROADHEAD



JUDO POINT



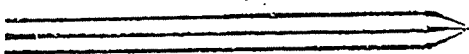
FIELD POINT



FIELD POINT



BLUNT HEAD

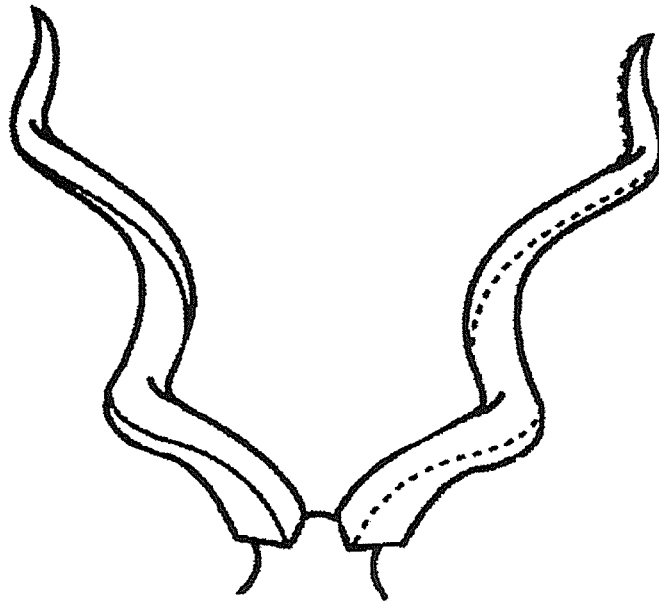


TARGET POINT

CHAPTER 6 - ROWLAND WARD MEASURING METHODS

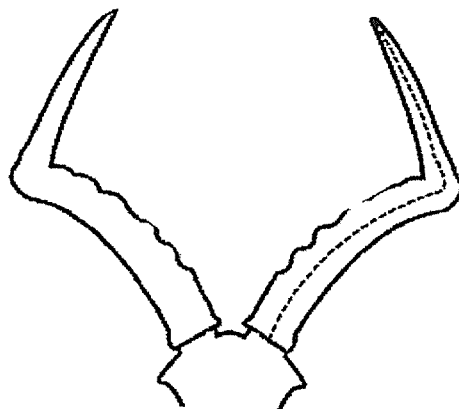
METHOD 8 – FOR SPIRAL HORNED ANTELOPE

1. Measure the length of the longest horn around the spiral, keeping the tape on top of the spiral ridge, starting at the lowest point at the front of the base and proceeding to the tip.
2. Measure the circumference of the base of the longest horn.
3. Measure the spread tip to tip.
4. Rank on the basis of measurement 1.



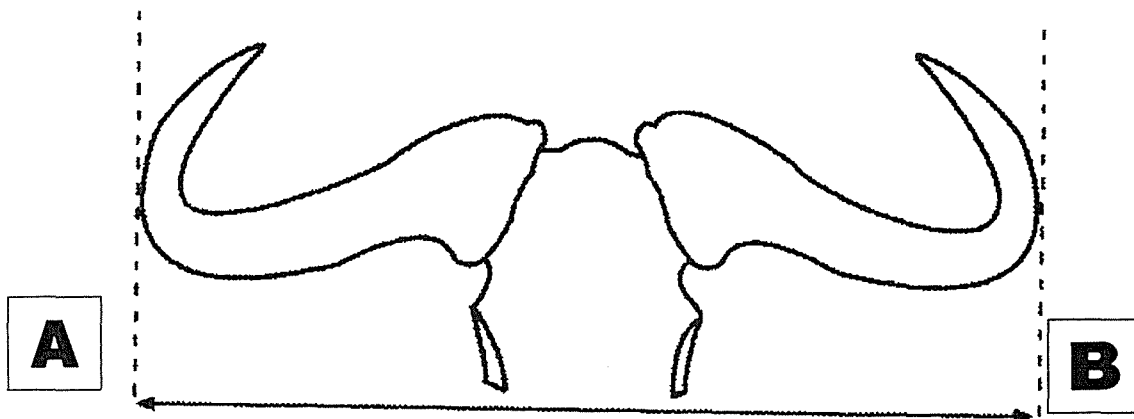
METHOD 7 – FOR SPECIES WITH UNBRANCHED AND UNCURLED HORNS.

1. Measure the length of the longest horn on the front curve from the lowest edge of the base to the tip.
2. Measure the circumference of the base of the longest horn, at right angles to the axis of the horn.
3. Measure the spread tip to tip.
4. Rank on the basis of measurement 1.



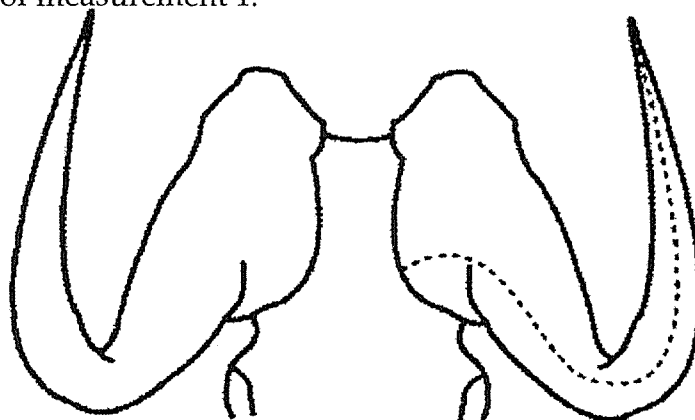
METHOD 12 – FOR CAPE BUFFALO AND BLUE WILDEBEEST

1. Measure the greatest width outside at right angles to the axis of the skull and in a straight line.
2. Measure the greatest width inside at the widest point.
3. Measure the length of the longest horn on the outside curve, starting at the front lower corner of the boss and measuring along the front edge, inclining to the outside surface of the horn and continuing to the tip.
4. Measure the spread, tip to tip.
5. Measure the width of the wider boss at its widest point, beginning where the horn meets the skull in front and going over the top of the boss to end parallel to the axis of the skull.
6. Rank on the basis of measurement 1.



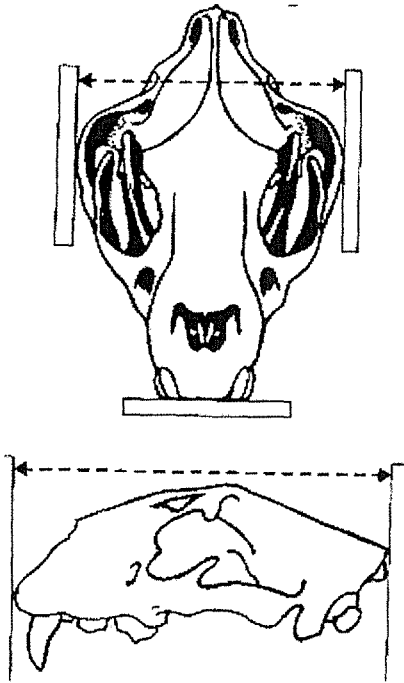
METHOD 13 – FOR BLACK WILDEBEEST

1. Measure the length of the longest horn on the outside curve, starting at the front lower corner of the boss and measuring along the front edge, inclining to the outside surface of the horn and continuing to the tip.
2. Measure the width of the wider boss at its widest point, beginning where the horn meets the skull in front and going over the top of the boss to end where the horn meets the skull at the back.
3. Measure the spread, tip to tip.
4. Rank on the basis of measurement 1.



METHOD 17 – FOR CARNIVORES

1. Measure the length of the skull.
2. Measure the width of the skull.
3. Rank on the total of the sum of measurements 1 and 2.

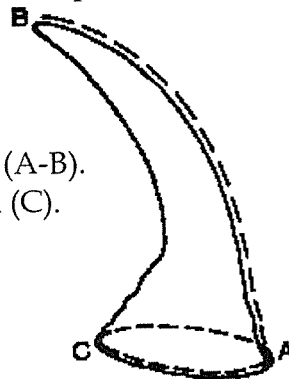


METHOD 18 - FOR CROCODILIANS, MEASURE TO THE NEAREST CENTIMETER (OR ¼ INCH).

This is a field measurement, taken before skinning, of the total body length including the length of the tail. Pull the nose and tail to get them into a straight line then drive in pegs at the end of the nose and tail. Take the measurements between pegs and not by following the line of the body. Measurements would be taken to the nearest centimeter. This measurement should be taken by the Professional Hunter or witness, certified by him and by the owner whose trophy has been measured, and the details including date, locality, etc., sent to Rowland Ward Publications. It should be noted that the Editors will accept measurements of fully mounted specimens using the above system as it has been established that there is very little longitudinal stretching of the skin involved in such cases. Length of raw, cured or tanned skins will not be accepted.

METHOD 15 – FOR RHINOCEROS

1. Measure the length on the front curve of each horn (A-B).
2. Measure the circumference of the base of each horn (C).
3. Rank on the basis of the length of the longest horn.



METHOD 5 - FOR BUSH PIG AND HIPPOPOTAMI.

1. Measure the length of the two lower tusks on the outer curve.
2. Measure the circumference of each of the lower tusks at the largest place at right angles to the axis of the tusk.
3. Rank on the basis of measurement 1.

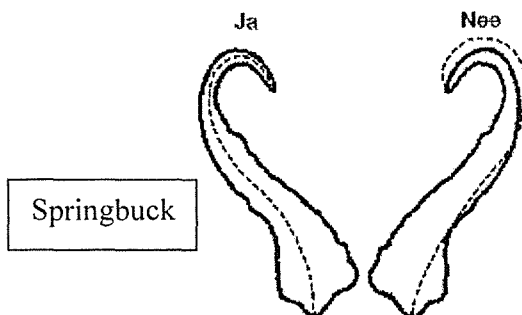
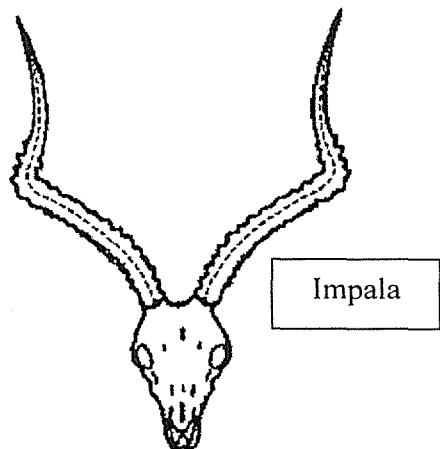
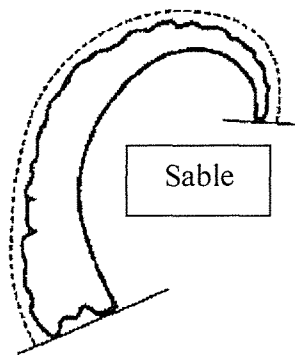
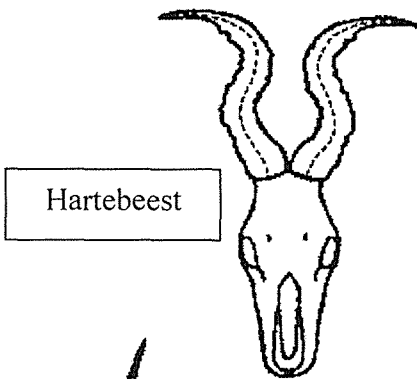
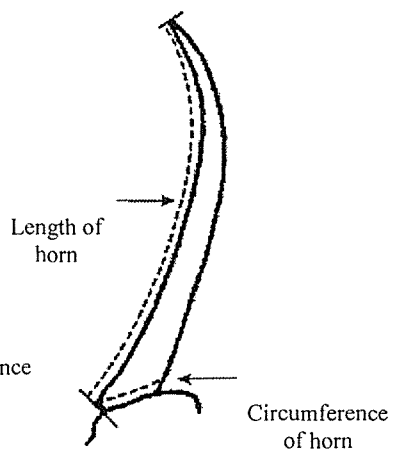
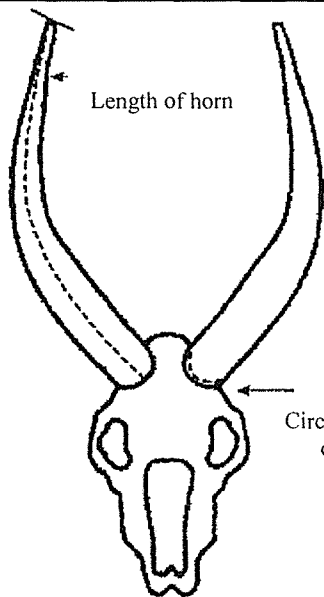
METHOD 6 - FOR WARTHOG

1. Measure the length of the longest upper tusk on the outer curve.
2. Measure the length of the longest upper tusk which protrudes from the gum (on the outer curve).
NB: Whilst the normal 60 day drying period applies for measurement 1, this is not the case with measurement 2 and a field measurement is acceptable.
3. Rank on the basis of measurement 1.

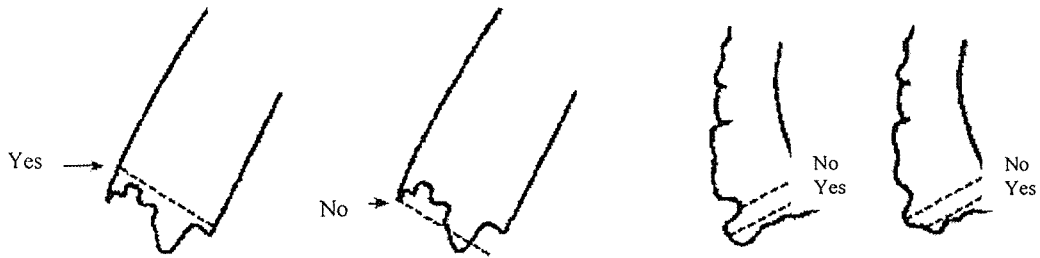


CHAPTER 7 – SAFARI CLUB INTERNATIONAL MEASURING METHOD (SCI)

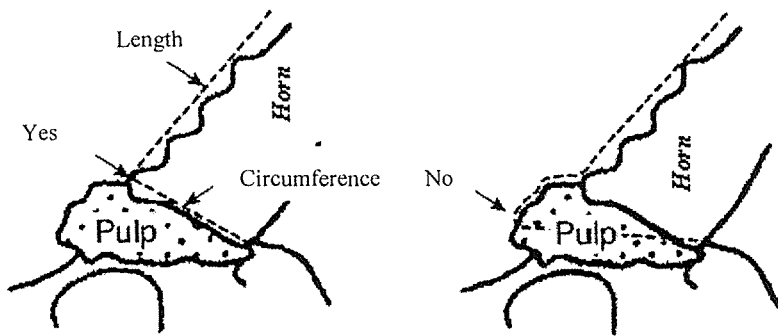
METHOD 1
For most animals with simple horns and hartebeest



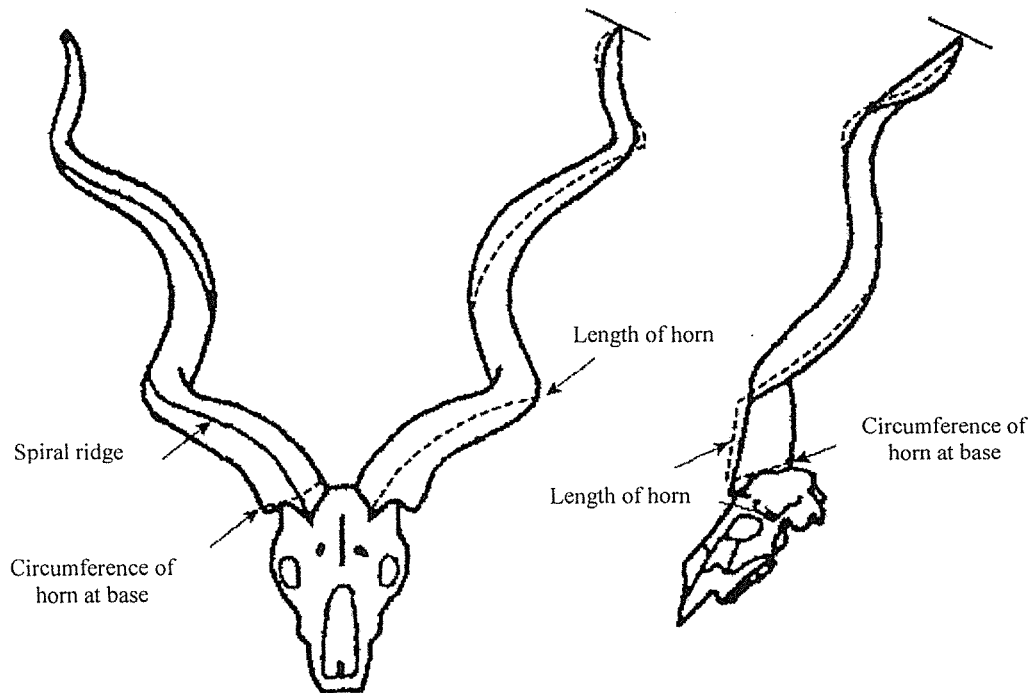
Circumference of Horn at base and Tusks



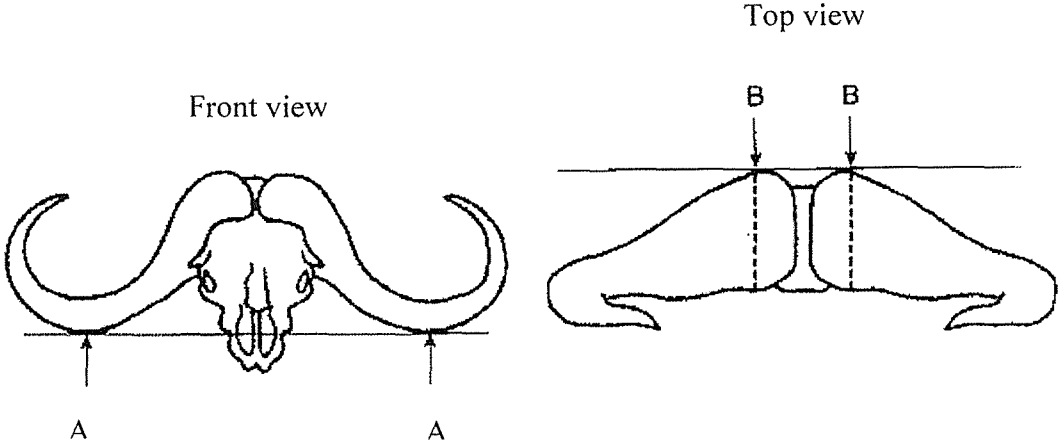
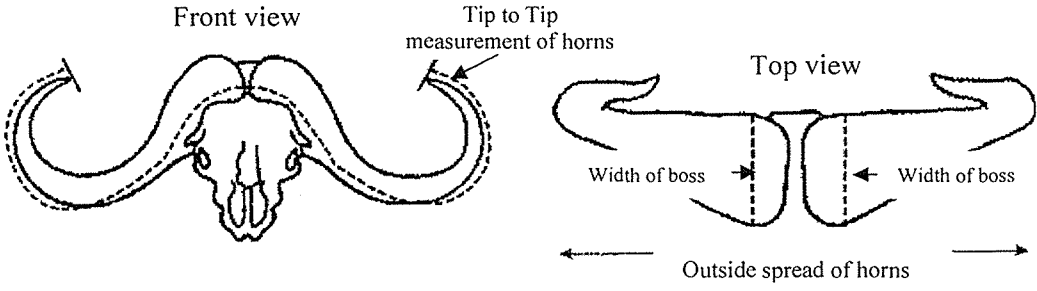
Measuring of Reedbuck



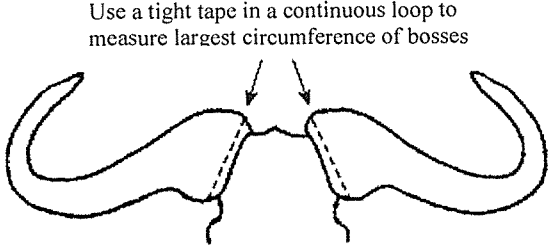
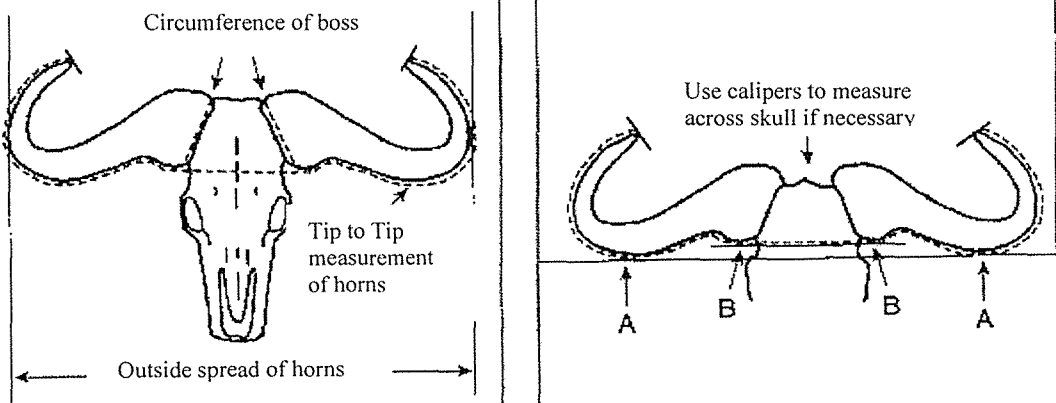
METHOD 2
For spiral-horned animals



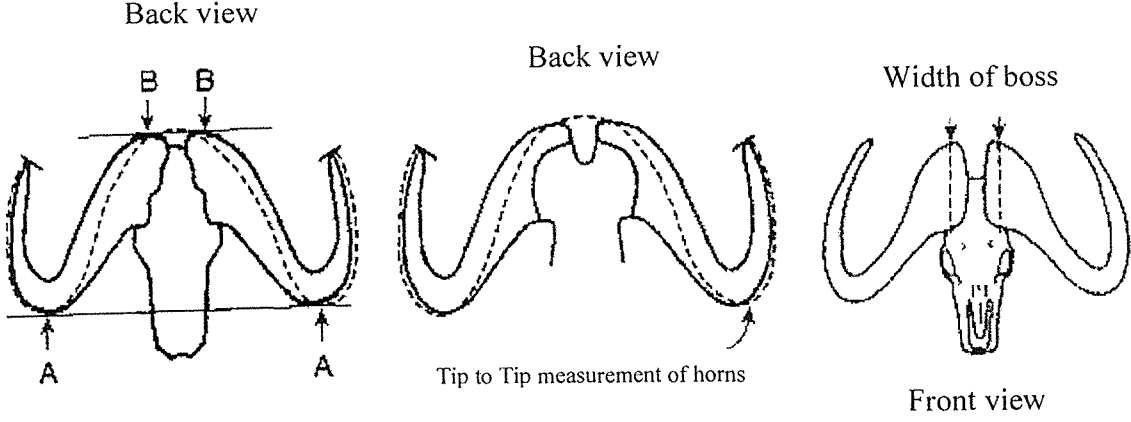
METHOD 4
African Buffalo



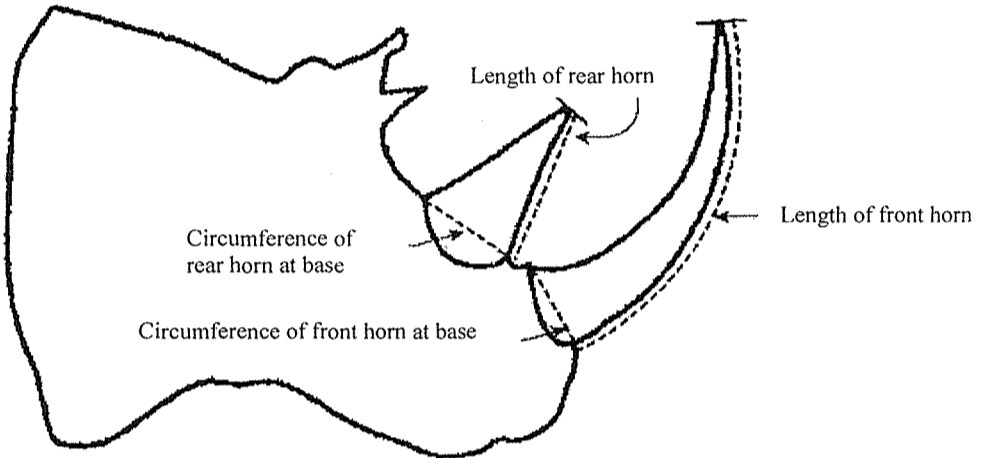
METHOD 5
Common wildebeest



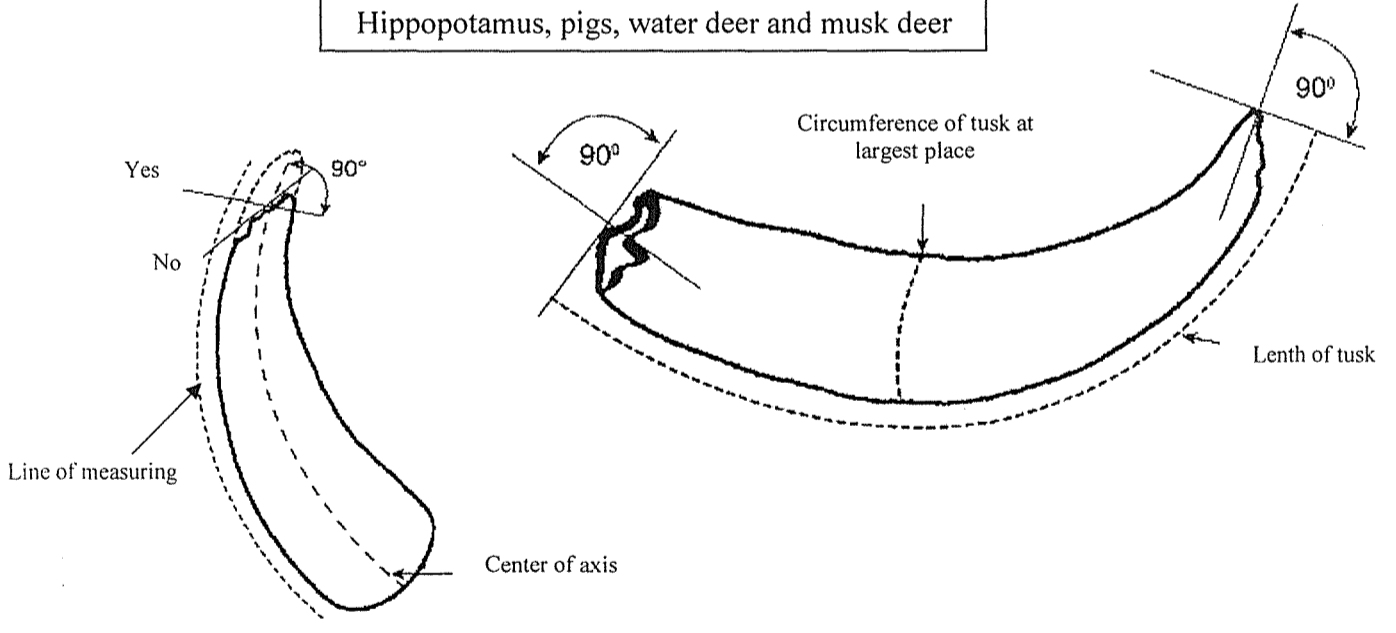
METHOD 6
Black Wildebeest



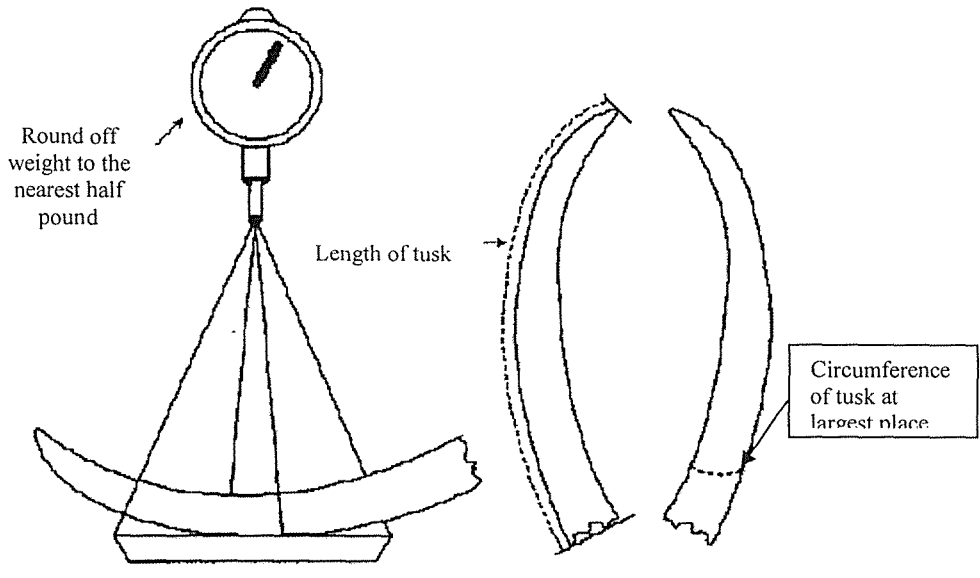
METHOD 8
Rhinoceros



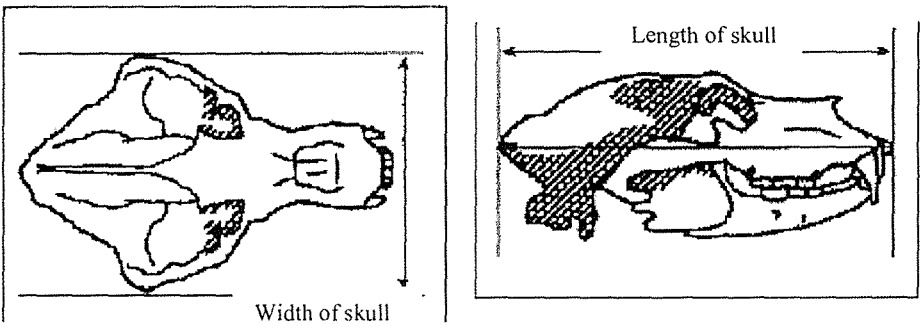
METHOD 12
Hippopotamus, pigs, water deer and musk deer



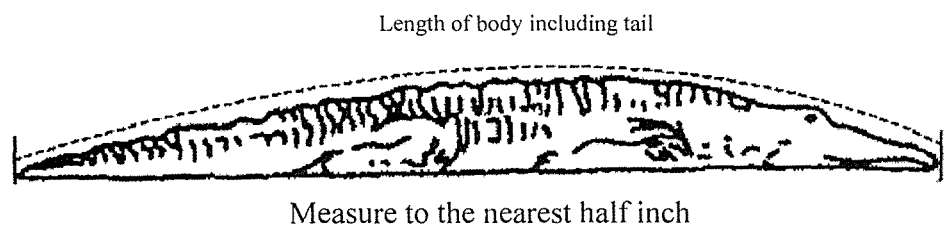
METHOD 14
Elephant



METHOD 15
Carnivores and peccaries



METHOD 16-C
Crocodilians



CHAPTER 8 - SHOTGUN ACTIONS AND WING SHOOTING

8.1 Types of Bird Shooting

The four main groups of birds available for bird shooting in South Africa are:

Ducks and Geese

Guinea fowl

Francolin (Spur fowl)

Sand grouse

Doves and pigeons also offer excellent sport but have not gained the popularity that the above groups have.

8.1.1 Ducks and Geese

The most common technique of hunting these birds is “fighting” from hides, the hunter waits for the birds to fly away from the resting grounds and or for their return. Yellow-billed duck, Cape teal, Hottentots teal, white faced tree duck, knob billed duck and Egyptian and spur wing geese are a few examples.

8.1.2 Guinea fowl

The most common and widespread is the helmeted guinea fowl. They can be shot in the following ways:

Walking up – with good beaters or dogs.

Driving with beaters – driving the birds toward the waiting guns. Experienced beaters are normally far more successful than beaters who just chase the birds toward the guns.

8.1.3 Francolin

These birds represent excellent sport that includes species such as redwing, Swanson’s, coqui, Natal, crested, Orange River and red necked.

Virtually all shooting is done by “walking up” with one or more guns. These birds are particularly good if you have pointers as they sit “close”

8.2 WING SHOOTING

1. Types of Shotgun Actions

- 1.1 Break action - single barrel, single shot
- 1.2 Break action - double barrel, side by side
- 1.3 Break action - double barrel, over and under
- 1.4 Pump action - single barrel, pump loader
- 1.5 Semi automatic - single barrel, self loading

2. Most common gauges/calibre

- 2.1 10, 12, 16, 20 gauge and .410 calibre

3. Definition of gauge

- 3.1 Is the number of round lead balls that it takes to make 1 pound, therefore 12 round lead balls that collectively weigh one pound will each be the exact diameter of a 12 gauge shotgun barrel.

4. Number of pellets per cartridge

	<u>Cartridge</u>	<u>Pellets per cartridge</u>
4.1	LG	8
4.2	SG	10
4.3	SSG	18
4.4	AAA	44
4.5	1	126
4.6	3	175
4.7	4	210
4.8	5	273
4.9	6	333
4.10	7	420
4.11	7 ½	488
4.12	8	557
4.13	9	718

5. Recommended shot sizes for hunting birds

- 5.1 Geese - 1 or 3
- 5.2 Ducks - 3 or 4
- 5.3 Guinea fowl - 4, 5 or 6
- 5.4 Francolin - 5, 6 or 7
- 5.5 Smaller birds - 7, 8 or 9

6. Choke – Most shotguns are manufactured with a narrowing in the muzzle. This narrowing is called the choke, it can be fixed or interchangeable.

The purpose of the choke is to control the spread of the shot and has no influence on the accuracy or the distance that the shot travels.

The effect of choking on the spread of shot

Choke	% Pellets in 75cm circle at 35 m	Dia. in cm of circle covered bulk of shot at 35 m
True cylinder	43%	140
Improved muzzle	53%	124
¼ Choke	58%	115
½ Choke	64%	108
¾ Choke	70%	101
Full Choke	74%	94

7. Safety distances for various shot

Shot size	Distance
9	-190 to 205
7	-215 to 225
5	-235 to 265
4	-250 to 265
3	-265 to 280
1	-290 to 305
SG	-335 to 540

8. Hunting methods

- 8.1 “Rough shooting” - hunting while walking
- 8.2 “Still hunting” – Sitting at hides, blinds, crop fields etc. (decoys)
- 8.3 Dogs – used to point & flush

9. Bird hunting dogs

- 9.1 Pointers – English Pointer, English Setter, Irish Setter,
- 9.2 Flushing dogs – Cocker Spaniel, Cumber Spaniel
- 9.3 Nonslip retrievers – Golden Retriever, Labrador
- 9.4 Dual purpose dogs – German short hair pointer, Weimarane

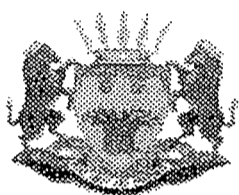
CHAPTER 9 - MARKETING AND PROMOTION

1. Marketing methods commonly used by Hunting outfitters

- Brochures – can be used in combination with other methods or on their own. Brochures are printed to advertise and inform prospective clients of your operation. Due to the continual fluctuation in prices, price lists are normally inserted into the brochure as a separate sheet. The information contained in brochures must be honest and a true reflection of your operation. Do not use photographs of other peoples vehicles and facilities in your brochure if you do not have the written permission to use them, this is misrepresentation. Make sure that you hold the necessary hunting rights and are licensed in all the provinces that you advertise and in which you intend hunting.
- Website – a website exposes your operation to cyberspace. Honesty and integrity of information must, as with brochures, be maintained at all times. This exposure is relatively cheap (about R200 per month) and gives your operation (provided the website has been properly constructed) a professional appearance. It is easy to refer interested people to your website to get almost all the information they need, advertisements also do not have to be quite as elaborate (expensive) since a simple reference to the website can be made.

If the website has been properly set up a booked client will be able to access all the important information that he needs to know before coming on his hunt, other information such as printable booking forms and indemnity's can also be put on the website.

- Hunting exhibitions abroad – are very expensive and can cost an outfitter in excess of R100.00 for a single trip. This is however where maximum exposure to the market is gained and the manner in which most of the bigger outfitters procure their clients. The American shows are more expensive to attend than the European shows, it is however very important that you speak the language of the country in which you exhibit. If you book a booth you only have a bare booth, no chairs, tables, carpet, not even paint. You must arrange all this yourself. If you have a friend in the immediate area and you intend attending the shows annually it will be more cost effective if you buy the furniture you require and then store it at your friends place till the next show. It is very expensive to hire. Decide on and commit yourself to your marketing before you attend an overseas hunting exhibition, you may come away from the show without a single booking and be very disillusioned. Attending one year will do you no good, if you stick to it and work hard the benefits will begin to pay off at the 3rd or 4th show.
- House parties – past clients or family members arrange a social function and invite potential clients to the gathering. The outfitter makes a presentation at the gathering and discusses the options with attendees afterwards. This method is often successful since the discussions take place in relaxed informal surroundings, the outfitter has already been validated as credible by the past client or family member and the outfitter is not competing with a number of other outfitters as is the case at hunting shows.



LIMPOPO PROVINCE
 LIMPOPO PROVINSIE
 XIFUNDZANKULU XA LIMPOPO
 PROFENSE YA LIMPOPO
 VUNDU LA LIMPOPO
 IPHROVINSI YELIMPOPO

**Provincial Gazette • Provinsiale Koerant • Gazete ya Xifundzankulu
 Kuranta ya Profense • Gazethe ya Vundu**

(Registered as a newspaper) • (As 'n nuusblad geregistreer)
(Yi rhijistariwile tanihi Nyuziphapha)
(E ngwadisitšwe bjalo ka Kuranta)
(Yo redzhistariwa sa Nyusiphapha)

POLOKWANE,

Vol. 17

Extraordinary

**Ku katsa na Tigazete to
 Hlawuleka hinkwato**

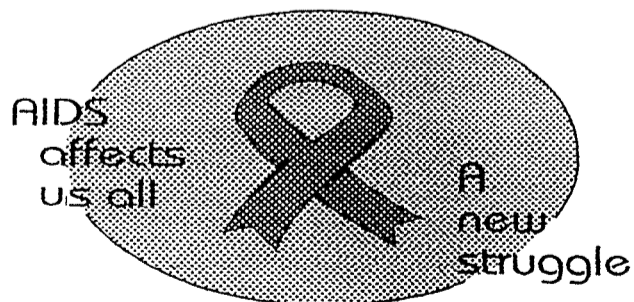
29 APRIL 2010
 29 APRIL 2010
 29 DZIVAMISOKO 2010
 29 APORELE 2010
 29 LAMBAMAI 2010

No. 1775

Buitengewoon

**Hu tshi katelwa na
 Gazethe dza Nyingo**

We all have the power to prevent AIDS



Prevention is the cure

**AIDS
 HELPLINE**

0800 012 322

DEPARTMENT OF HEALTH

The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes





PROVINCIAL NOTICE

No. 1

29 April 2010

ECONOMIC DEVELOPMENT, ENVIRONMENT AND TOURISM.**OPEN SEASON: GAME: SECTION 32(1) OF LIMPOPO ENVIRONMENTAL MANAGEMENT ACT, 2003 (ACT No. 7 OF 2003)**

Under Section 32(1) of the Limpopo Environmental Management Act 2003 (Act No. 7 of 2003), I, Pitsi Moloto, Member of the Executive Council, hereby declare as follows:

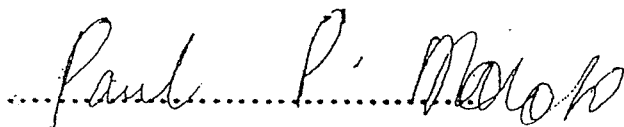
That the periods mentioned in the first column in the Schedule hereto shall be open seasons during which time the persons referred to in the heading may, subject to the provisions of the Act, hunt the species of;

1. Game referred to in the second column in the affected Magisterial Districts referred to in the third column, excluding the Magisterial Districts referred to in the fourth column and the farms and areas referred to in Annexure 1 of the Schedule, and
2. Birds which are Game referred to in the second column with the bag limits per hunter per day referred to in the third column, excluding the Magisterial Districts referred to in the fourth column and the farms and areas referred to in Annexure 1 of the Schedule.

Signed at Polokwane on this ... 19th ... day ... of ... March ... 2010

The Honorable

MR. PITSI MOLOTO.



Member of Executive Council



SCHEDULE 1.

HUNTING SEASON FOR LIMPOPO: 2010/2011

HUNTING OF GAME MAMMALS.

1. Persons who hunt on land of which they are the owners

PERIOD	SPECIES	AFFECTED DISTRICTS	CLOSED DISTRICTS	CLOSED FARMS
-A- 01 May 2010 TO 30 April 2011	Chacma Baboon [Papio ursinus] Vervet Monkey [Chlorocebus aethiops] Caracal [Caracal caracal] Scrub Hare [Lepus sax atillie] Cape Hare [Lepus capensis]	Applicable to all Districts	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-B- 01 May 2010 TO 31 July 2010	Kudu [Tragelaphus stripceros]	Applicable to all districts	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1
-C- 01 May 2010 TO 31 July 2010	Bushbuck [Tragelaphus scriptus]	Applicable to all Districts excluding the closed Districts	LETABA & PIETERSBURG [POLOKWANE]	ALL FARMS & PLOTS IN THE MAGISTERIAL DISTRICTS OF POTGIETERSRUS [MOKOPANE]. LETABA & PIETERSBURG [POLOKWANE]. AS WELL AS FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
1. -D- 01 May 2010 TO 30 April 2011	Impala [Aepyceros melampus]	Applicable to all Districts	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-E- 01 May 2010 TO 31 July 2010	Common [Grey Duiker [Cytivicapra grimmia]	Applicable to all Districts	NONE	Farms and areas specified in annexure 1



SCHEDULE 1.

HUNTING SEASON FOR LIMPOPO : 2010/2011

HUNTING OF GAME: MAMMALS.

1 Persons who hunt on land of which they are not the owners

PERIOD	SPECIES	AFFECTED DISTRICTS	CLOSED DISTRICTS	CLOSED FARMS
-A- 01 May 2010 TO 31 July 2010	Scrub Hare [Lepus saxatilis] Cape Hare [Lepus capensis] Common Duiker [Grey] [Sylvicapra grimmia]	Applicable to all Districts HUNTING LICENCE REQUIRED	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-B- 01 May 2010 TO 31 July 2010	Kudu [Tragelaphus stripsiceros]	Application to all Districts HUNTING LICENCE REQUIRED	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-C- 01 May 2010 TO 31 July 2010	Bushbuck [tragelaphus scriptus]	Applicable to all Districts excluding the closed Districts HUNTING LICENCE REQUIRED	LETABA & PIETERSBURG [POLOKWANE]	ALL FARMS & plots in the magisterial Districts of POTGIETERSRUS [MOKOPANE] LETABA & PIETERSBURG [POLOKWANE], AS WELL AS FARMS AND AREAS SPECIFIED IN ANNEXURE 1
-D- 01 May 2010 TO 31 July 2010	Impala Aepyceros melampus]	Applicable to all Districts HUNTING LICENCE REQUIRED	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1
-E- 01 May 2010 TO 30 April 2011	Chacma Baboon [Papio ursinus] Vervet monkey [Chlorocebus aethiops]	Applicable to all Districts HUNTING LICENCE REQUIRED	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1



HUNTING SEASON FOR LIMPOPO: 2010/2011.

HUNTING OF GAME: BIRDS.

1. Persons who hunt on land of which they are the owners.
2. Persons who hunt on land of which they are not the owners.

PERIOD	SPECIES	BAG LIMIT PER HUNTER PER DAY	CLOSED DISTRICTS	CLOSED FARMS
-A- 01 May 2010 TO 30 April 2011	Rock pigeon [Columbe guinea]	50	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-B- 01 May 2010 TO 30 September 2010	HELMETED GUINEA FOWL [Numida meleagris] CRESTED FRANCOLIN [Francolinus sephaena] NATAL FRANCOLIN [Francolinus natalensis] RED WING FRANCOLIN [Francolinus levaillant] SHELLYS FRANCOLIN [Francolinus shellyi]	5 5 5 2 2	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-C- 15 June 2010 TO 30 September 2010	SWAINSONS FRANCOLIN [Francolinus swainsoni]	10	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.
-D- 01 May 2010 To 31 July 2010	WHITE FACED WHISTLING DUCK [Dendrocygna viduata] EGYPTIAN GOOSE [Alopochen aegyptiaca] SPURWING GOOSE [Plectropterus gambensis] YELLOW BILL DUCK [Anus andulate] RED BILLED TEAL [Anus erythrorhyncha] RED KNOBBED COOT [Fulica cristata]	5	NONE	FARMS AND AREAS SPECIFIED IN ANNEXURE 1.



ANNEXURE 1

CLOSED FARMS

ELLISRAS: Baviaanshoek 599 LQ, as well as all grounds from the veterinary fence to the middle of the Limpopo River on the Botswana / South Africa border.

LETABA:

Doeside 733 LT Gunyula 730 LT, Henley 734 LT, Mamotsapi 728 LT, Matome 735 LT, California plots,

Lushof plots and Yamorna plots

LETABA: Carpedien 76 KT, Dusseldorp 22 KT, Paris 88 KT, Schelem 41 KT.

MESSINA:

Bellevue 534 MS, excluding portions 5, 6, 16, 17, 18, 19, 20, 21, 22, and 23; Boulogne 61 MT excluding the portion owned by Dr J P Van zyl; Cassel 206 MS, 8, 9, 12, 14, 16, 18, 19, 20, 21, 24, 27, 28, 29, 31 and 32; the two plots of the farm Esmefour 29 MT owned by Mr H Maartens, Fontainebleau 537 MS, excluding portions 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 13, 14, 15 and 16; Havre 60 MT and the portion of Riedel 48 ms owned by Limpopo Diamonds [PTY] Ltd; Scot 567 MS, the portion owned by Mr T Erasmus, Tovey 154 MS, the remaining extent and portions 1, 2, 3, 4, 5, 8, 9, 12, and 13; Tshipise 105 MT excluding portions 1, 2, 3, 4, 5, 9, 10, 11, 12, 13, 32, 33, 34, 35, 36, and 37; vera 815 M, excluding portions 85, 86, 89, 90, 91, and 92; Vryheid 8 MT, portions 1, 5, 6, 7, 8, 9, 10, and 13; Welpe 47 MS portions 2, 3, 4, 5, 6, and 7; Erasmus 529 MS, portion 1078 and Pretorius 531 MS, portion 1072 owned by the Provincial administration and the schoolgrounds of Mopane primary school, as well as the grounds north of the security fence to the middle of the Limpopo River on the Zimbabwe border.

PHALABORWA:

Antioch 240KT, excluding the portion owned by J M ackerman; Argyle 46 ku; Remaining extent of the farm Begin 765LT; Berlin 209KT; Blyderus 596KT; Buffelsbed 26ku;

the portion owned by B J Booysen; Brussels 168KT, the portion owned by H Duvenhage; Cambridge 184KT, Hardekool 190KT, Vevico 40 ku [remainder of], York 188KT,

excluding portions 4, 5, 6, and 7; Chester 235KT; Driehoek 417 KT ; Glencoe 210KT, the portion owned by B Booysen; Goedehoop 25KU; Grietjie 6ku; Guernsey 81KU, portions 6 and 14; Arundel 788KT, the portion of west of the Gravelotte/Mica road [R40] owned by H L Hall and Sons; Liverpool 202KT, excluding the portion owned by C Steyn; Moriah 238KT and Parsons 155KT, excluding portion 1 and the portion owned by S S Beyers; The neck 565LT, the portion owned B J VORSTER; Rome 185KT; Schalk 3KU [portion being plots], Selati Ranch the portions owned by E M Fourie, S R Rossi and the Anton pohl Trust; Seloque 23L, being plots; Southamton 213KT; Thankerton 144KT, the portions owned by P C Wren; the farms Oxford 183 KT, Cambridge 184 KT, Rome 185KT, York 188KT, Brussels 186KT, Venice 40 ku and Hardekool 190 KT, Grietjie 6KT, Magdalena 154KT, Parsons 255KT, Kliphewel 36ku, Lisbon 37 ku, Epton 189KT, portion 2 of portion 1 of Madrid 39ku, Grootdraal, which forms part of Balule Nature Resrve. The following state farms: Ziek 771LT, Brook 772LT [portion north of Phalaborwa-Gravelotte tar road], Breatfast 773 LT, Granville 767 LT, Alonbridge 786 LT, Schidling 746 LT, Hamman 747 LT, Mashawa 748 LT, Magwena 750 LT, Wildebeest 745 LT, Loskop 744 LT, Hartebeest 743 LT, Mondwene 730 LT, Masalal 722 LT, The remaining portions of Prieska 723 LT, Remaining portions of Kondowe 741 LT, and Waterbok 721 LT, Makale 718 LT, Ben 430 LU, Droebuit 481 LU, Quagga 438, Zebra 477 LU, Leeursoruit 521 KU, Shiela 10 KU, Rhoda 9 KU, Doreen 8 KU, Paul 7 KU

Polokwane

Rietfontein 743 L S, Myngenoegen 1000 LS, Iydale, Palmietfontein 24 KS & 1049LS, Leeuwkuil 691 LS, Tweefontein 915 LS, Roodepoort 744 LS, Baskoppies 997, LS, Koppiesfontein 686 L S, Doornbult 624 L S, De put 916 LS, Palm 681 LS, Laaste Hoop 1050 LS, Majesbas Kraal 1005 LS Samson 276 MS, Grootban 311 MS, Longden 312 MS, Donkerhoek 313MS, Arrie 308 MS,

Zwolle 309 MS, Voorhout 310 MS, Juniorhoop 325 MS, Royston 326 MS, Inkom 305 MS, Goudmyn 305 MS, Eldorado 362 MS, Stoizenfels 368 MS, Pax Intransibus 363MS,

Johannesburg 372 MS, Esaurinca 363 MS, Tooverfontein 330 MS, Berseba 332 MS, Gideon 333 MS, Thorp 337 MS, Burgerrecht 374 MS, Lovely 439 MS, Edwinedale 440 MS, Buyswater 370 MS, Aurora 397 MS, Mons 348 MS, Zwart349 MS, De vrede 382 MS, Alfred 383 MS Eyam 436 MS, The glen 259 MS, Non Parella 350 MS, De la Roche 353 MS, Millstream



368 MS, Early Dawn 361 MS, Bochum 145LS, Borkum 143 LS, Ketting 368 LS, Dieseldorp 369 LS, Norma 365 LS, Viaven 396 LS, Kransplaats 422 LS, Majesbas Kraal 1005 LS, Laaste Hoop 1050 LS

Polokwane: De Gladde Klipkop 73 KS, Appelfontein 189 LS, Boomzien 164 LS, Boschkopje 872 LS, Combro 163 LS, De Gladde Klipkop 68 KS, Degrade Klipkop 70 KS, Doornrivier 86 KS, Frischgewaagd 88 KS, Grootfontein 136 LS, Hartbeesfontein 62 KS, Highlands 60 KS, Kalikfontein 573 LS, Klein Genoeg 65 KS, Kraalhoek 869 LS, Marsfontein 91 KS, Mecklenburg 90KS, Melnhardskraal 61 KS, Nootgedacht 64 KS, Palmietfontein 873 LS, Vrederust 66 KS, Weigevonden 85 KS, Wikos 69 KS, Witkopjes 89KS.

Mokopane:

The following plots; Grootvaley 529KR; Lisbon 288 KR; Mokgophong 348 KR; Planknek 43 KR; Pgllet Potgietersrus 44 KR; Rietvalley 340 KR; Rooipoort 46 KR; Uitloop 3 KR and Viakfontein 522 KR; as well as all grounds from the veterinary fence to the middle of the Limpopo river on the Botswana/South Africa border.

Altona 696 LR, Appelfontein 595 KS, Arcadia 649 KS, Armoede 823 LR, Aronsfontein 722 LS, Baklynplaats 751 LR, Bellevue 590 LS, Buttongfontein 239KR, Chlum 735 LR, Bandsbosch 404 LR,

Elandsfontein 766 LR, Elandskraal 644KS, Elm 383 LR, Foley Rust 583 KS, Frankryk 59 KS, Frischgewaagd 597 KS, Gaasterland 677 KS, Georgia 340 LR, Gibeon 730 LR, Glead 729 LR, Gras valley 631 KS, Gras vlei 409 LR, Grootpan 452 LR, Grootvalley 57 KS, Ham 699 LR, Hamburg 737 LR, Hanglip 593 KS, Hardkraaltjie 330 LR, Hebron 727 LR, Hintloopen 647 KS, Holmesleigh 1 KS, Hottentots Holland 538 LR, Kaalhoek 333 LR, Ketzersbosch 298 LR Klein wonder 104 KS, Klipfontein 587 KS, Luge 697 LR, Lumborg 769 LR, Luxemburg 772 LR, Makapan 299 LR, Marffin 629 KS, Mokkafontein 584 KS, Nicorel 343 LR, Noord Brabant 774 LR, Oatlands 342 LR, Ongegund 675 KS, Oostenryk 92 KS, Platdoom 635 KS, Porugai 55 KS, Restaurant 588 KS, Riebeek West 539 LR, Rietfontein 720 LS, Rooiboksfontein 821 LR, Rooifontein 589 KS, Rooikop 377 LR, Saltlake 334 LR, Schietfontein 58KS, Schulplaats 596 KS, Sedan 654 KS, Shillelagh 764 LR, Singarepore 585 KS, Spanje 36 KS, Stavoren 676 KS, Steenboksloof 331 LR, Sterkloop 300 LR, Stirun 767 LR, Swerworskraal 736, LR, Tweepalk 733 LR, Tygerpad 633 KS, Utrecht 776 LR, Vaalpenskraal 282 LR, Vangheining 598 KS, Vergenoegd 505 LR, Vooruitgang 634 KS, 594 KS, Wittfontein 688 KS, Witrivier 777 LR, Zoetendalesvley 341 LR, Zorgvliet or/of Marlasgraf 650 KS, Zuid Holland 773 LR, Zuidbrabant 719 LS, Zwartland 301 LR.

SOUTPANSBERG:

All grounds from the veterinary fence to the middle of the Limpopo river on the Botswana South Africa border

Aerial 174 MT, Boschloof 174 LT, De gracht 272 MR, Rietvlei 130 LT, Studholme 229 MT, Witbrand 336 LT.

THABAZIMBI:

Betavia 176KP and Brosdoringhoek 433 LQ; Portion 2 and 3 of farm Kilpdrif KO, 231; Portion 4, 5, 3 and 6 of the farm Hoopdal, as well as the portions Kaalbult and Rustfontein that belongs to the Seaps, as well as all grounds from the veterinary fence to the middle of the Marico/Limpopo river on the Botswana /South Africa.

BELABELA:

Altwal 486KR, Arnot 441KR; Blaaubosch- kull 20JR; Bospoort 450 KR; Buffelspruit 443KR; Buysfontein 451KR; Buyskop 464KR; Cferfontein 434KR; Droogekloof 471KR; Elandsfontein 401KR; Elandsfontein

440KR; Frischgewaacht 445KR; Grootfontein 528KR; Groot Nyisoog 447KR; Kromdraal 560KQ; Langkuil 491 ; Leeuwoort 554KQ, Morgenzen 544KQ; Noodhulp 492KR;

Olieven bosch 506KQ; Rietfontein 446KR; Rietpruit 527KQ; Roodekull 496KR; De langesdam 176 JR, Rust de winter 178JR, Rust de winter 180 JR, Tambootle pan 175 JR, Worcester 481 KR, La Rochelle 177 JR, Roodepoort 467KR; Turfbuit 494KR; Tweefontein 463KR; Uitvlucht 79JR; Viakfontein 535KQ and Zaagkullidrift 46JR.

WATERBERG:

Groenfontein 141 LQ and Modimolle Town and Townlands 419KR

All grounds from the veterinary fence to the middle of the Limpopo river on the Botswana South Africa border.



12.1.2 The Hunting Outfitter

He recruits the client through advertisements or by other means. He arranges and organises the client's hunt from start to finish. He goes into written agreement with the client with regard to the animals to be hunted and the facilities and services which will be supplied and rendered. He is directly remunerated by the client for his services. He covers his client, other guests; and the professional hunter, personnel of the hunting camp; and himself with insurance against unforeseen contingencies. He furnishes the hunting grounds where the trophies can be hunted and also the camp with all its conveniences and services. He supplies the camp personnel and pays them. He supplies the camp with provisions and stores – he sees to it that the client is guided by able professional hunters. He obtains the necessary permits, licences and other documents enabling his client to hunt legally. It is his responsibility to obtain the necessary permits to convey and export his clients' trophies and to see to it that the trophies are delivered in good shape and order at the place previously arranged in the remuneration agreement between them.

Although the professional hunter is actually in charge of the hunting camp and sees to the skinning and handling of the trophies and at times provides transport on a hunting trip, it does not exempt the hunting outfitter from his overall responsibility, to his client. In many cases the professional hunter and the hunting-outfitter is the same person and therefore responsible for the combined duties and functions and must also be in possession of both permits to operate as a professional hunter and a hunting outfitter.

CHAPTER 13 - CITES

An introduction to the history aims and terms of the Conventional for International Trade in Endangered Species.

1. History

The high volume and levels of exploitation of wild fauna and flora first led to international concern and discussion at the Seventh General Assembly of the International Union for Conservation of Nature and Natural Resources (IUCN) in the 1960. The assembly urged Governments to restrict the import of animals in accordance with the export regulations of the countries of origin.

In 1963, the IUCN General Assembly passed a resolution calling for an International Convention on regulations of export, transit and import of rare or threatened wildlife species or their skins and trophies. A First Draft appeared in 1964 and by March 1973, 21 countries signed the Convention on International Trade in endangered species of wild fauna and flora (CITES) which entered into force on the 1st of July 1975.

South Africa became a member of CITES during October 1975. This membership has since been ratified in the new Constitution.

The Convention now consists of 138 contracting parties.

2. Aims

The essence of the CITES aims are contained in the following extract form the Conservation text.

- a. In the Preamble the contracting parties recognize that;
“Wild Fauna and Flora in their many beautiful and varied forms are an irreplaceable part of the natural systems of the earth which must be protected form the present and future generations”
- b. They further recognize that;
“People and states are and should be the best protectors of their own wild fauna and flora”
- c. But also that’
“International co-operation is essential for the protection of certain species of wild fauna and flora against over exploitation through international trade.”

CITES establishes a legal framework for the prevention of trade in endangered species and for the effective regulation of trade in others. It gives the consumer and producer country the joint responsibility of managing the resource.

3. Management

- a. Role of contracting parties.
The role of the contracting parties or signatories to the convention is to enforce the provisions of CITES by active participation in controlling the international utilisation of

threatened plant and animal species in accordance with uniform requirements and procedures recognised by all member countries.

Representatives meet every two years to review the implementation of the Convention and to revise Convention provisions, procedures and appendices of threatened species.

b. Management and Scientific Authorities

Each Party to the Convention is required to designate one or more Management Authorities, to take charge of administering the provisions pertaining to international trade in direct co-operation with their foreign counterparts and one or more Scientific Authorities to advise them.

Designated Management Authorities in respect of CITES are usually the relevant nature conservation authorities of the countries concerned or, depending on the governmental structure, the agricultural authorities which encompass nature conservation activities. The 4 former provincial nature conservation authorities of the RSA were designated as Management Authorities, with the Department of Environmental Affairs acting as co-ordinator in this regard.

Some countries have separate Scientific Authorities, but in the case of the RSA, this function is vested in the head of the Management Authority in consultation with, where necessary, resident scientist.

The function of the Scientific Authority is to advise the Management Authority if an export will be detrimental to the survival of the species and whether or not the proposed recipient is suitably equipped to house and care for the live specimen. If the Scientific Authority cannot give a positive recommendation for both of these requirements the permit must be refused.

The Management Authority must ensure that the documentation is correct, that the importing country will issue a permit for the import and that the shipment of a live specimen will not in any way be detrimental to or injure the animal.

c. CITES Secretariat

The CITES Secretariat, currently based in Geneva, Switzerland, has been instituted to act as the co-ordinator for the formulation and transmission of the decisions of the Contracting Parties between one another. It also serves as an advisory body with respect to the interpretation of the provision of the Convention.

d. Basic concepts pertaining CITES

- i. CITES regulates international trade in specimens of wild fauna and flora species, that is export, re-export and import of live and dead animals and plants, as well as recognizable parts, products and derivatives thereof, on the basis of a system of permits and/or certificates which are issued when certain conditions are met and which have to be presented when consignments of specimens leave or enter a country.
- ii. The management Authorities are responsible for issuing these permits and certificates, subject to the advice of the Scientific Authorities designated for that purpose.

- iii. The animal and plant species subject to different degrees of regulation are listed in three appendices to CITES.

Appendix 1: includes species threatened with extinction and for which trade must be subject to particularly strict regulation and only authorised in exceptional circumstances. No commercial trade permitted.

Appendix 2: species are not necessarily now threatened with extinction, but may become so unless trade is strictly regulated. Appendix 2 further contains so called look-alike species, which are controlled because of their similarity in appearance to the other regulated species; thereby facilitating a more effective control.

Appendix 3: includes species which are subject to regulation within the jurisdiction of a specific party and for which the co-operation of other parties is needed in order to prevent or restrict the exploitation of that population.

- iv. Conditions for the issue of permits and certificates concern questions with regard to whether or not trade as such or a certain type of trade in a species will be detrimental to its survival, the legal acquisition of specimens, the preparation for shipment of live specimens and, in the case of Appendix 1 species, whether the importer has suitable facilities to house and care for live specimens. Imports of Appendix 1 specimens cannot take place if they are to be used for primarily commercial purposes.
- v. The Convention provided for a number of conditioned exemptions from its provisions. They concern transit and transshipment, specimens acquired before the Convention became applicable to them, certain specimens that are personal or household effects, captive bred animals and artificially propagated plants, the exchange of specimens in the collection of internationally registered scientists and scientific institutions and travelling exhibitions of captive bred or pre-Convention specimens.

4. Sustainable Use

At the Conference of the Parties held in 1992 the parties recognised that;

“Commercial trade may be beneficial to the conservation of species and/or ecosystems and/or the development of local people when carried out at levels that are not detrimental to the survival of the species in question.”

However;

“The order to protect the environment the precautionary approach shall be applied” i.e. in the absence of scientific data which validates the proposed utilization or where the management authority is incompetent or unable to apply the terms of the Convention such utilization cannot be permitted.

5. Terminology

A number of terms and concepts have evolved since the inception of CITES. These terms describe or embody the meaning of the provisions. In order to understand and correctly interpret the provisions of CITES the meanings and the application of these terms must be understood. The current text of the Convention currently contains forty three such words, terms and concepts which must be understood if the terms of the Convention are to be correctly applied.

For example: pre-Convention means: any specimen of which the date of removal from the wild or the date of acquisition is prior to the date which the Convention came into force. The specimen must be pre-convention for both the importing or exporting country in order for this exemption to apply.

: Specimen: means any specie of fauna and flora whether alive or dead and includes any recognizable part or derivative thereof, e.g. Must containing perfumes are defined as a specimen.

6. Agencies that assist CITES

- a. The International Air Transport Association (IATA) has published a manual which contains the minimum specifications for containers for the shipment of wild animal, CITES has as described to and requires that the IATA specifications be adhered to.
- b. TRAFFIC (Trade Records Analysis of Fauna and Flora in Commerce) is the world's largest trade monitoring program and is a joint program between the IUCN and the WWF.
- c. TRAFFIC was established to ensure that:
 - i. The trade in fauna and flora is carried out at sustainable levels, and that such trade is legal

CITES
(Convention for the International Trade in Endangered Species)

Schedule 1 / Skedule 1

Black Rhino
Cheetah
Cape Mountain Zebra
Elephant
Leopard
Small spotted cat

Swart Renoster
Jagluiperd
Kaapse Bergsebra
Olifant
Luiperd
Klein gekolde kat

Schedule 2 / Skedule 2

All primates
Crocodile
Spotted necked otter
Cape clawless otter
Caracal
Serval
African wildcat
Lion
Blue duiker
Hartmans Zebra
White Rhino (SA population)

Pangolin
Bontebok
Python
Hippo

Alle primate
Krokodil
Klein Otter
Groot otter
Rooikat
Tierboskat
Vaalboskat
Leeu
Blouduiker
Hartmanse Zebra
Wit renoster (SA
bevolking)
Ietermagog
Bontebok
Luislang
Seekoei

Schedule 3 / Skedule 3

Tsessebe

Basterhartbees

CHAPTER 14 - FACILITIES

Hunting camp facilities requirements for overseas clients

By

J.V. Ludbrook – Conservator (Sport Hunting), Natal Parks Board

Introduction

Legislation introduced in the various provinces of South Africa, controlling professional hunting, has, *inter alia*, prescribed certain conditions to be met on the standard of accommodation for overseas clients.

Apart from the standard of the facilities, the other most important criteria, I believe, is the honest advertising of the facilities in the outfitter's brochure and in correspondence with a prospective client. No attempt should be made to embellish the description of what is offered. The client should know before he leaves his country what to expect on his arrival here.

Types of Accommodation

There is no set type of accommodation construction that an outfitter has to provide. There are many types of construction that would be acceptable, the building of which is influenced by:

- Funds available
- Materials available
- Topography
- Outfitters own ideas of aesthetics
- Income bracket of market aimed for

The basic types of accommodation are:

Hotels (client returns each evening after hunt), ranch house (where client stays with owner), hunting camp - this can be in the form of:
log cabins, rondavel, squaredavels, luxury lodges OR tented camp

Generally speaking, a client is not happy staying in an hotel for an extended period of time. He can, and probably does, do this from time to time in his own country anyway. He has come to Africa to stay "in the bush."

A word of warning on clients being accommodated in the farm house with the family. Although South Africans rightly are renowned for this hospitality, make sure your client realise that he will be staying in the house with the family. There are many clients who don't like this, they don't want to listen to Granny, or the kids each day, and feel a lack of privacy in sharing accommodation. There are again the type of client who has come out to stay "in the bush" and has probably done so before in other parts of Africa.

PUTTING UP OF HUNTING CAMP AND ITS INFRASTRUCTURE

The ideal site for a hunting camp is, for aesthetic reasons:

- away from buildings on the farm
- sited to take in any natural scenic features e.g. pans, hills, mountains etc.
- built with materials which blend in with the natural surrounds
- no view from the camp of power lines, fences, telegraph poles etc.
- staff quarters should be built out of view and hearing of the camp (but with good quality materials)
- trophy preparation and storage facilities should be down wind and out of sight of the camp
- prohibit hunting within a prescribed radius of the camp.

FACILITIES WITHIN THE HUNTING CAMP

The provision of facilities in the hunting camp is a combination of basic common sense, (often provided by the wife) or from experience of the wants of the previous clients, and or visits to a well established and well run camp. The golden rule with any structure in a camp is cleanliness and hygiene. This, not only reflects well on the owner, but is appreciated greatly by overseas clients, the wives of whom are generally very fastidious about cleanliness.

It is the little things that count which make a client want to return:

If you have an outside toilet, provide lights (gas, torch) in the bedroom. Clients don't like walking around in the dark.

Keep iced water, and ice cubes available throughout the day. Americans have a fetish about this.

Very few American males, even those who come out together on a hunting trip, like to share a bedroom. Make sure you advise, in your preliminary correspondence with clients, the number of bedrooms you have.

Always have cupboard or wardrobes in a sleeping quarter (even a tent), clients can't be expected to keep their clothes in a suitcase for 14 days.

Provide a 24 hour laundry service. Clients can't be expected to bring out enough clothes for a daily change.

If your camp is connected to a power supply, arrange to have plug points, or adaptors, which fit overseas electrical appliances (e.g. hair dryers, razors etc.)

Try to get the camp servants proficient in basic English, in order to comply with simple requests from clients.

Provide reference material in the form of bird books, mammal books, books on local tribal customs, trophy record books (if you are brave enough!)

The provision of recreational facilities is a matter of controversy. I think this is best left to the discretion of the owner. A swimming pool of moderate proportions might not be amiss in certain areas. But far better, let clients swim in a river, if it is safe and conveniently near.

A lapa/boma goes down well with all clients. To them it is "Africa." Some outfitters have gone to the extent of arranging tribal dancing by the local "belles" to entertain clients. If you do this, make sure they are not wearing items of apparel which are obviously from the OK bazaars. Try and keep it authentic!

The focal point of most camps is the lounge/dining-room/bar. Make this as attractive and comfortable as possible. Go ethnic, and use as much local material as possible. Old photographs of the area, mounted heads, muzzle loaders, spears, basketwork, beadwork, skins, photos of previous clients and their trophies.

No owner can, or will, be told how or what design to build a camp. The following are what we, in Natal, consider basic requirements in certain areas of the camp:

- bathroom/toilets - make sure they are adequate for a full camp, (no queuing for the amenities) - hot water 24 hours a day
- water supply - purified for drinking
- fire extinguishers it would be impracticable to provide extinguishers which will put out a building on fire, however small extinguishers should be provided in sleeping quarters as, in the event of a fire, it would protect the client from injury and possibly enable him to salvage some of his belongings.
- firearm safe - in the present political climate, a necessity, spare firearms can be safe guarded whilst out hunting, and valuables can be locked away securely;
- first aid kit - kept in camp (another kit can be carried on the hunting vehicle)
- staff - adequate to cater for cooking, cleaning and laundry
- rubbish - disposal of rubbish should be attended to daily and consigned to pits away from the living quarters, and filled in or burnt.
- range - must be made available, preferably with a solidly constructed shooting bench and the opportunity to shoot from 25 to 200 m

TROPHY PREPARATION FACILITIES

This is the most important facet of a safari, after the well being of your clients. The building, which should be sited away from the rest of the camp should make provision for:

- the storage of skins and heads, with good ventilation and shade for skin drying;
- the safe storage of trophies, with lockable doors and gauzed/mesh windows for protection against flies, rats, dogs, hyenas and two legged predators
- racks and hanging bars (rust resistant) to place skins over;
- cement floors, with adequate drainage for washing-out facility;
- receptacle for a brine bath, or an area for laying down skins under salt;

The outside area should make provisions for:

- overhead gantry (if dealing with large animals) for ease of off-loading and skinning;
- washable table for skinning head;
- cement floor and good drainage;
- lights (either permanent or portable) as a great deal of skinning can be done after dark;
- water laid on;
- area for disposal of offal;
- shelf for storage of tags.

THE FINAL WORD

Never have the situation where you have other clients, or local SA hunters in the camp with your clients. Your clients have the exclusive right to your camp and concession, they are paying daily rates for it and feel, rightly, extremely offended should other hunting parties share it with them.

CHAPTER 15 - FIRST AID

2. BASIC PRINCIPLES OF FIRST AID

All life threatening conditions should be evaluated and treated according to the basic principles of first aid.

These principles can be remembered by the letters ABCD.

A - AIRWAY - insure open airway

B - BREATHING - patient must breathe

C - CIRCULATION - circulation must be effective

D - DRIP/DRUGS - drip and medication are administered

2.1 AIRWAY:

An open Airway is a necessity. The airways can be blocked by foreign bodies in the mouth and throat, e.g. teeth, blood and vomit. It can also be blocked by the tongue, which falls backwards when a patient is unconscious.

TREATMENT: Open the mouth, pull the tongue forward, and remove foreign bodies with your fingers. If available, insert a plastic airway into the mouth.

2.2 BREATHING

2.2.1 After opening the airway, the patient should be breathing. If not, consider the following reasons:

- 2.2.1.1 Paralysis of respiratory muscles
- 2.2.1.2 Broken ribs (flail chest).
- 2.2.1.3 Deep unconsciousness.
- 2.2.1.4 Fluid in the lungs e.g. drowning.

2.2.2 Ineffective breathing can be recognised by the following:

- 2.2.2.1 Chest is not moving.
- 2.2.2.2 No airflow through nose or mouth.
- 2.2.2.3 Tongue and nails turn grey-blue colour.

2.2.3 Mouth to mouth resuscitation.

- 2.2.3.1 Lay patient on his back or side with airway open.
- 2.2.3.2 Close nose with thumb and forefinger.
- 2.2.3.3 Put your mouth over patients and blow into the lungs.
- 2.2.3.4 Look to see if chest is expanding.
- 2.2.3.5 Take your mouth away and see how the elasticity of the chest exhales the air.
- 2.2.3.6 Rate of breathing is one cycle in 5 - 6 seconds (i.e. 10 - 12 per minute).

3. CIRCULATION

- 3.1 Impaired circulation can be caused by cardiac problems e.g.. Heart attack or vascular problems e.g. blood loss.
- 3.2 Ineffective circulation can be recognised by:
 - 3.2.1 Pulse absent in wrists or neck.
 - 3.2.2 Blue/pale colouring of patient.
 - 3.2.3 Noticeable massive bleeding of patient (sometimes)
 - 3.2.4 Patient is usually unconscious
 - 3.2.5 Heartbeat is not audible in the chest.
- 3.3 TREATMENT:
 - 3.3.1 Stop bleeding, if any, with direct pressure or tourniquet.
 - 3.3.2 Put patient in shock position - on back with legs lifted approximately 30 cm.
 - 3.3.3 Heart massage: Firm pressure on chest with both hand palms. One cycle per second, i.e.. 50 - 60 per minute. (NB - patient must lie on flat surface).
 - 3.3.4 Insert drip if possible

If a patient has to receive heart massage as well as mouth-to-mouth resuscitation, it will be 5 heart cycles, to 1 breathing cycle.

This process may only be terminated once trained medical aid is available, or if patient's heart starts beating by itself, and he starts breathing.

4. SHOCK

4.1 WHAT IS SHOCK?

Shock is an oxygen shortage in tissue due to a shortage of circulatory blood. Our vital organs (brain, kidneys etc.) are particularly sensitive to an oxygen shortage due to shock.

We differentiate between 2 types of shock, namely,

- 4.1.1. Shock due to a loss of circulatory blood e.g. hemorrhages, burns etc.
- 4.1.2 Shock when the blood system's volume increases due to the widening of arteries under the influence of the nervous system. This is the kind of shock that occur as a result of an allergic reaction against snake anti-venom, penicillin, bee sting etc.

4.2 SIGNS OF SHOCK:

- 4.2.1 Pale skin
- 4.2.2 Heavy perspiration
- 4.2.3 Patient thirsty and nauseous
- 4.2.4 Eyes dull and pupils dilated
- 4.2.5 Breathing deep and shallow
- 4.2.6 Pulse fast and weak
- 4.2.7 Unconsciousness due to oxygen shortage in brain

4.3. TREATMENT:

- 4.3.1 Treat the cause. (Stop blood loss if possible).
- 4.3.2 Place patient in shock position i.e.:On back - Straight legs
- 4.3.3 Legs lifted about 25 - 30 cm so that blood can flow back to the vital organs where it is needed.
- 4.3.4 Keep patient calm and get medical help
- 4.3.5 Patient must not drink alcohol
- 4.3.6 Put on infusion if possible

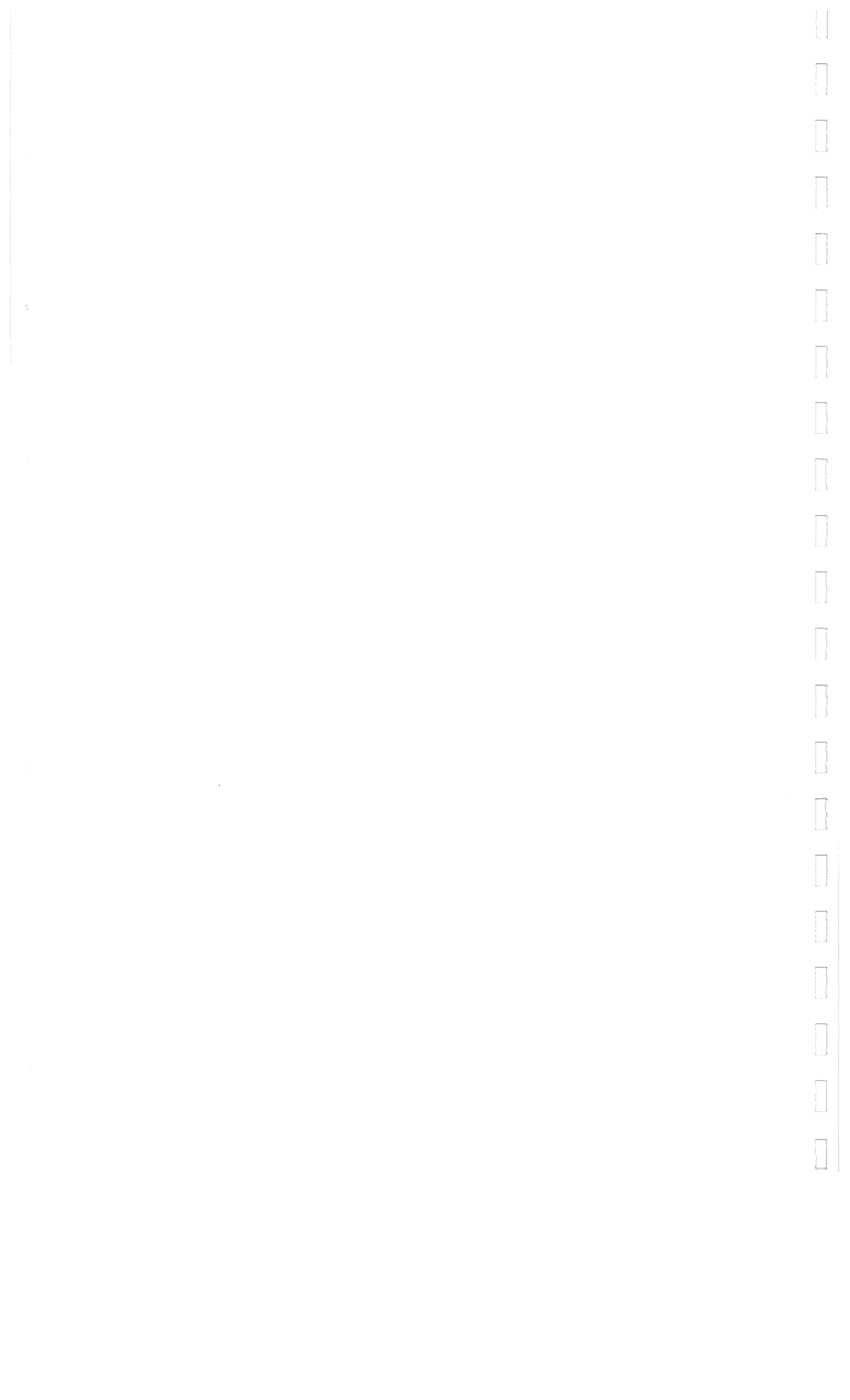
5. INFUSION (DRIP)

5.1. DEFINITION

- 5.1.1 An infusion is an appliance that is used to administer liquids intravenously it consists of a bag (or a bottle) that contains the liquid. The liquid usually consists of water in which electrolytes have been dissolved. The concentration is such that it will not be harmful to the body. The liquid is also sterile.
- 5.1.2 A thin plastic tube that conveys the liquid to the patient. This tube is equipped with a drip-chamber where the flow speed can be measured in drops per minute and a set valve that regulates the flow-speed.
- 5.1.3 A needle that is placed in the vein and connected to the tube through which the liquid flows.

5.2. WHEN IS IT USED?

- 5.2.1 To increase a patients blood pressure when danger of shock exists.
- 5.2.2 As injection route for medication e.g. anti-venom, painkillers, antibiotics, narcotics, etc. Glucose or insulin in the case of diabetes.
- 5.2.3 To cool a patient in case of heat stroke.



5.3. EQUIPMENT:

- 5.3.1 1 Litre ringers lactate (or other suitable intravenous liquid)
- 5.3.2 Infusion set (15 drops per minute or 10 drops per minute)
- 5.3.3 Infusion needle (Jelco type), a needle that leaves the plastic sleeve in the vein when the metal part is withdrawn.
- 5.3.4 Plaster - to anchor the needle and tube to the skin
- 5.3.5 Alcohol swab (or other disinfectant) to clean the skin.

5.4. METHOD

- 5.4.1 Apply a loose tourniquet to the upper arm.
- 5.4.2 Let the patient open and close his hands to let the veins swell.
- 5.4.3 Connect the infusion set by inserting the sharp point in the correct place in bag and open the valve so that the tube is filled with liquid. Connect the infusion set by inserting the sharp point in the correct place in bag and open the valve so that the tube is filled with liquid
- 5.4.4 Find a surface vein that runs reasonably straight and cleanse skin with alcohol swab.
- 5.4.5 Insert needle into vein. (Blood will flow back through the back of needle.)
- 5.4.6 Push the plastic sleeve forwards into vein and withdraw the inner metal needle
- 5.4.7 Remove tourniquet
- 5.4.8 Connect infusion set to needle
- 5.4.9 Open valve and adjust flow rate as required.
- 5.4.10 Anchor needle and tube to the skin with a plaster.

6. BURNS

Injuries as a result of burning is an ever present hazard in the bush. Burns vary from small painful wounds to life threatening situations.

In the bush burns are caused by embers, cooking oil, boiling water or catastrophies like sleeping bags, vehicles or thatched roofs that catch fire. Chemicals like battery-acid can also cause burns.

The severity of burns are determined by the depth (1 to 4 degrees) and the surface (as percentage of body surface) Any burn bigger than 9 square cm (3 X 3 cm) or deeper than 2 degrees (Skin deep) must be referred to a doctor.

Taking into consideration that your palm represents about 1% of body surface the size of burns can be estimated. More than 5% is serious and must if possible get infusion. More than 70% is usually fatal.

6.1 TREATMENT:

6.1.1 SMALL BURNS:

- Remove the cause of burn immediately.
- Keep the burnt part of body under cold water for at least 10 mm.
- Remove rings, watches etc. before the onset of swelling.



Dress wound with clean gauze and bandages.
Get medical help

Do not:
Put on plaster
Apply ointment or cream
Lance or break blisters

6.1.2 LARGE BURNS: (MORE THAN 5% OF BODY.)

Make victim comfortable and avoid contact between burnt part and ground if possible.
Carefully remove burnt, burning or soaked clothing.
Remove rings watches etc. before onset of swelling.
Cover the burn with gauze or bandage.

Do not:
Apply ointment or cream.
Lance or break blisters
Remove anything that sticks to the wound.
Begin with shock treatment: Shock position, Drip if possible.
ABC of first-aid if necessary
Convey to doctor or hospital

7. EYE INJURIES

7.1. Penetrating, non penetrating, Chemical

7.1.1 PENETRATING

Don't press on eye
Don't remove foreign objects
Make a gauze pad and cut a hole in that fits around foreign object
Place pad over eye, place plastic mug or something similar over eye and tie with bandage.
Don't give patient anything to eat or drink. Cover the other eye as well.
Transport to doctor or hospital

7.1.2 NON-PENETRATING

Make sure eye is not penetrated
Novesine eye drops if available
Turn upper eyelid over with match or cotton-wool bud.
Wipe foreign object out with cotton wool or tissue
Use antibiotic eye ointment and painkiller per tablet.
NO MORE NOVESINE

7.1.3 CHEMICAL

Acid or alkaline - e.g. battery acid or washing soda
Rinse eye under running water for at least 5 minutes
Apply antibiotic eye ointment and painkiller per tablet

DON'T TRY TO NEUTRALIZE WITH VINEGAR OR BICARBONATE OF SODA
ETC. DON'T USE NOVESINE

If no marked improvement within 24 hours get medical help

8. EAR: FOREIGN OBJECTS

It is normally insects that enter the ear.

If the insect is still alive try and attract it with a strong light.

If unsuccessful pour cooking oil in ear to drown insect and take patient to doctor within 24 hours.

DON'T USE MATCHES, EARBUDS OR ANYTHING ELSE IN EAR!!!

9. HEAT DISEASES

BY HEAT DISEASES WE MEAN A SITUATION RESULTING FROM EXPOSURE
TO EXCESSIVE HEAT. IT IS QUITE OFTEN WORSENERD BY DEHYDRATION.

9.1 HEAT EXHAUSTION

This happens when the body loses moisture from excessive perspiration, inadequate liquid intake and exposure to heat.

9.1.1 SIGNS:

Thirst, headache, cramps, fast pulse, dizziness, nausea and vomiting, loss of appetite and muscular weakness.

9.1.2 TREATMENT:

Rest

Allow to cool in the shade, wet with water, remove clothing.

Liquid per mouth, small sips, preferably nonalcoholic.

Remember that this treatment, given timeously, can prevent heatstroke.

9.2. HEATSTROKE

DEFINITION - It is a life threatening situation that occurs when the body's normal temperature regulatory mechanism fails and the body temperature goes above 41 C.

9.2.1 CAUSES

High ambient temperature

Inborn inclination to heat sensitivity.

Dehydration

Poor acclimatization (Person from a cooler climate)

Particularly dangerous when hunting in summer

9.3 SYMPTOMS

Patient complains of headache and dizziness.
Patient becomes disorientated and acts strangely
Skin is red-hot and dry
Rectal temperature above 41⁰C.
If it is not treated it will be followed by unconsciousness and death.

9.4 TREATMENT

Try to keep patient still and lie in shade
Administer liquid per mouth, and if possible intravenously (drip)
Transport to doctor or hospital

9.5 PREVENTION

Acclimatization and exercise
Vitamin C - start taking two weeks before hunt
Drink water regularly and see to it that it is always available.
Wear light clothes that enhance cooling

10. DIABETES (DIABETES MELLITUS)

10.1 Diabetes is of concern to the professional hunter because:

- 10.1.1 It is fairly common and every professional hunter will, sooner or later, have a client with diabetes.
- 10.1.2 There can be potentially fatal complications.
- 10.1.2 Food and the hunting programme can influence the clients health.

10.2 There are 3 degrees of diabetes:

- 10.2.1 Light - treated with diet and exercise.
- 10.2.2 Mild - treated with diet, exercise and pills.
- 10.2.3 Serious- treated with diet, exercise and insulin injections.

10.3 NATURE OF THE DISEASE:

- 10.3.1 The cause is a shortage of insulin.
- 10.3.2 Insulin is a hormone released by the pancreas that helps to transport sugar molecules from outside to the inside of body cells. Sugar is burnt inside the cells to supply energy for physiological processes.
- 10.3.3 With a shortage of insulin the bloodsugar outside the cells increase while it decreases inside the cells. This sugar concentrate extracts moisture from cells, the excess moisture is excreted by the kidneys and the body dehydrates

11. SNAKE BITE

SNAKE BITE TREATMENT

11.1 General

1. Try and identify the snake and confirm that patient has been bitten.
2. No localized treatment of bite wound e.g.. cutting and sucking, potassium permanganate, electrical shocks etc.
3. Apply a pressure immobilisation bandage to the affected limb. This is a crepe bandage that is wound around the limb from top to bottom. It delays absorption of the venom.
4. Try and keep the patient calm. The less the patient moves and the more he/she is at ease the slower is the absorption of the venom. The anti-allergic drug "Phenergan" is a useful. This is injected intramuscularly (50 mg). Oral tranquillisers can also be used, but their effect is slower.
5. Arrange transport to a doctor or hospital as soon as possible. If possible take along the dead snake.

11.2 SPECIFIC TREATMENT

After general treatment the snake is classified into one of the following groups.

11.2.1 NEUROTOXIC (Nerve venom)

Black mamba, green mamba, all cobras.

This group's venom works by paralysing the nervous system. Death occurs when the respiratory muscles are paralysed and the brain receives no more oxygen. The venom of some of these snakes have a cytotoxic effect e.g. Mozambique cobra, but is not important in emergency treatment.

TREATMENT

1. Apply a tourniquet above the bite. Loosen the tourniquet every half-hour for 1 - 2 minutes.
2. If the doctor or hospital is more than 2 hours away inject polyvalent snake serum 2 ampoules intramuscularly into buttock. (Phenergan is already given).
3. Watch the patient for breathing problems. Apply artificial respiration if necessary.
4. Speed to doctor or hospital.

VENOM IN THE EYES: Most of the cobra's spit when they feel threatened. The venom can cause serious damage to the eyes. Rinse the eyes thoroughly with large quantities of water. If the eyes still burn - dilute one ampoule (10 ml) polyvalent serum with 100 ml water and rinse eyes with it.

11.2.2 CYTOTOXIC (Tissue venom)

Puff adder, Gaboon Viper.

This group's venom works by destroying tissue. They are less deadly than the Neurotoxic snakes. Permanent tissue damage and even amputations occur. If death occurs it is only after a few days and then as a result of septic shock and other results of tissue damage.

N.B. Night-adder and horned adders are discussed under mildly toxic because anti-venom is almost never needed. Mountain-adder is discussed under exceptions because of the unique action of its venom.

TREATMENT

1. No tourniquet - it aggravates tissue damage.
2. If a doctor or hospital is more than 2 hours away, inject 2 ampoules polyvalent serum intramuscularly in buttocks. (Phenergan is already given).
3. Give patient the strongest painkiller you have.
4. Convey to nearest doctor or hospital.

11.2.3 HAEMOTOXIC (Blood venom)

Boomslang, twig-snake.

This group is the back fanged snakes. Their venom acts on the blood and prevents clotting. In untreated cases the patient can bleed to death. The venom starts working 2 - 4 hours after a bite and death will occur a few days later. There is ample time for treatment.

TREATMENT

1. No tourniquet
2. No polyvalent anti-venom
3. Convey to doctor or hospital
4. For boomslang the doctor will order boomslang specific anti-venom while he treats symptomatically with blood transfusions and infusions. Recovery after administering serum is dramatic.
5. No serum is available for twig snake. The doctor will treat symptomatically and patient can expect to be in hospital for about a week.

11.2.4. EXCEPTIONS (Venom doesn't fit in any group)

Mountain adder.

This snakes venom is neurotoxic but it works specifically on the facial and head nerves.

Symptoms include inability to swallow, drooping eyelids, double vision and loss of taste and smelling ability.

Don't apply a tourniquet.

There is no anti-venom that works.

The doctor will treat symptomatically and patient normally recovers completely.

Singular deaths have been reported

Stiletto snake (Burrowing adder)

Working of the venom is cytotoxic, but the anti-venom doesn't help. Bites by these snake are common. Patients are treated symptomatically and can expect to be hospitalised for

about 3 days. Singular deaths have been reported.

11.2.5. SLIGHTLY VENOMOUS

This group includes snakes with neurotoxic, haemotoxic and cytotoxic venom. Because they are small, the quantity venom released is not enough to be dangerous. Treatment is the general treatment for snake bite and referral to a doctor. Tourniquet and anti-venom is not used.

A few examples:

NEUROTOXIC : Shield-nose snake; coral snake

CYTOTOXIC : Common night-adder; all the horned adder species

HAEMOTOXIC: Eastern tiger snake

11.2.6 NON VENOMOUS

In this group there are those with fangs i.e. Python and house-snakes and those without fangs i.e. egg-eater; blind snake; and earth snakes.

The only one of medical importance is the Python. The python can give a nasty wound that normally turns septic. Pythons have no venom.

TREATMENT

Cleanse the wound thoroughly as you would any other bite wound.

Reassure the patient.

Convey to doctor or hospital.

11.3 SNAKE BITE: A FEW REMARKS

TOURNIQUET

The tourniquet is a very controversial topic in first-aid. In some circles the use thereof is completely discouraged because it is so often applied for the wrong reason or in the wrong manner. When a tourniquet is used correctly it still has a place in first-aid.

DEFINITION

Tourniquet is a pressure bandage that is wound so tightly around a limb that it completely cuts off the blood supply (arteries and veins).

It is used to slow down the absorption of venom from neurotoxic snakes.

It is also used to stop bleeding from severe wounds of limbs.

It is made of a strip of rubber 40 mm wide and 2 meters long that is cut out of an old tube.

APPLICATION

Wind the rubberband tightly around the limb above the wound. After application test for tightness by feeling for a pulse in the limb. If no pulse is felt it is tight enough.

Loosen the tourniquet for 1 - 2 minutes every half-hour so the limb can get oxygen.

AFTER 3 HOURS REMOVE COMPLETELY.

SNAKE SERUM

The word snake-serum is actually a misnomer because it is not a serum derived from a snake. A more correct name will be ANTI-SNAKE VENOM HORSE-SERUM. It is produced by the SA. Institute for Medical Research.

Horses are injected with gradually increasing doses of snake-venom with the result that they eventually become immune against snake-venom.

The venom that is used for the polyvalent-serum is from Puff-adder, Gaboon-adder, Black mamba, Green mamba, Jameson's mamba, Rinkhals, Banded cobra, Egyptian cobra, Mozambique cobra

Blood is drawn from the horse, the antibodies are extracted and packed sterile in a glass ampoule of 10 ml. When these antibodies are injected into a snakebite victim they neutralize the venom. Unfortunately there is a risk of an allergic reaction because horse serum is a strange protein to the body.

ROUTES OF ADMINISTRATION:

INTRAVENOUS: This is the route of choice, starts working within 5 - 30 minutes.

Disadvantages: If there is an allergic reaction it will also be fast and serious. It is not always easy to locate a vein.

INTRAMUSCULAR: It is easier to administer. The large buttock muscle. (Gluteus maximus) is used. Starts working between 30 min. and 8 hours.

Local (at the wound) It can be useful but then the quantities must be kept small so as not to cause pressure on the tissue. It is injected under the skin around the bite wound. N.B. One of the other routes must still be used. When snake serum is preceded by an antihistamine.

11.4 SUMMARY: SNAKE BITE: TREATMENT IN 6 STEPS

1. Crepe bandage: bandage the affected limb firmly with two 150mm crepe bandages.
2. Tourniquet: use only for Mamba and Cobra bites. For other snakes, proceed to step 3. Mamba and Cobra: apply tourniquet tightly between the wound and the heart.
3. Phenergan injection: for all kinds of snake bites. Inject into buttock muscle. 1 ampoule for a child. Both for an adult.
4. Anti-venom (Polyvalent) only for Mambas, Cobras, Puff adder and Gaboon viper. For other snake bites, proceed to step 6.

For the above mentioned snake bites, inject both ampoules, using the 10ml

syringe, one into each buttock. Use the thick needle to draw up the serum, the thinner needle to inject.

Adults and children receive the same amount.

5. Solu Cortef 100mg. only after anti-venom has been administered. Inject one ampoule into buttock.. (Adults and kids).
6. Transport the patient to doctor or hospital. If a tourniquet was applied, release every 30 minutes for about 3 minutes.

12. SCORPION STINGS

12.1 Southern-African scorpions can roughly be divided into two groups.

12.1.1 SCORPIONIDAE: they have such large and strong pincers they don't need strong venom to kill their prey. They are therefore slightly venomous.

12.1.2 BUTHIDAB (PARABUTHUS SPECIES). They have small pincers and a large tail. Because of the small pincers they need strong venom to kill their prey. They are very venomous and can be deadly.

12.2 TREATMENT:

12.2.1. Confirm that it is a scorpion sting.

12.2.2 Kill scorpion for identification.

12.2.3 Cleanse wound with disinfectant.

12.2.4. Give strongest painkiller available (E.g. Stopayne tablets or lignocaine injection at wound. Methylated spirits or alcohol rubbed on wound lets it cool and reduces pain slightly. Ice packs can also help.

12.2.5 If Parabuthus type - get medical help within 6 hours.

12.2.6 If Scorpionidae type - observe for 24 hours - if no improvement get medical help.

12.2.7 There is an anti-venom available against Parabuthus type, but is not recommended for use in camp.

13. SPIDER BITES

Although unobtrusive spiders are plentiful. There are estimated to be about 600 000 spiders per ha. in S.A. Sizes vary from the baboon spider with a diameter of 35 mm to spiders smaller than a pinhead. Only 6 are of medical importance,

They are:

13.1 CYTOTOXIC

Baboon spiders

(Theraposidae)

Sack spiders	(Clubionidae)
Violin spiders	(Loxoscelidae)
Six eyed crab spiders	(Sicariidae)

Their venom affects tissues similar to the vipers. Tissue damage is on a much smaller scale than in the case of snakebite. If unexplainable septic sores develop that don't react to antibiotics spider bites must be held in mind.

13.2 NEUROTOXIC:

Button spiders or Black widow spiders (Theridiidae)

These spider bites are similar to mamba-venom. In S.A. there are three kinds of Button-spiders of which *Latrodectus indistinctus* is the most venomous. Symptoms are a painful bite, anxiety, chest-pain, headache, alternate hot and cold fevers and respiratory paralysis.

This is the deadliest of S.A. spiders. Treatment as for the ABC of first-aid, - especially artificial respiration, and transport to doctor or hospital. An anti-venom is available against venom of button-spider.

Wandering spiders (Ctenidae)

These spiders roam at night and can easily end up in shoes or sleeping bags which can lead to being bitten. Their venom is neurotoxic and cardiotoxic: in other words, it affects the breathing and the heart muscle. No deaths have been reported.

PRACTICAL APPLICATION:

Take note: other than with snake bites the victim is very seldom aware that he has been bitten by a spider. Most bites occur while a person is getting dressed or whilst sleeping. It is therefore important that the professional hunter must be on the lookout for symptoms of spider-bites and be able to recognise them. Regularly shake out clothing, shoes and sleeping bags to prevent spider bites.

14. THE HUNTER AND TROPICAL DISEASES

There are a few tropical diseases in our area, (Africa South of the Zambezi) which are of concern to the hunter and his clients.

14.1 Important:

Prevention: There are certain precautions that a professional hunter should take to prevent these diseases.

Information: It will depend on the information given by the professional hunter to the client if a diagnosis can be made in good time, so that the client can be treated successfully. Remember the doctor in the USA must be conscious of the possibility of a tropical disease.



14.2. MALARIA

14.2.1 General

By far the most important and most common tropical disease. Malaria is caused by the parasite *Plasmodium* and is transferred by the female mosquito of the species *Anopheles funestus*.

Malaria is prevalent in areas where ideal situations for the breeding of mosquitos exists i.e. warm areas with open water.

Northern and Eastern Transvaal, Botswana and Zimbabwe are examples of prime hunting areas with a malaria risk.

Within 10 - 30 days after being bitten by an infected mosquito, symptoms of the disease may start, consisting of an initial chill, followed by headache, nausea and vomiting and severe fever. After the fever has subsided the patient may feel relatively well for 48 - 72 hours, after which the process repeats itself. Untreated malaria can often be fatal.

14.2.2 PREVENTION:

- a) Know which areas are malaria risks.
- b) Limit exposure to mosquitos in camp with mosquito nets, insecticides, repellent sprays etc.
- c) Spray breeding areas.
- d) Advise your client to take prophylactic tablets. Daraclor or Plasmoquin (Chloroquin) 2 tablets per week - Plus Paludrine (Proguanil) 2 tablets every evening. Start medication 24 hours before entering area and continue for 4 weeks after leaving. Pregnant women and allergic patients must consult a doctor.
- e) Advise your client to inform his doctor about probable exposure as soon as he gets home.

Instances of drug resistance and delayed incubation do occur.
out! The early symptoms of malaria feel a lot like flu or a cold.

Watch

14.3 **TICK BITE FEVER**

14.3.1 General

This disease is caused by the organism *Rickettsia Conori* and is transmitted by small red-brown ticks. The natural hosts of these ticks are small mammals like jackals and hares. In the USA there is a similar disease called "Rocky Mountain Spotted Fever"

The disease occurs in all areas of the bushveld where there are ticks. It is more widespread than malaria. There are large areas where the two diseases overlap.

The symptoms of malaria and tick bite fever are very similar. What is of importance is that malaria can be fatal while tick-bite fever is almost never fatal. If you are unsure of which disease it is, first eliminate malaria with the aid of blood tests.

Seven days after being bitten by an infected tick the symptoms starts. Fever, cold fever, head-

ache and sometimes a red rash. Usually a typical bite-wound is visible: a swollen painful red area with a black area in the middle. The disease can effectively be treated with the antibiotic Tetracycline. People who are often exposed to the disease (most professional hunters) retain immunity.

Prevention:

Tick bites can be greatly prevented by spraying clothing with insecticides.

14.4 BILHARZIA

14.4.1 General

This is a parasitic disease caused by a worm called *Schistosoma*. (There are two different species) The patient is infected by swimming in water where the juvenile parasites are excreted in the water by fresh water molluscs.

The tiny parasite penetrates the skin and via the vascular system reaches the bladder or colon where it attaches itself to the mucosa and grows to maturity. The mature worm excretes eggs which can reach the water via urine or faeces where they are in turn ingested by molluscs, their intermediate host, to complete the cycle.

Symptoms of the disease are very nonspecific, ranging from fatigue to bouts of fever, with blood in the urine (microscopic) a fairly consistent feature.

PREVENTION:

- a) Avoid swimming in rivers and pools which might be contaminated by the disease. (Most of the fresh water in our area is.)
- b) Advise the client of the risk, so that he can tell his doctor and maybe contact a tropical diseases centre. The incubation period is 3 months.

14.4 SLEEPING SICKNESS (TRYPANOSOMIASIS)

14.4.1 General

This is a disease limited to some of the wildest hunting areas (e.g., The Zambezi Valley and the Northern Okavango Delta.) It is transmitted by the Tsetse fly, but not all Tsetse flies are infected. You might have a thousand bites without contracting the disease.

The symptoms of fatigue and headache may appear within 1 to 3 months of being bitten. Left untreated the disease will be fatal.

PREVENTION

- a) Try to limit exposure to the bite.
- b) Keep your client informed; it is important that the tropical disease centre is contacted in time if there is a suspicion of sleeping sickness.

14.5 GUN SHOT WOUNDS

14.5.1 A shooting accident is surely one of the biggest disasters that can happen to a professional hunter. We who hunt daily and see the wounds that are caused by high velocity projectiles should have a healthy respect for firearms and should apply strict safety measures.

The rules of rifle safety are well known to all of us. Even a client should, if necessary, be reprimanded about safety.

With gunshot wounds the extent of tissue damage and the threat to life or limb must be evaluated. As any hunter knows it is often not a case of what hit you but where you were hit.

All gunshot wounds should be taken to hospital as soon as possible.

The correct emergency treatment can make the difference between life and death.

Life is threatened by:

1. BLEEDING: - Major bloodvessels or heart
 - 1.1 Stop bleeding - tourniquet or pressure bandage
 - 1.2 Infusion
 - 1.3 Medical help
2. DAMAGE TO NERVOUS SYSTEM - Brain or spinal cord damage.
 - 2.1 Treat bleeding
 - 2.2 Artificial respiration and heart massage
 - 2.3 Stabilize area of wound with stretcher and splints to prevent further damage
3. RESPIRATION SYSTEM - LUNG AIRWAY
 - 3.1 Ensure airway is open
 - 3.2 Mouth to mouth
 - 3.3 Seal open thorax wound with plastic and bandage
4. DIGESTIVE SYSTEM - STOMACH
 - 4.1 Treat bleeding
 - 4.2 Medical help
 - 4.3 Dress wounds as cleanly as possible.
5. MUSCULO - SKELETAL SYSTEM - LIMBS
 - 5.1 Treat bleeding
 - 5.2 Splint limb

CHAPTER 16 - FAUNA – GENERAL

HABITAT, FOOD PREFERENCE, FIXED BREEDING SEASON, BACHELOR HERDS & HIDING OF YOUNG.

Specie	Habitat	Food Preference	Fixed Breeding season	Bachelor Herds	Hide their young
Roan	Bushveld savanna	Grazer	No	Yes	Yes
Gemsbok	Semi-desert	Grazer	No	No	Yes
Eland	Bushveld savanna	Browser	Yes	Yes	Yes
Kudu	Bushveld savanna	Browser	Yes	Yes	Yes
Bushbuck	Riverine bush	Browser	Yes	No	Yes
Nyala	Riverine bush	Browser	Yes	No	Yes
Springbuck	Semi-desert	Herbivore	No	Yes	Yes
Impala	Bushveld savanna	Herbivore	Yes	Yes	Yes
Klipspringer	Rocky mountain	Browser	No	No	Yes
Suni	High rainfall forest	Browser	No	No	Yes
Steenbuck	Grass/bush savan.	Herbivore	No	No	Yes
Oribi	Grasslands	Grazer	Yes	No	Yes
Cape Grysbok	Thick bush	Browser	Yes	No	No
Sharp's Grysbok	Thick bush	Grazer	No	No	No
Common Duiker	Bushveld	Browser	No	No	Yes
Red Duiker	High rainfall forest	Browser	No	No	Yes
Blue Duiker	High rainfall forest	Browser	No	No	Yes
Reedbuck	Grasslands close to water	Grazer	No	Yes	Yes
Mountain Reedbuck	Mountain grasslands	Grazer	No	Yes	Yes
Grey Rhebuck	Mountain grasslands	Grazer	Yes	No	Yes
Tsessebe	Bushveld savanna	Grazer	Yes	Yes	No
Blesbok	Grass savanna	Grazer	Yes	Yes	No
Bontebok	Grass savanna	Grazer	Yes	Yes	No
Red Hartebeest	Bushveld savanna	Grazer	Yes	Yes	Yes
Waterbuck	Bushveld savanna	Grazer	No	Yes	Yes
Black Wildebeest	Grass savanna	Grazer	Yes	Yes	No
Blue Wildebeest	Grass savanna	Grazer	Yes	Yes	No
Sable	Bushveld savanna	Grazer	Yes	Yes	Yes
<i>CARNIVORES</i>					
Cheetah	Grassland savanna	Carnivore	No(winter)	No	Yes
Leopard	All over	Carnivore	No(summer)	No	Yes
Lion	All over	Carnivore	No	No	Yes
Caracal	All over	Carnivore	No	No	Yes
Aardwolf	Bushveld savanna	Termites	Yes	No	Yes
Spotted Hyena	Grass savanna	Carnivore	No	No	Yes
Brown Hyena	All over	Carnivore	No	No	Yes
Wild dog	Grass savanna	Carnivore	No	No	Yes
<i>OTHER MAMMALS</i>					
Elephant	Bushveld savanna	Herbivore	Yes	Yes	No
White Rhino	Bushveld	Grazer	No	No	No
Black Rhino	Bushveld	Browser	No	No	No
Buffalo	Bushveld	Grazer	Yes	Yes	No
Hippopotamus	Water	Grazer	No	No	No
Burchells Zebra	Bushveld	Grazer	Yes	Yes	No
Cape Mountain Zebra	Mountains	Grazer	No	Yes	No
Giraffe	Bushveld	Browser	No	No	Yes
Bushpig	All over	Omnivorous	Yes	No	No
Warthog	Bushveld savanna	Herbivore	Yes	Yes	Yes
Chacma Baboon	All over	Omnivorous	No	No	No

ANIMALS WITH OR WITHOUT HORNS

SPECIES	FEMALE WITHOUT HORNS	FEMALE WITH HORNS	4 TEATS	2 TEATS
BUSHBUCK	X		X	
DIK DIK	X		X	
CAPE GRYSBOK	X		X	
COMMON DUIKER	X		X	
KUDU	X		X	
NYALA	X		X	
ORIBI	X		X	
REEDBUCK	X		X	
IMPALA	X		X	
MOUNTAIN REEDBUCK	X		X	
SHARP'S GRYSBOK	X		X	
SUNI	X		X	
STEENBUCK	X		X	
GREY RHEBUCK	X		X	
BLUE DUIKER		X	X	
ROAN		X	X	
BUFFALO		X	X	
ELAND		X	X	
GEMSBOK		X	X	
RED DUIKER		X	X	
SPRINGBUCK		X	X	
SABLE		X	X	
TSESSEBE		X		X
BLESBOK		X		X
BLUE WILDEBEEST		X		X
BONTEBOK		X		X
RED HARTEBEEST		X		X
BLACK WILDEBEEST		X		X

SOCIAL BEHAVIOUR AND REPRODUCTION OF GAME

SPECIES	SOCIAL GROUPINGS	MATING SEASON	GESTATION PERIOD	LAMBING SEASON	NUMBER OF CALFS AND LAMBS
Impale	Single males, male herds Breeding herds	End April to July	195 – 200	November tot January	1 (2)
Springbuck	Single males, male herds Breeding herds	March to May October	165 – 180	Aug – Nov. April	1 (2)
Blesbok	Single males, male herds Breeding herds	March to April	270	November to December	1
Bontebok	Single males, male herds Breeding herds	December to February	235	August tot October	1
Tsessebe	Single males. Herds	Summer	235 – 245	Peak Springtime	1
Red Hartebeest	Single males, male herds Breeding herds	February	238 – 242	October to November	1
Eland	Single or herds	December	254 – 277	Peak Springtime	1
Oryx	Single or herds	Autumn	261 – 275	Summer	1
Kudu	Single males, male herds Breeding herds	Winter	210 – 240	Late summer	1
Bushbuck	Single, pairs or ewes with lambs	Winter	180	Peak summer	1
Nyala	Single or small herds	Summer or Autumn	252	Peak Springtime	1
Waterbuck	Single or herds	Whole year	235 – 250	Spring and Autumn	1
Reedbuck	Single, pairs or small herds	Whole year	235 – 240	Whole year	1
Mountain Rhebuck	Single or small herds	Autumn and winter	223 – 240	Peak Summer	1
Grey Rhebuck	Single or small herds	Summer	245 – 260	Peak Springtime	1
Blue wildebeest	Single males or herds	Autumn and winter	255 – 260	Summer	1
Black Wildebeest	Single males or herds	Autumn and winter	240 – 260	Peak Summer	1
Burchells Zebra	One or more stallions. Family groups	January to March	371	January to march	1
Mountain Zebra	One or more stallions. Family groups				1
Buffalo	Single or more bulls. Breeding Herds	March to may	230 – 330	January to April	1
Giraffe	Single or together in groups.	Whole year	450	Whole year	1 (2)
Sable Antelope	Single males. Male herds Breeding herds.	Autumn and winter	261 – 281	Peak summer	1
Roan Antelope	Single males or herds	Autumn and winter	268 – 280	Peak summer	1
Steenbuck	Single, pairs (breeding time) or ewe with lamb	Whole year	170	Whole year	1
Sharpe's Grysbok	Single, pairs (breeding time) or ewe with lamb	Winter	175 – 185	Peak Summer	1
Kaapse Grysbok	Single, pairs (breeding time) or ewe with lamb	Winter	1175 – 185	Spring	1
Oribi	Single, pairs or small groups	Winter – spring	130 – 180	Peak Summer	1
Suni	Single, pairs or small groups	Winter – spring	130 – 180	Peak summer	1
Klipspringer	Single, pairs or small groups	Winter	210 – 215	Peak summer	1
Duiker	Single or pairs	Winter	210	Peak summer	1 (2)
Red Duiker	Single, pairs or small groups			Peak summer	1

EAR LENGTHS OF GAME

Roan Antelope	12 inches
Sable antelope	9
Blesbok	6
Buffalo	10 ½
Bushbuck SA	6
Eland	12
Oryx	9
Lichtenstein's Hartbeest	9 ½
Red Hartbeest	8
Impala	6
Klipspringer	3
Kudu	12
Tsessebe	6 ½
Nyala	8 ½
Oribi	3 ½
Reedbuck	7
Mountain Rhebuck	6
Grey Rhebuck	6 ½
Rhino	10
Springbuck	7
Steenbuck	4
Suni	2
Livingstone's Suni	3
Waterbuck	9
Warthog	5
Black Wildebeest	6
Blue Wildebeest	8

Terminology

Conservation

The wise use of the earth's natural resources so that it will remain available for future generations

Habitat

The immediate environment of a plant or animal that provides all that is require in order to survive.

Grazer

An animal that eats grass like zebra, certain antelope or buffalo.

Herbivore

An animal that consumes plant material for food, eg. Buffalo.

Carnivore

An animal that consumes the flesh of other animals to sustain itself, eg. Lion.

Omnivore

Feeds on both plant and animal matter, eg. Bushpig.

Scavenger

An animal that survives by feeding on the remains of animals and/or Plants. Eg. Vulture.

Predator

An animal that survives by hunting other animals for food.

Territory

An area that an animal defends against other animals of the same or another specie.

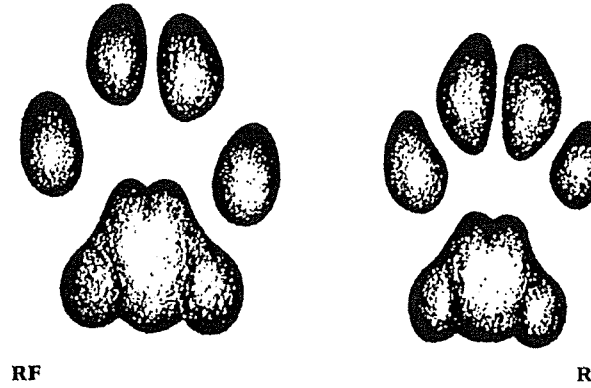
Rut

A fixed mating season that results in a fixed lambing/calving season.
(Discuss: as opposed to opportunistic breeding)

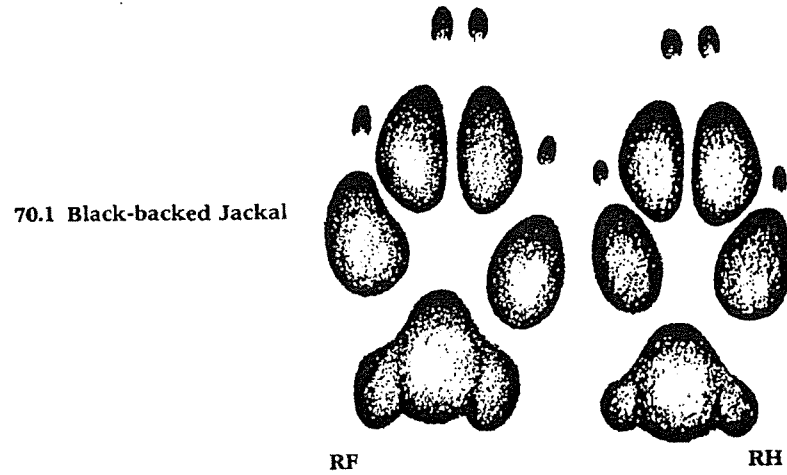
Chapter 17 - Tracks



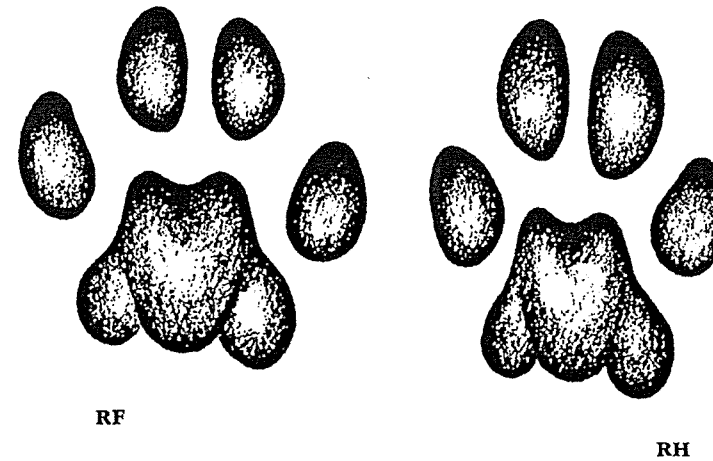
70.2 Side-striped Jackal



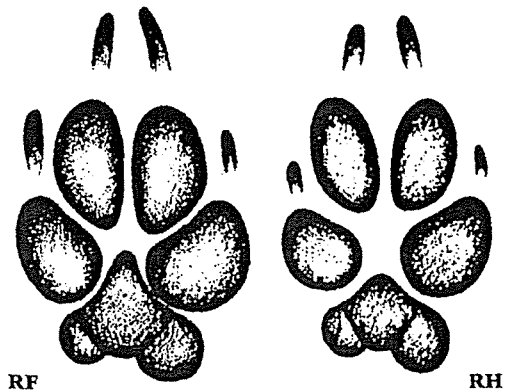
74.4 Serval



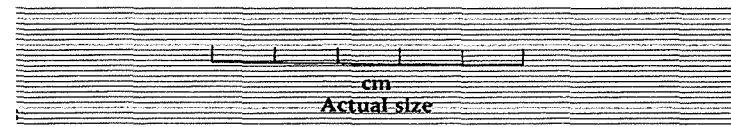
70.1 Black-backed Jackal



74.5 Caracal



72 Aardwolf





RF



RH

75.2a Leopard

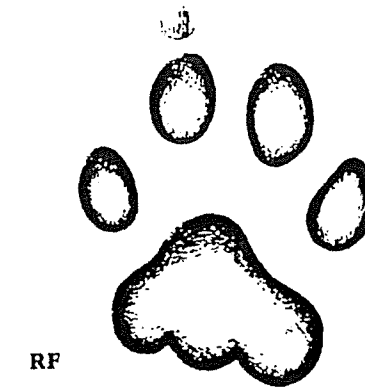
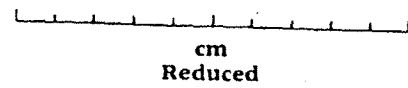


RF



RH

75.2b Leopard

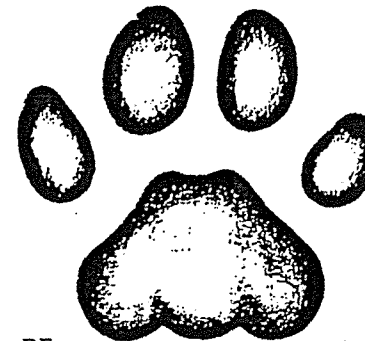


RF



RH

75.3a Lion



RF



RH

75.3b Lion

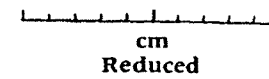


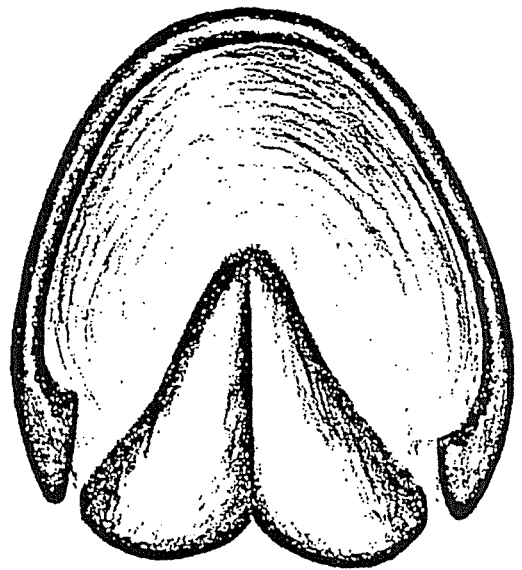
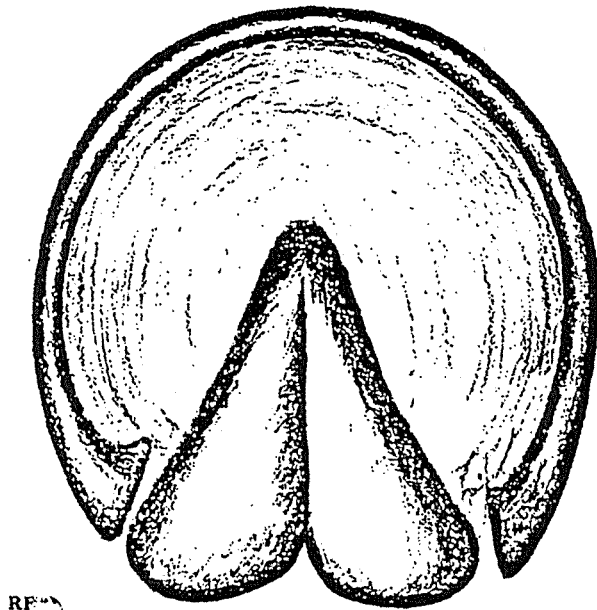
RF



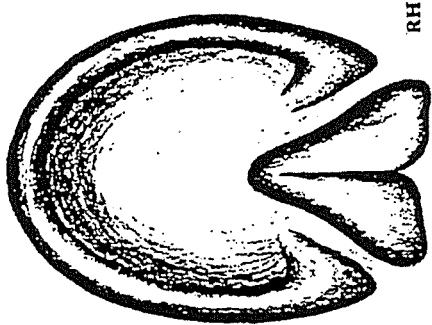
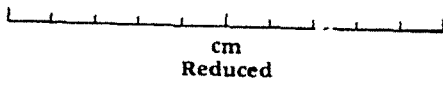
RH

75.3c Lion

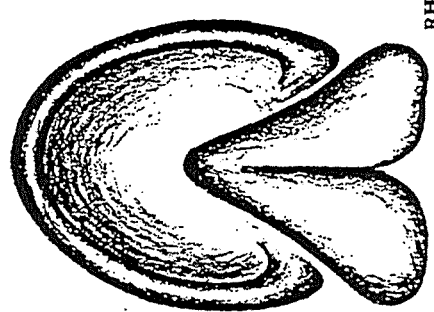




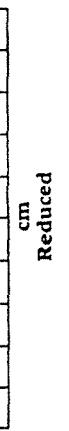
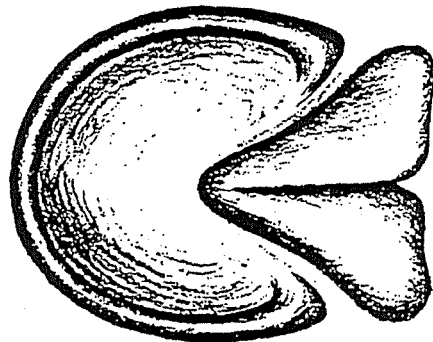
78.5 Horse

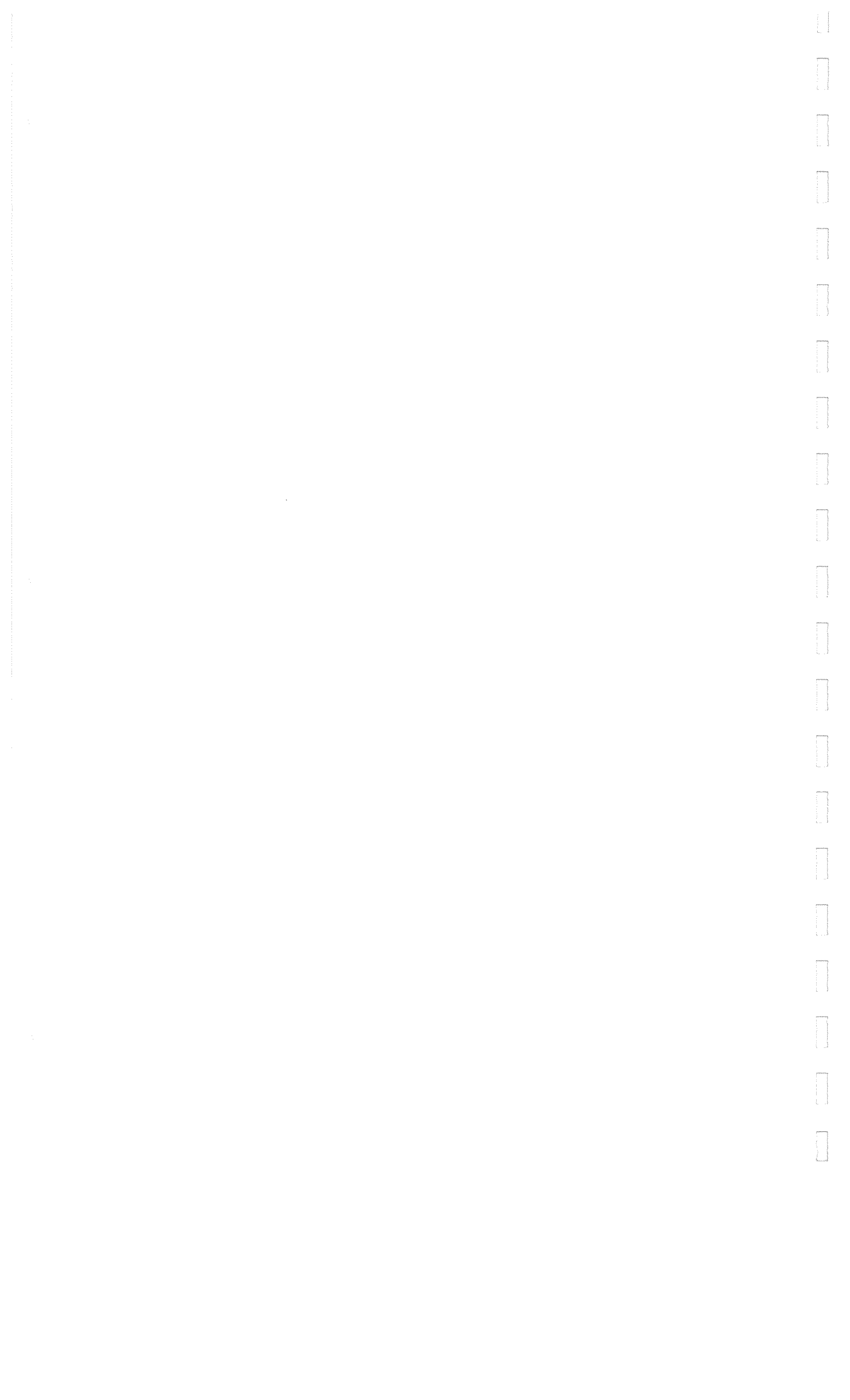


78.2 Cape Mountain Zebra
78.3 Hartmann's Mountain Zebra



78.4 Domestic Donkey







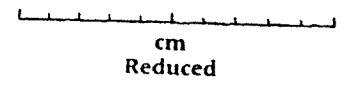
73.1a Brown Hyaena



73.1b Brown Hyaena



73.2 Spotted Hyaena



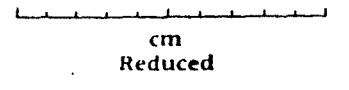
71.1 Wild Dog

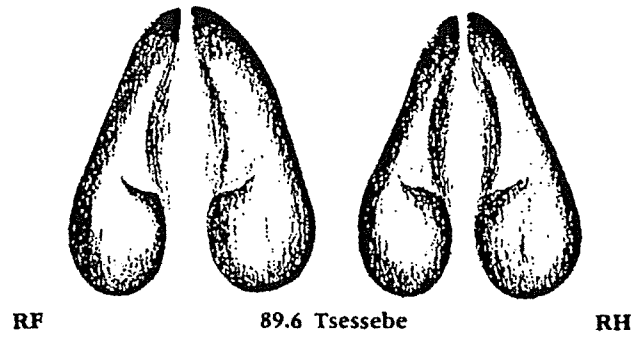


75.1 Cheetah

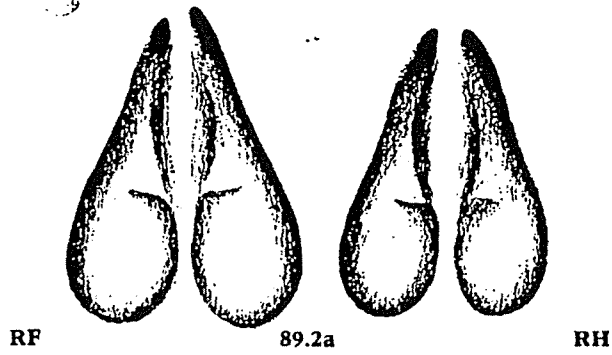


71.2 Domestic Dog (Great Dane)

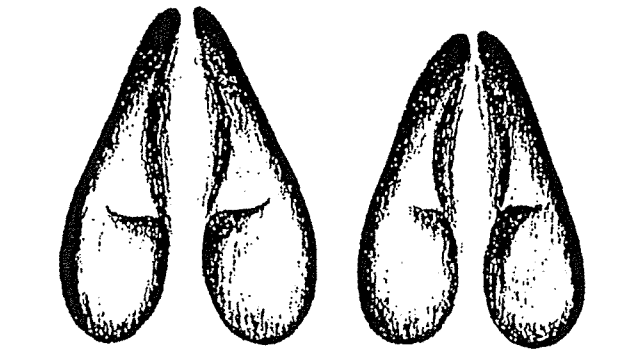




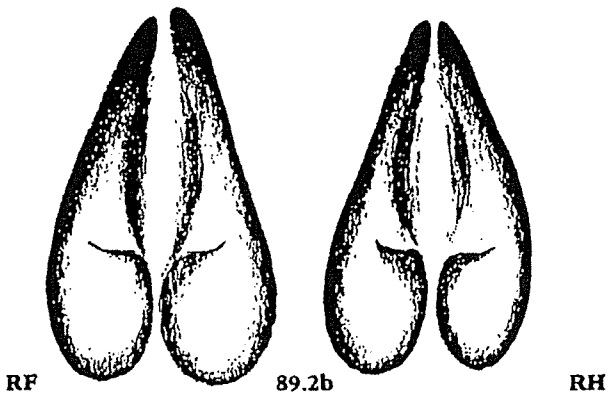
RF 89.6 Tsessebe RH



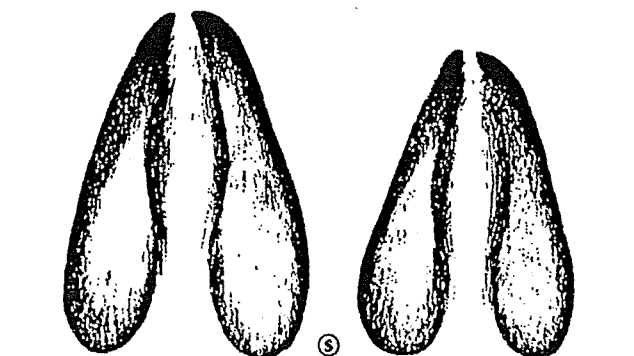
RF 89.2a RH



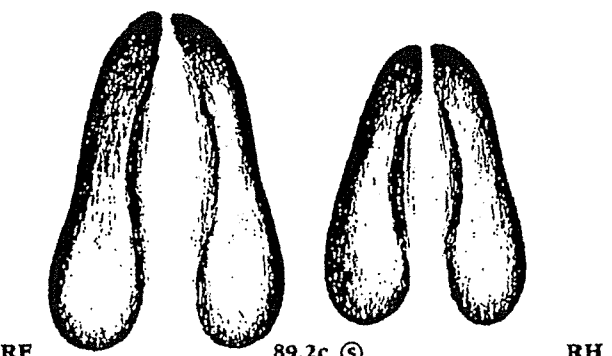
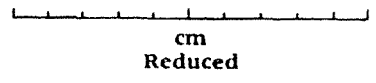
RF 89.7 Red Hartebeest RH



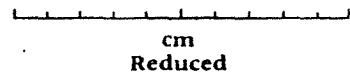
RF 89.2b RH



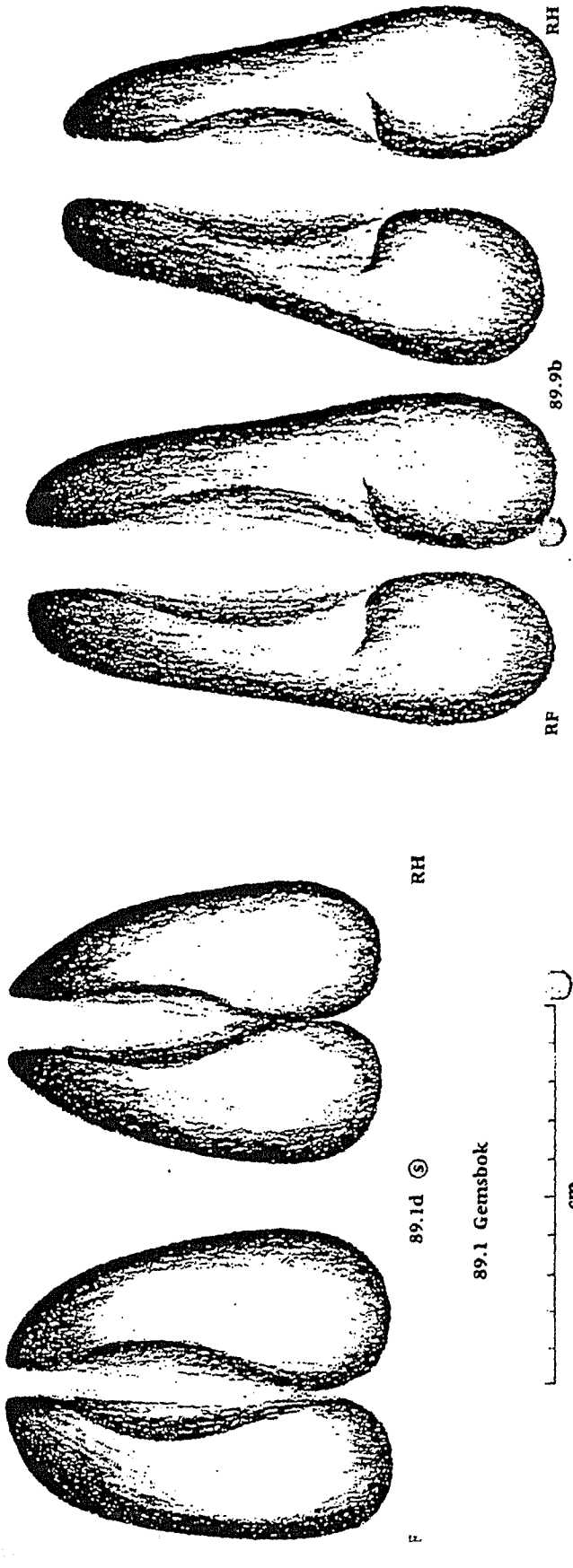
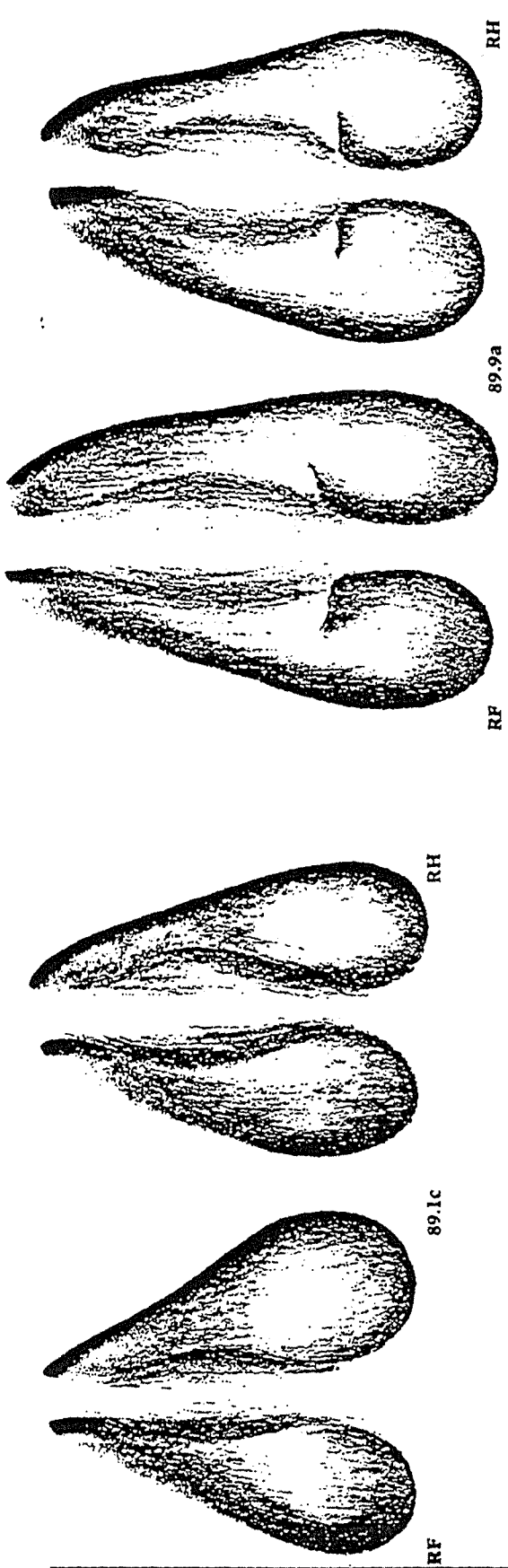
RF 89.8 Lichtenstein's Hartebeest RH



RF 89.2c RH



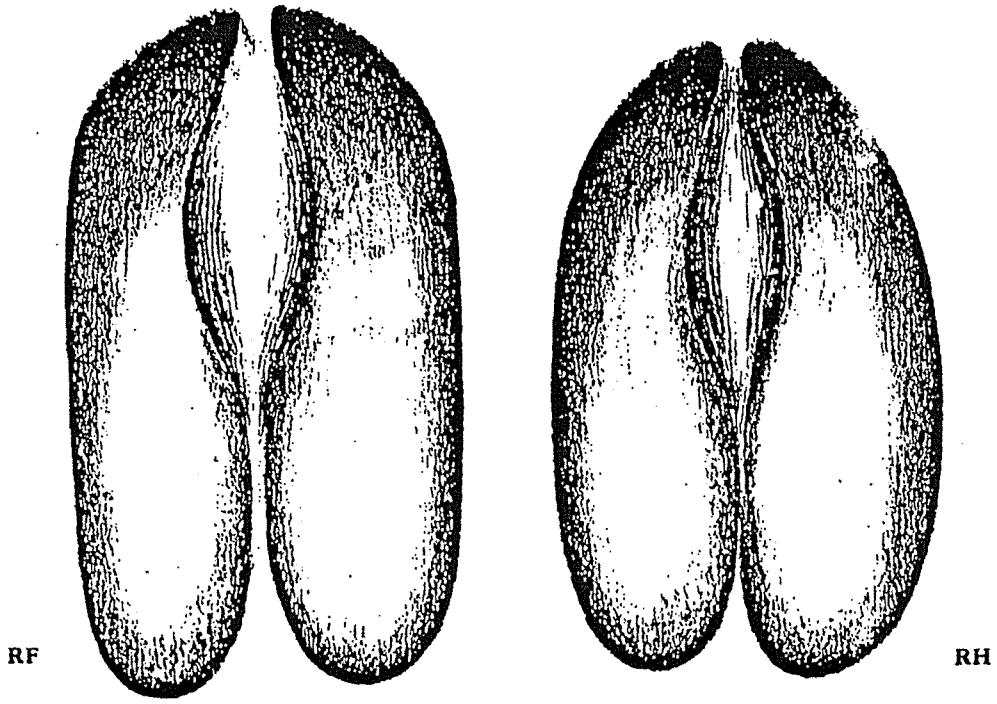
89.2 Sable



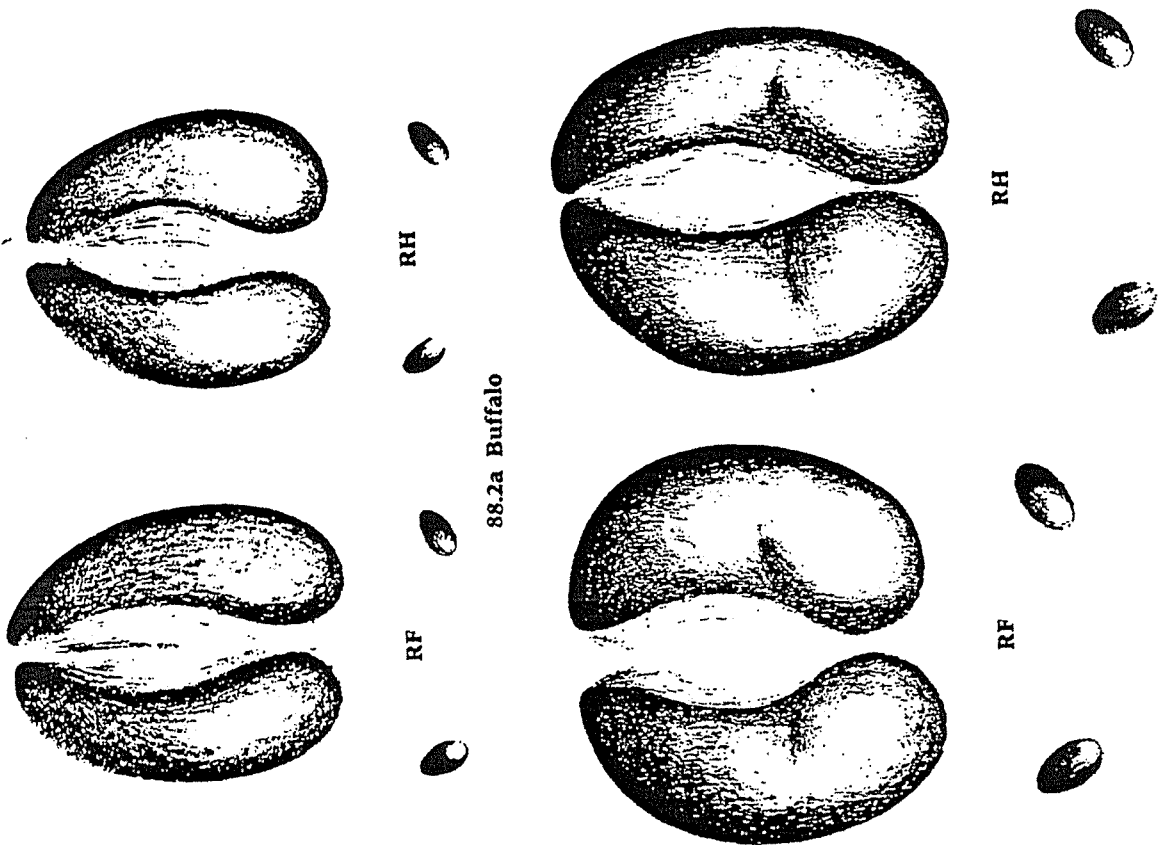
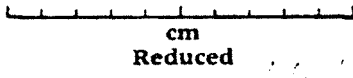
1
 2
 3
 4
 5
 6
 7
 8
 9
 10
 11
 12
 13
 14
 15
 16
 17
 18
 19
 20
 21
 22
 23
 24
 25
 26
 27
 28
 29
 30
 31
 32
 33
 34
 35
 36
 37
 38
 39
 40
 41
 42
 43
 44
 45
 46
 47
 48
 49
 50
 51
 52
 53
 54
 55
 56
 57
 58
 59
 60
 61
 62
 63
 64
 65
 66
 67
 68
 69
 70
 71
 72
 73
 74
 75
 76
 77
 78
 79
 80
 81
 82
 83
 84
 85
 86
 87
 88
 89
 90
 91
 92
 93
 94
 95
 96
 97
 98
 99
 100

89.1 Gemsbok

cm
centimeter

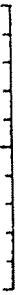


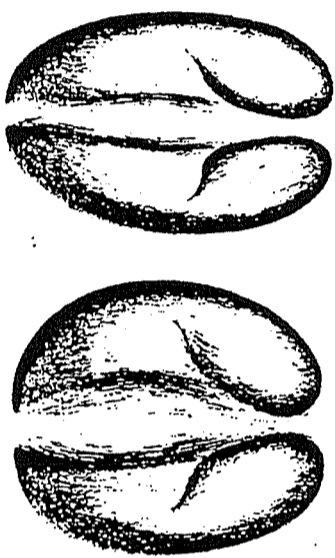
91 Giraffe



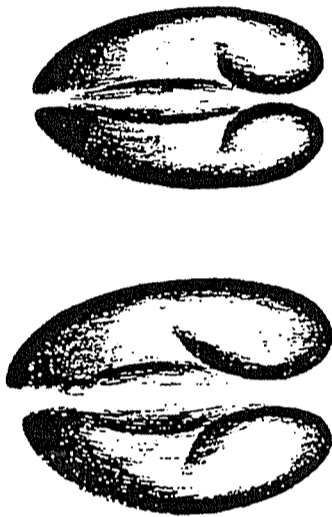
88.2a Buffalo

88.2b Buffalo

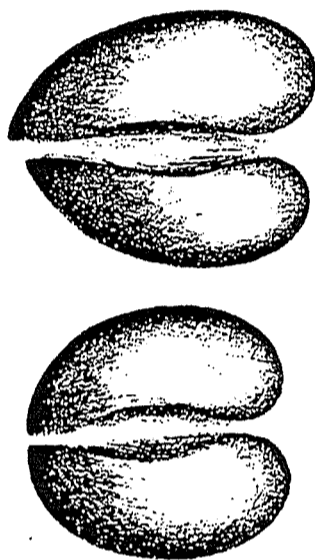




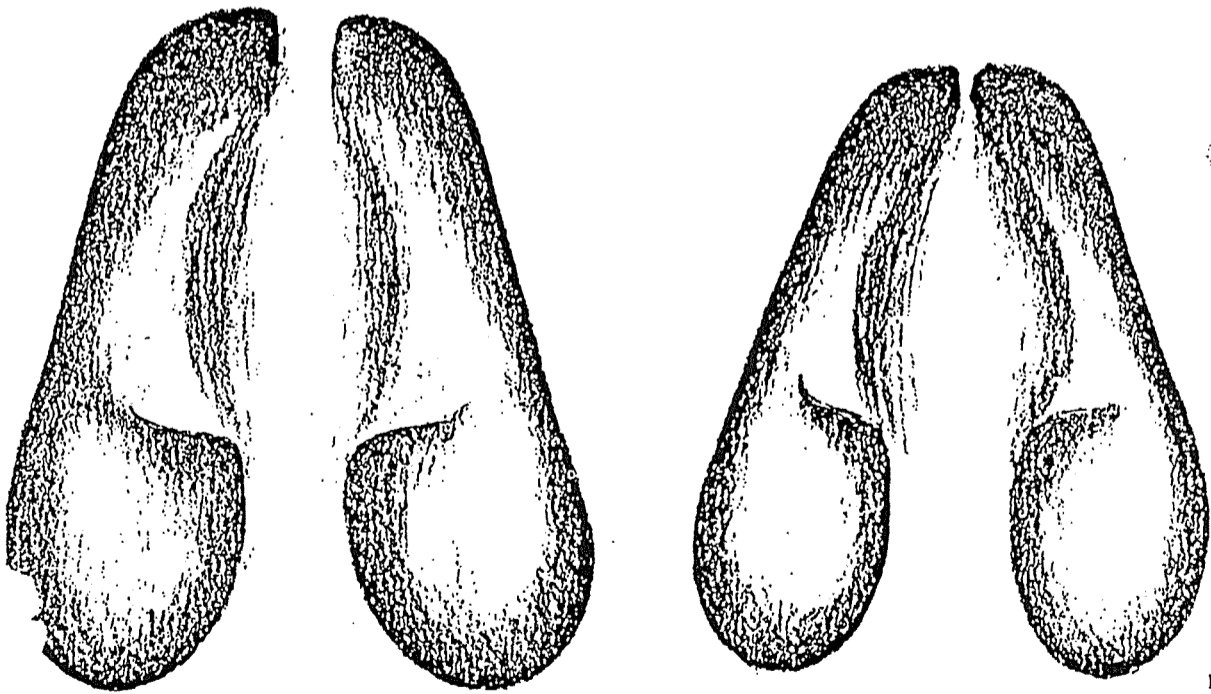
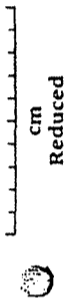
88.1a Eland
RF RH



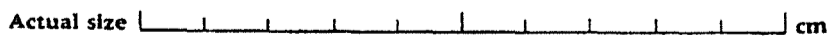
88.1b Eland
RF RH

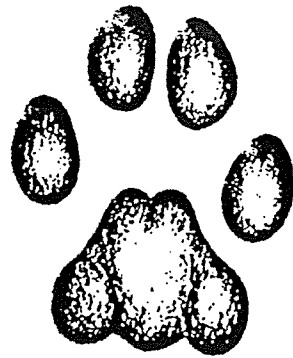


88.3 Domestic Cattle
RF RH



89.10 Blue Wildebeest



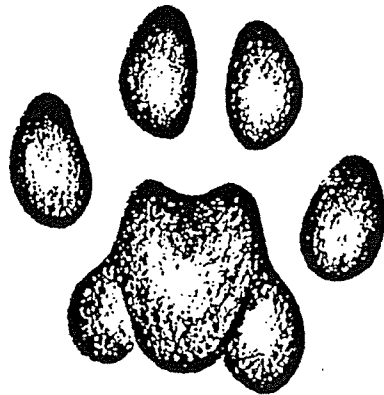


RF

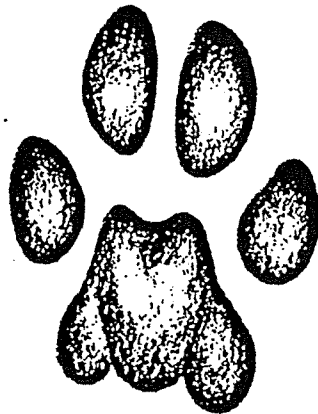


RH

74.4 Serval

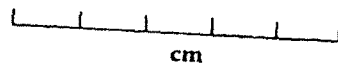


RF



RH

74.5 Caracal



RF



RH

70.2 Side-striped Jackal

70.1 Black-backed Jackal



RF



RH



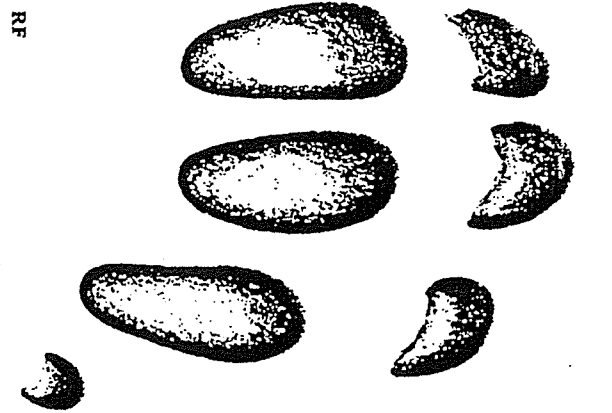
RF



RH

72 Aardwolf

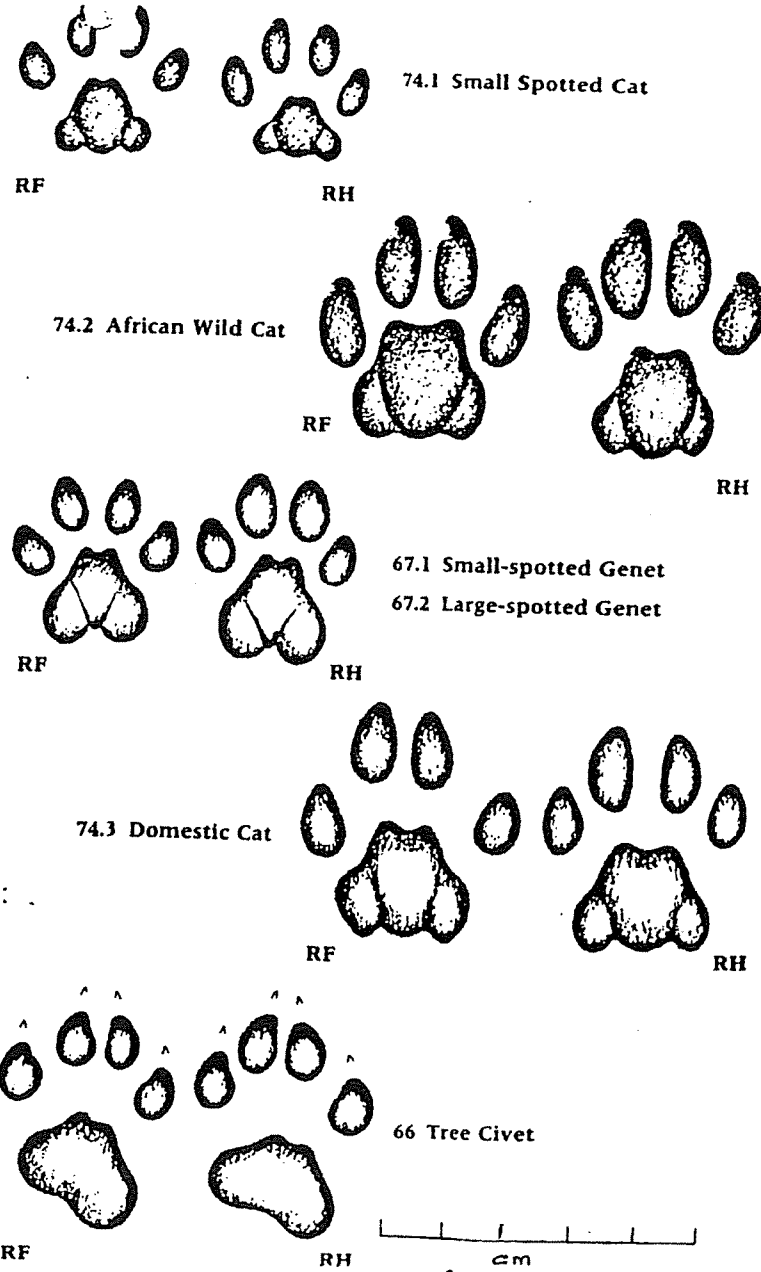
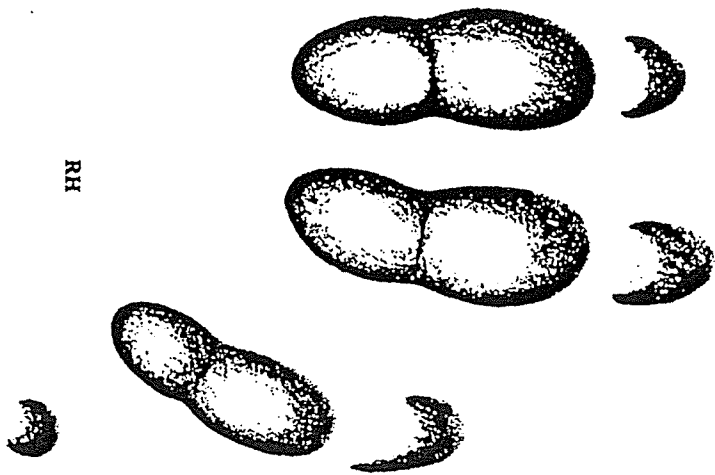
Actual size
cm

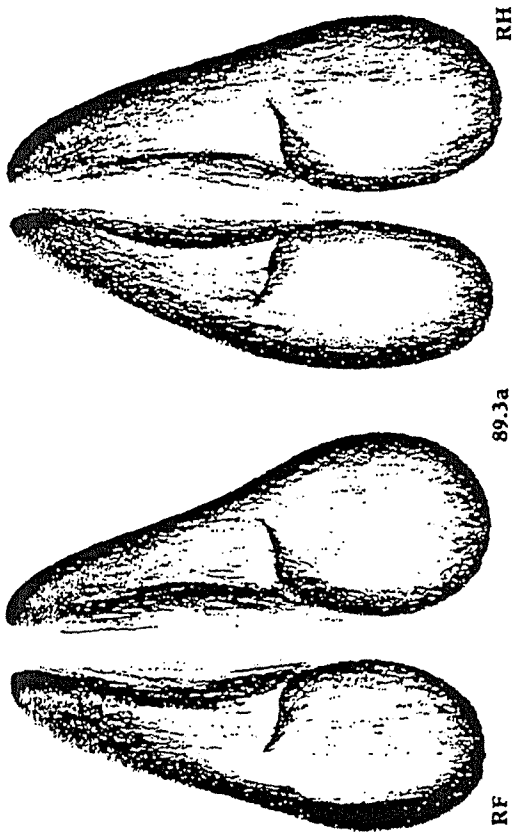


76 Antbear



RH

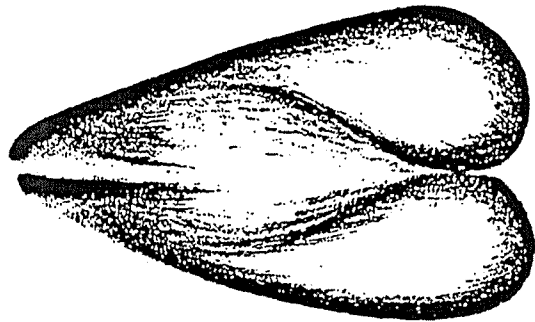




89.3a

RF

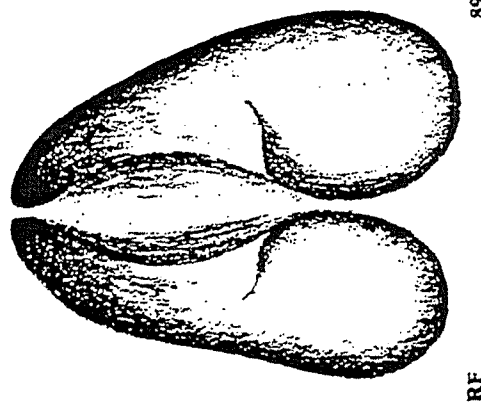
RH



89.1a

RF

RH



89.3b

RF

RH

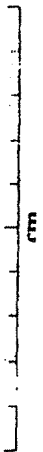


89.1b

RF

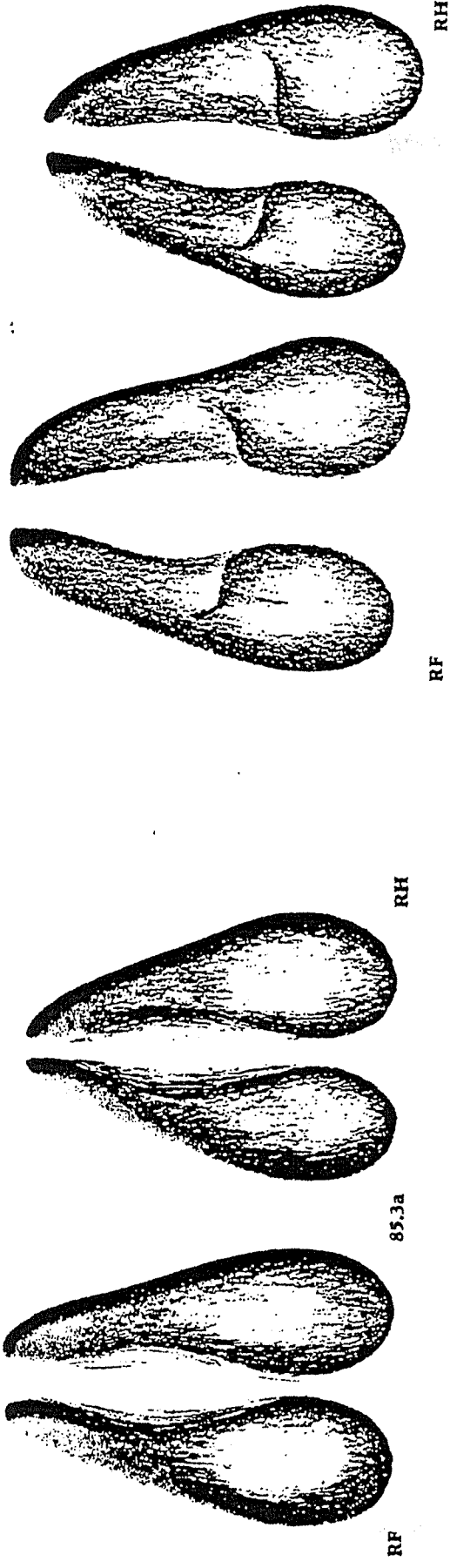
RH

89.3 Roan



89.1 Gernsbok





85.3a

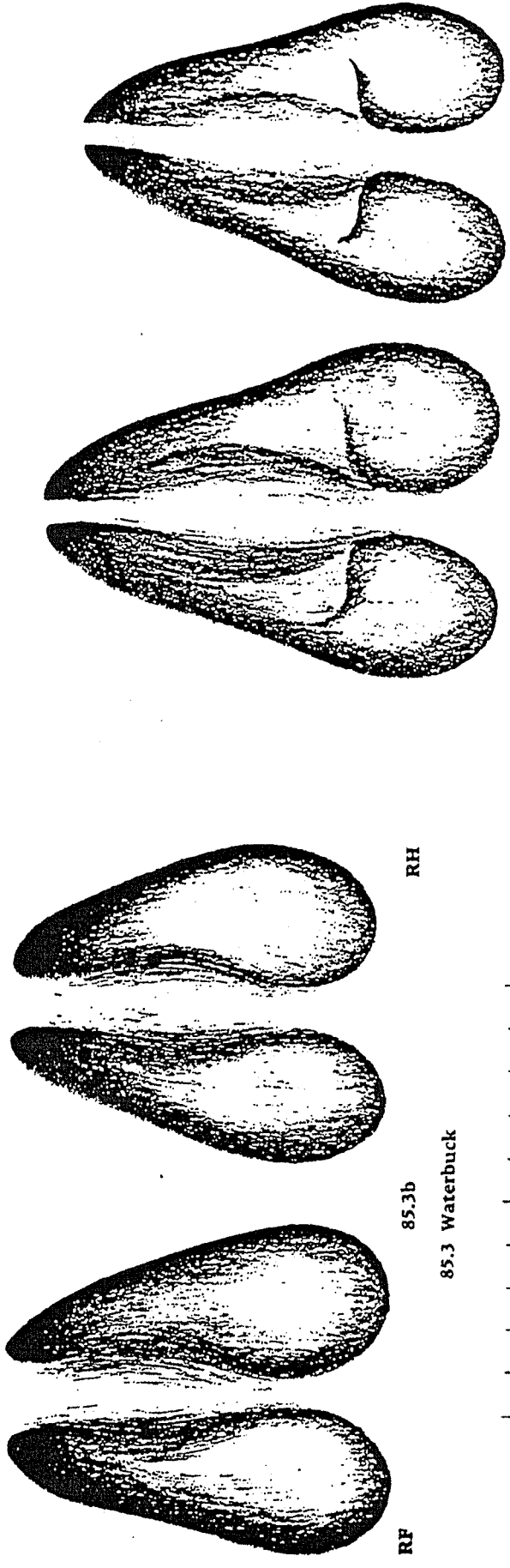
RH

RF

89.5 Blesbok

RF

RH



85.3b

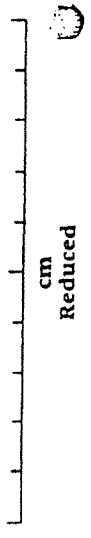
RH

RF

89.4 Bontebok

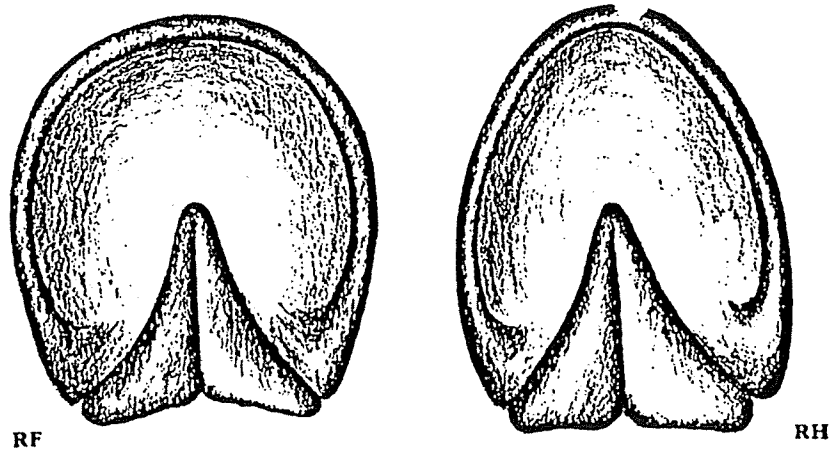
RF

RH



cm

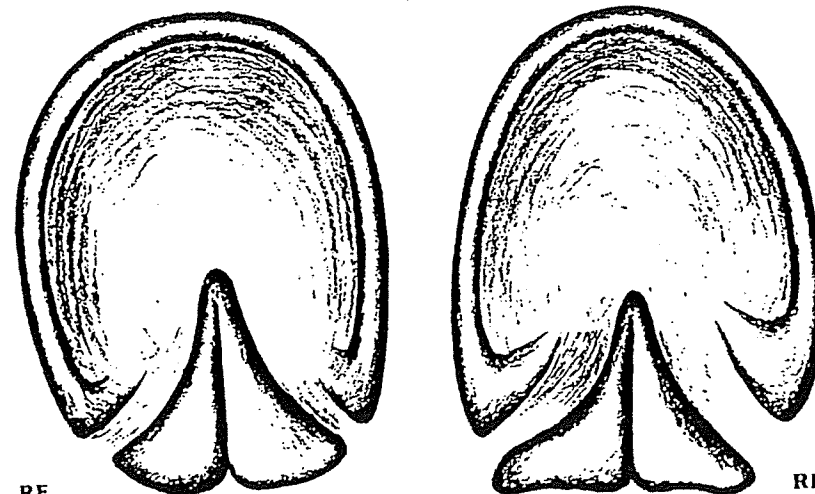
Reduced



RF

RH

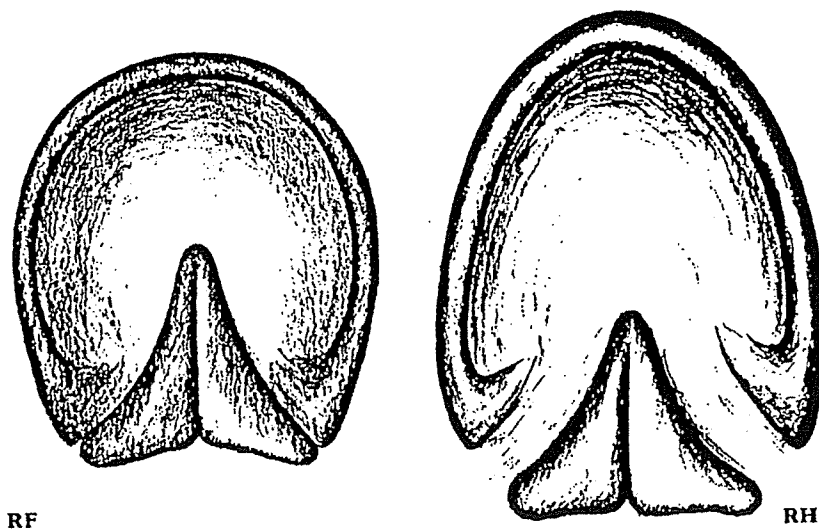
78.1a Burchell's Zebra



RF

RH

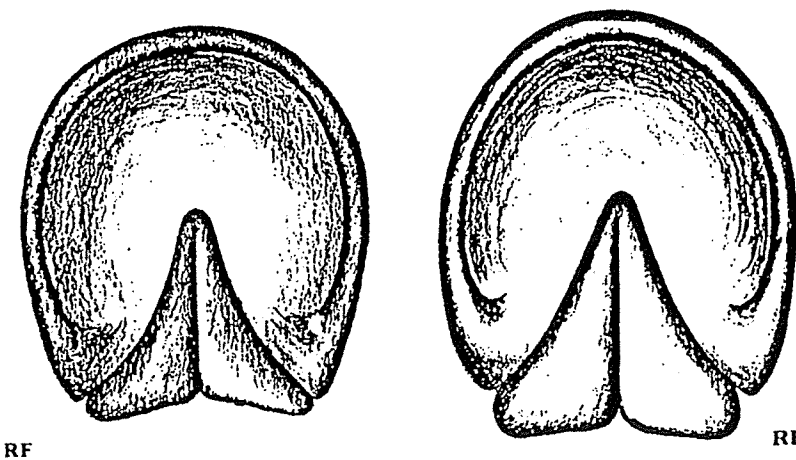
78.1c Burchell's Zebra



RF

RH

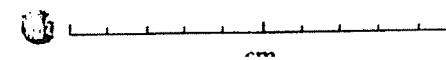
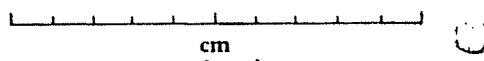
78.1b Burchell's Zebra

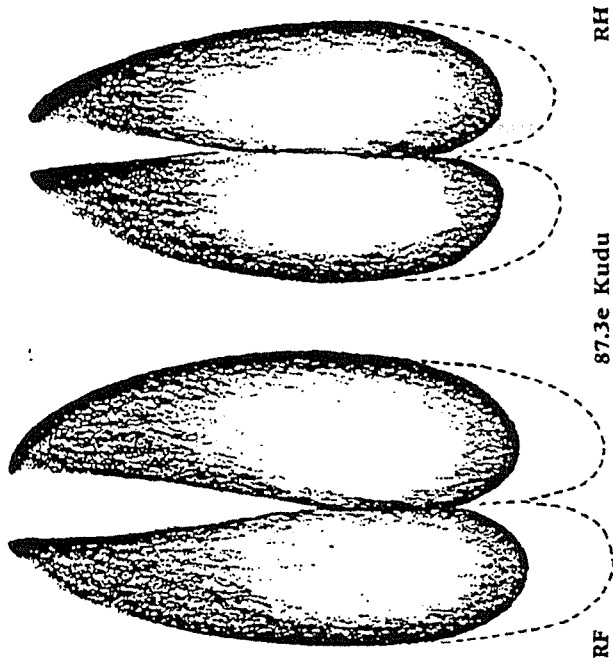


RF

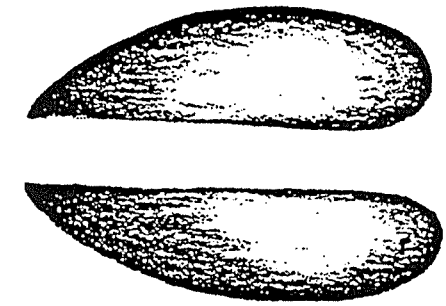
RH

78.1d Burchell's Zebra

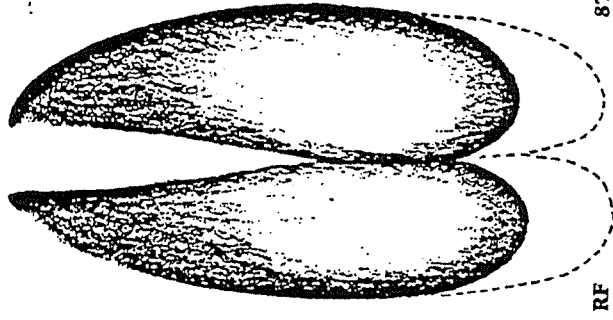




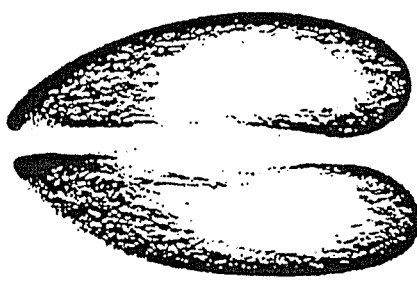
87.3e Kudu



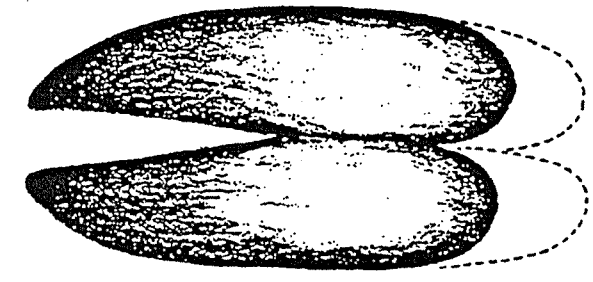
87.2a Nyala



87.3c



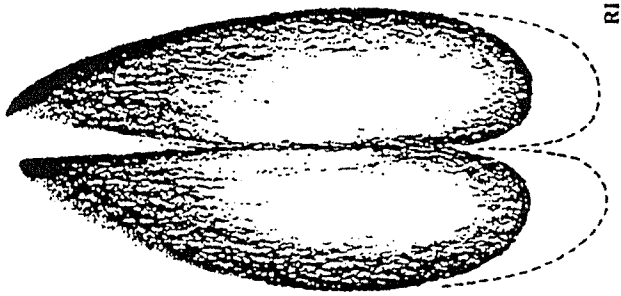
87.3d



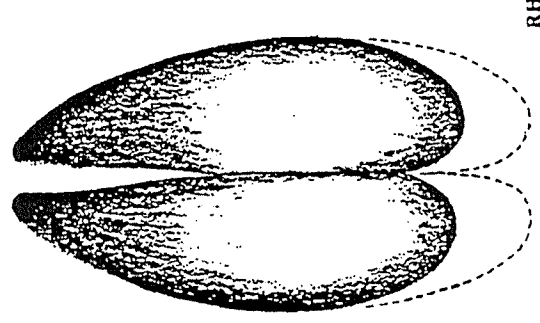
87.3 Kudu



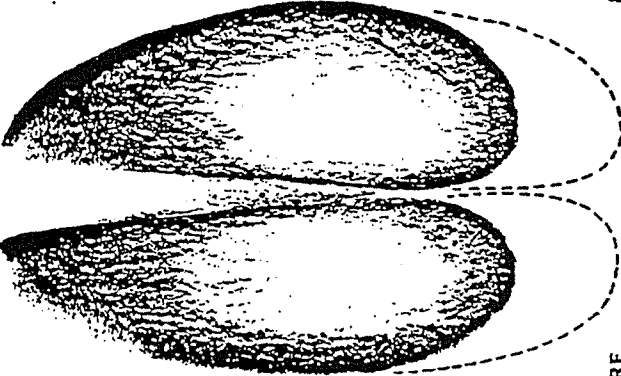




RI

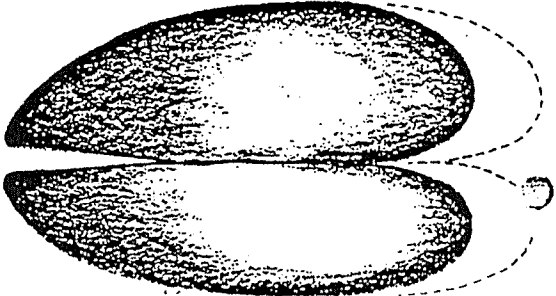


RH



87.3a

RF



87.3b

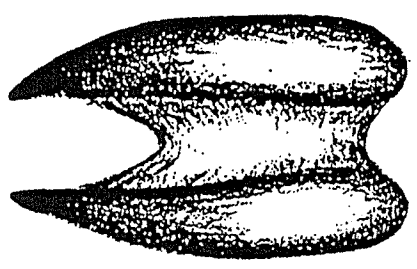
RF



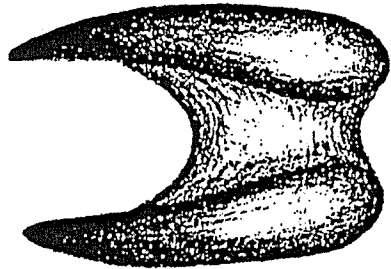
84.6c

RF

RH



RH

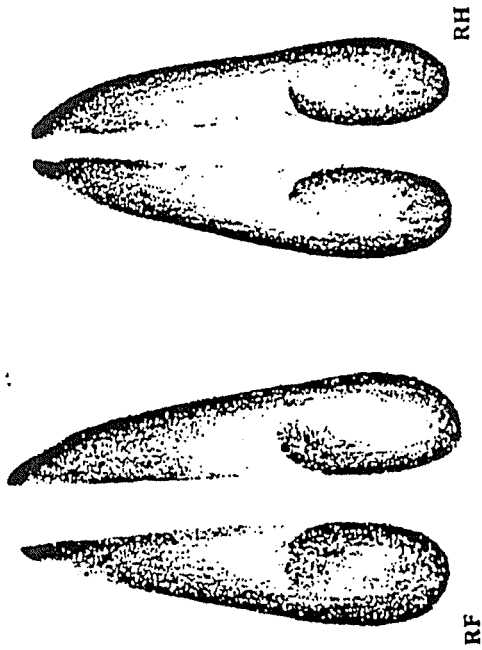


RF

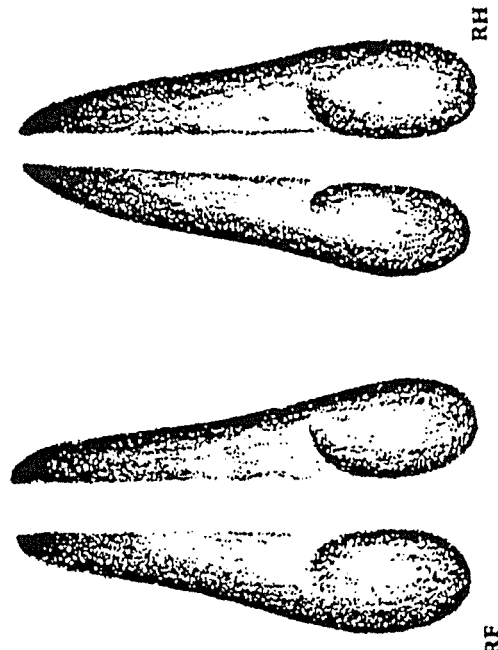
84.6d

84.6 Reedbuck



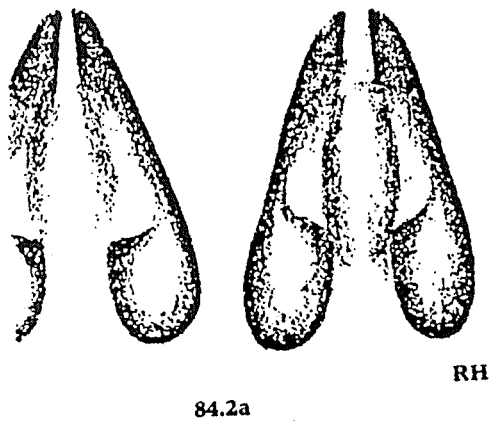


84.6a



84.6b

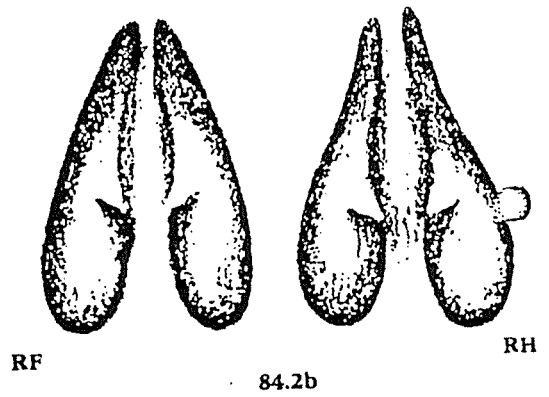
84.6 Reedbuck



84.2a

RH

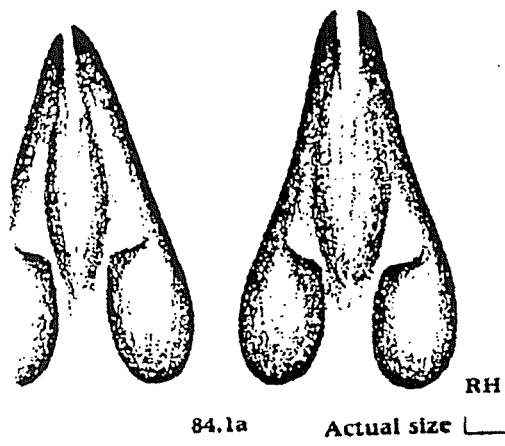
84.2 Impala



RF

84.2b

RH

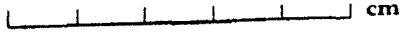


84.1a

RH

84.1 Springbok

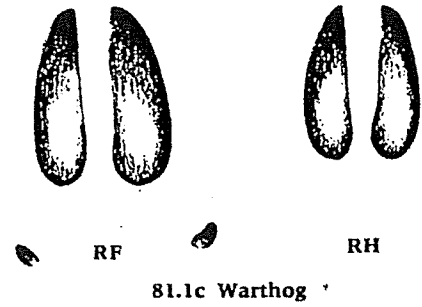
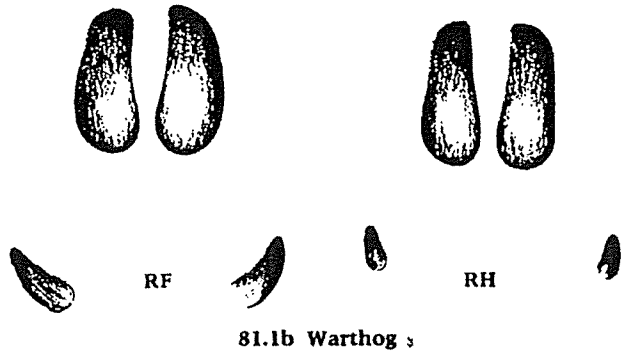
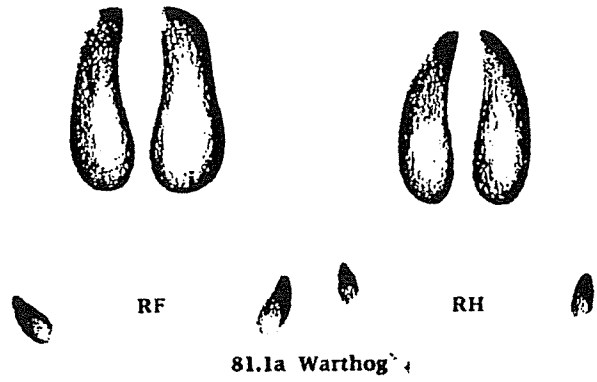
Actual size



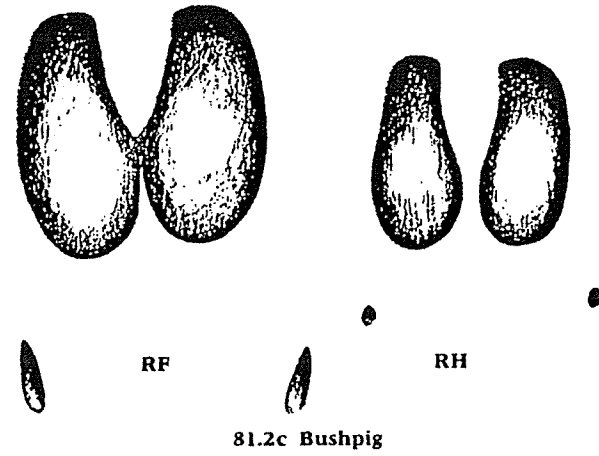
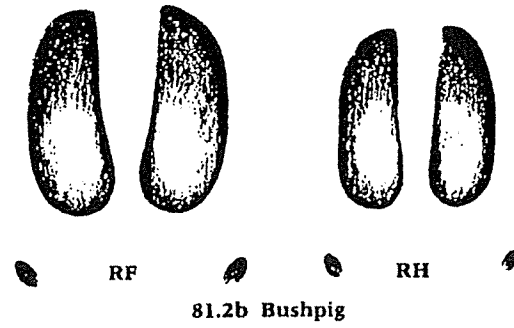
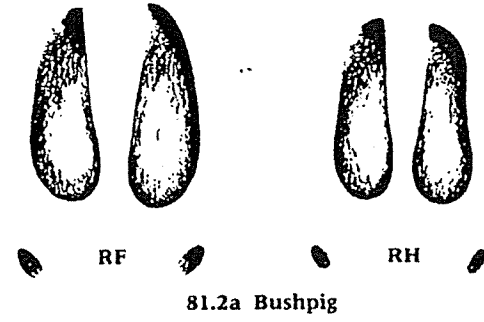
RF

84.1b

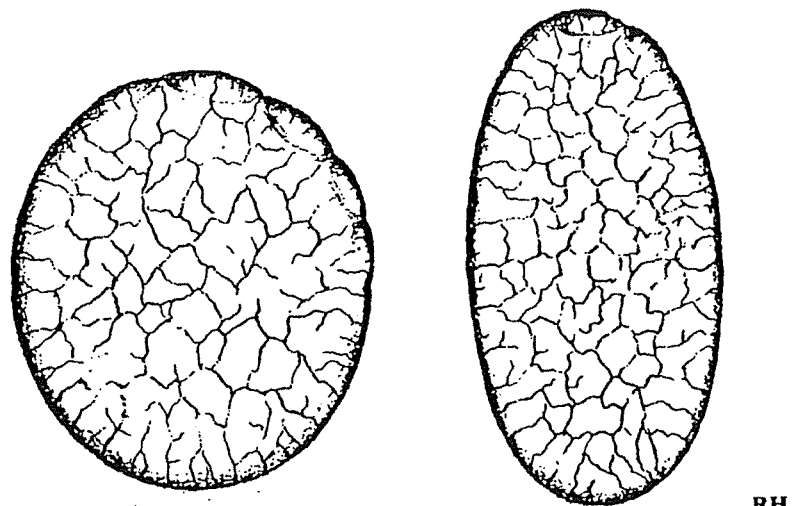
RH



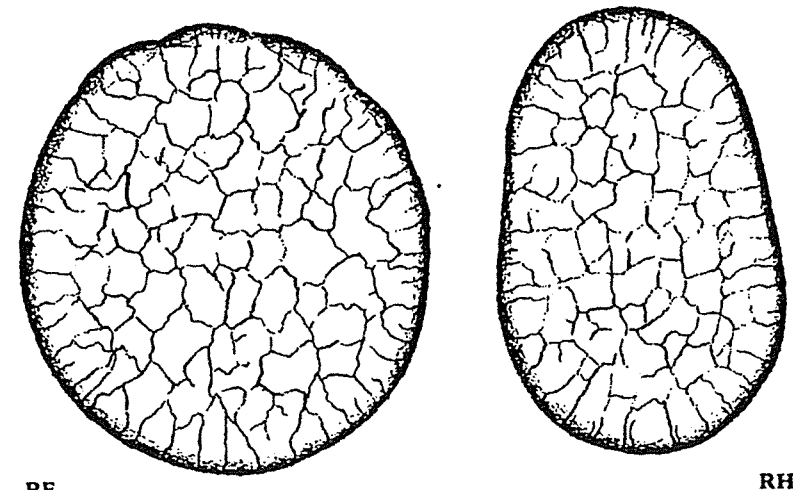
cm
Reduced



cm
Reduced

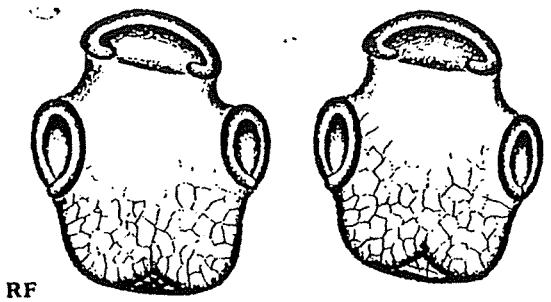


RF 77a Elephant RH

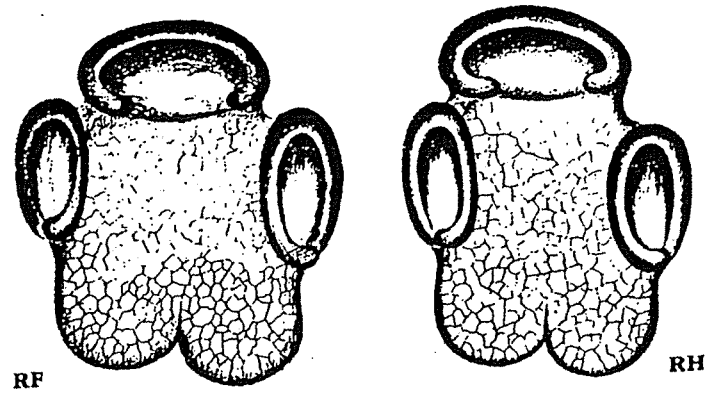


RF 77b Elephant RH

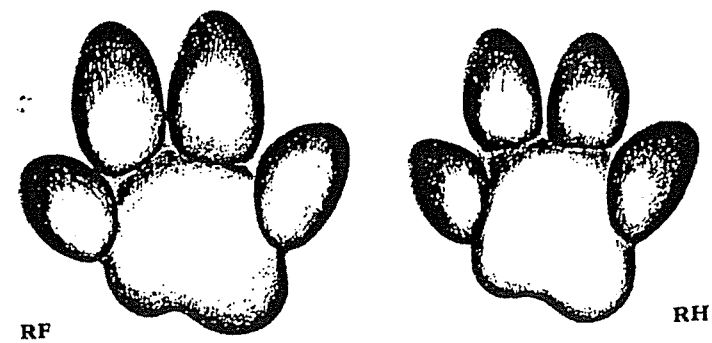
50 cm



79.2 Hook-lipped Rhinoceros,



79.1 Square-lipped Rhinoceros,

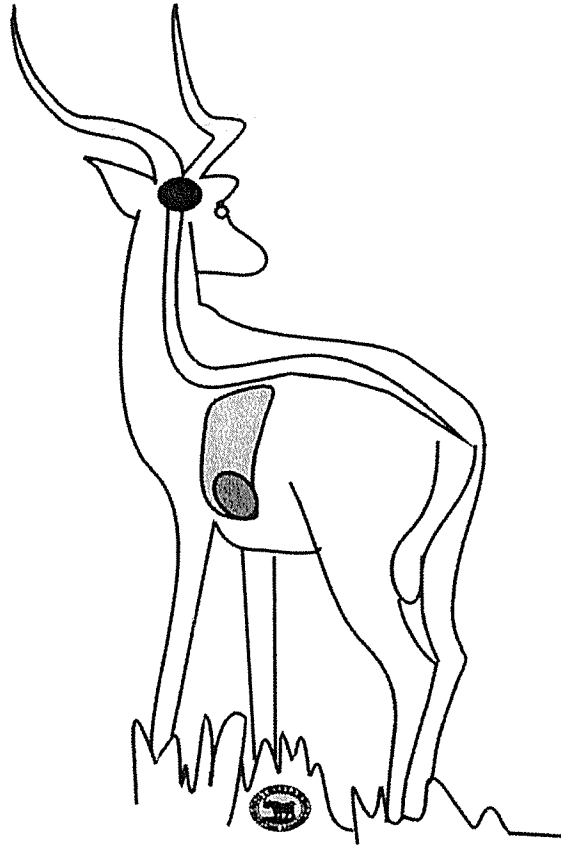


80 Hippopotamus,

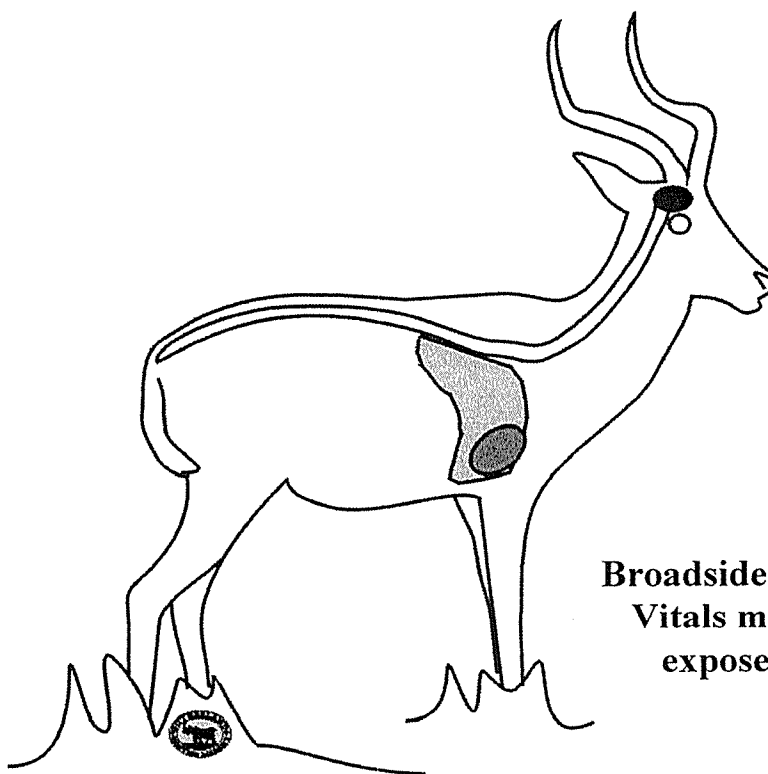
cm
Reduced



CHAPTER 18 – SHOT PLACEMENT

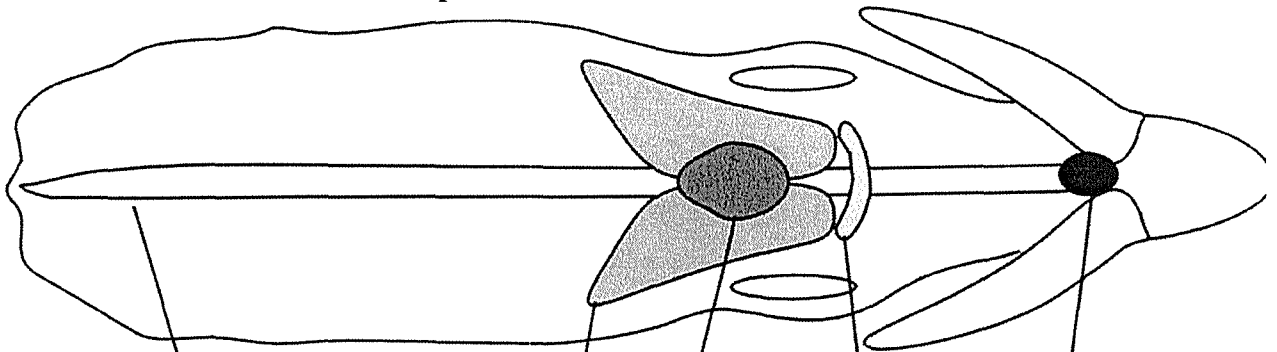


Quartering away shot
Shot window becomes smaller as the angle increases

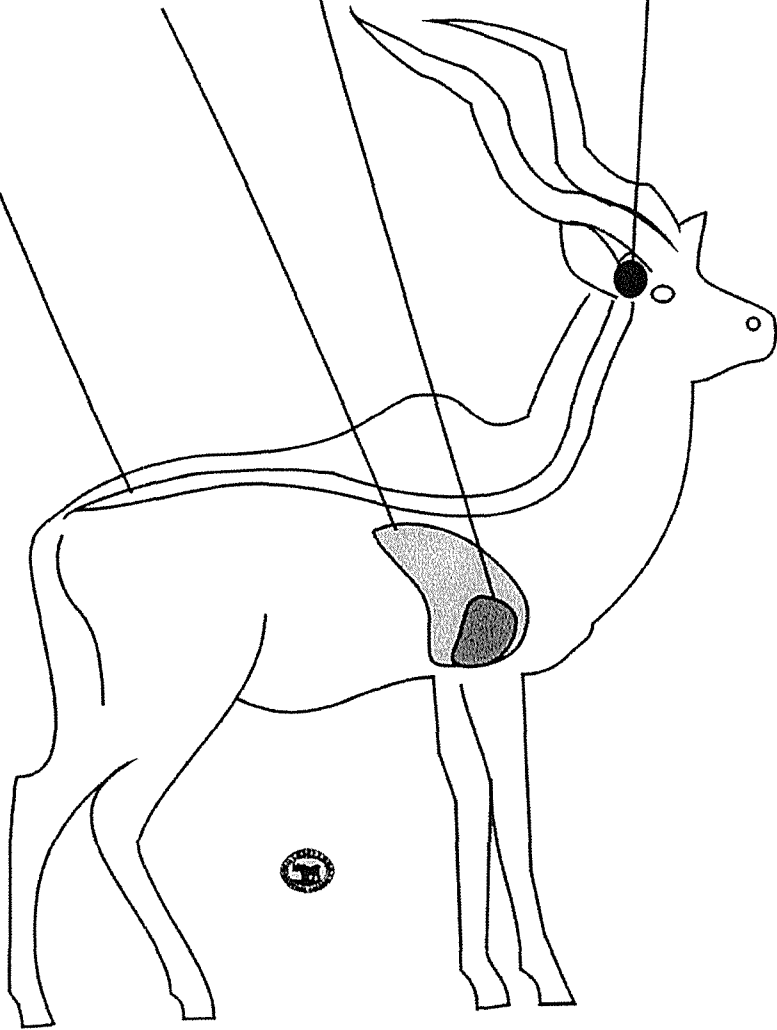


Broadside shot
Vitals most exposes

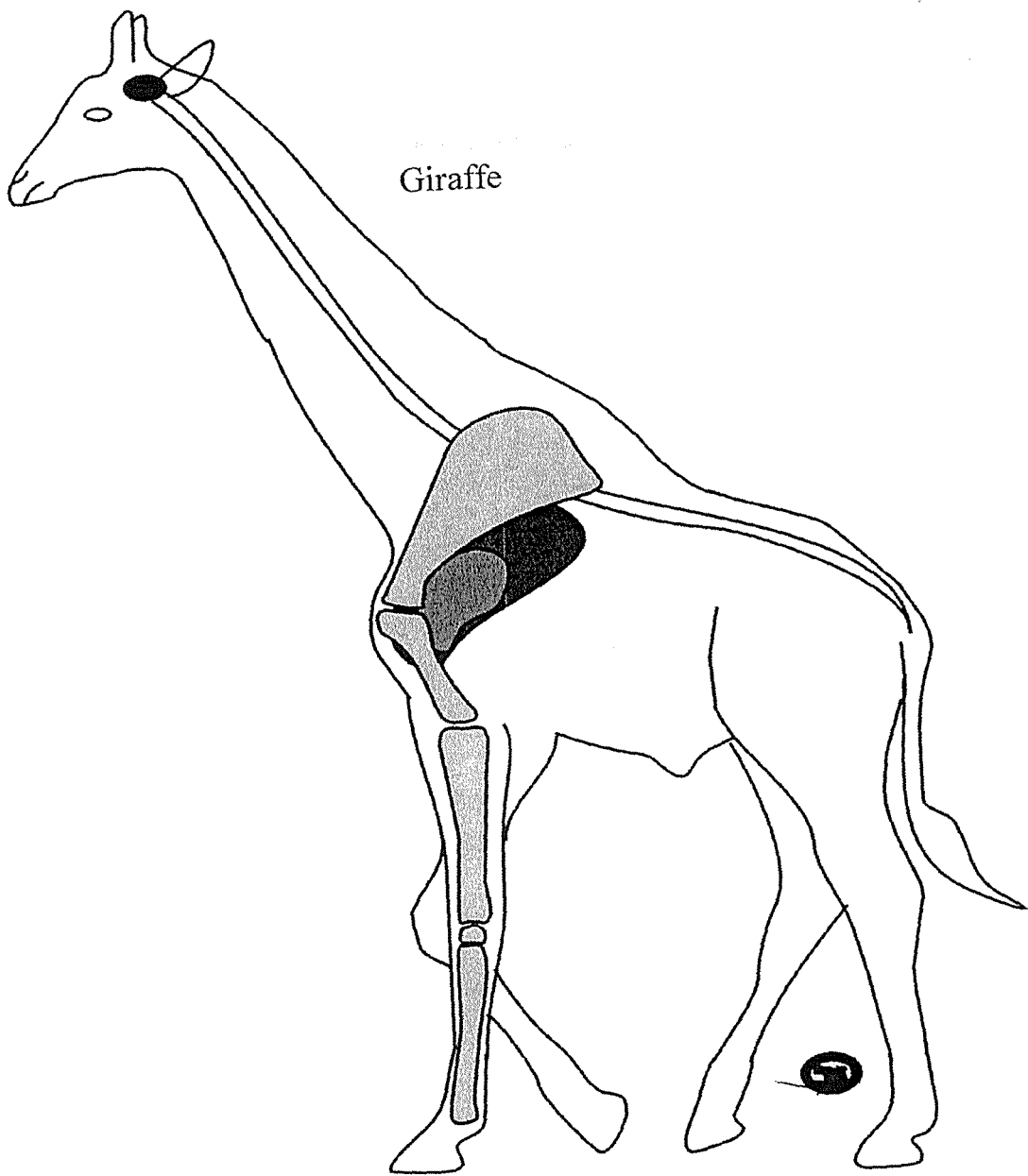
Top view of vitals



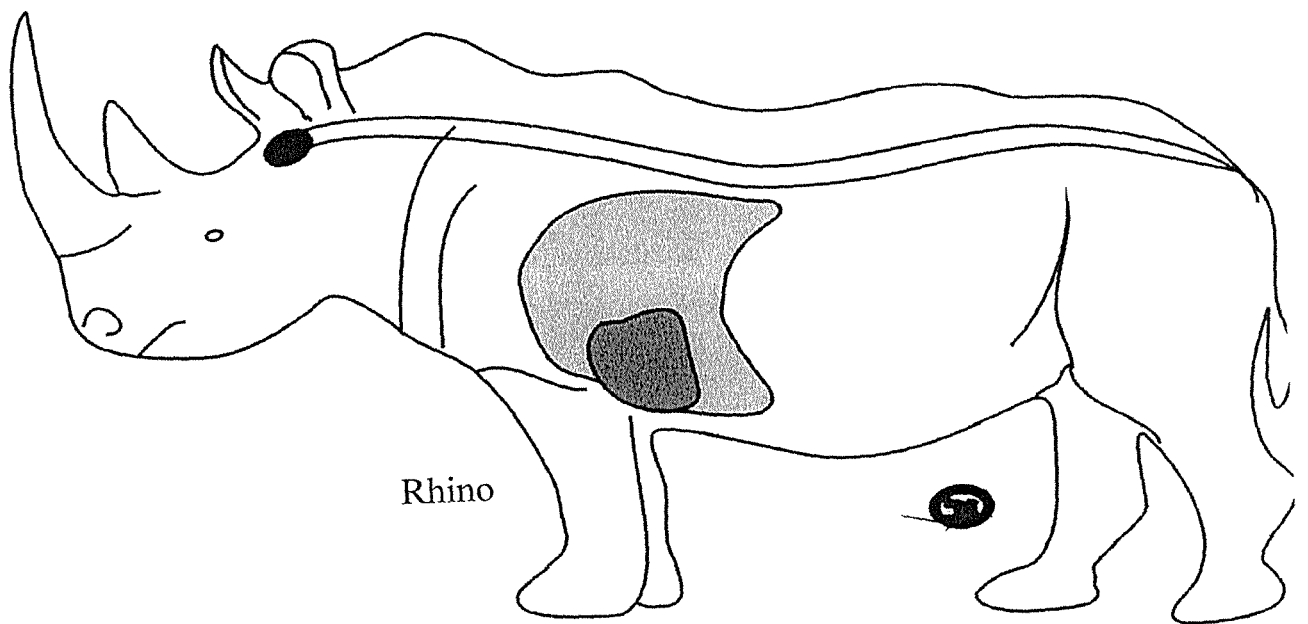
Spinal cord
Lungs
Heart
Sternum
Brain



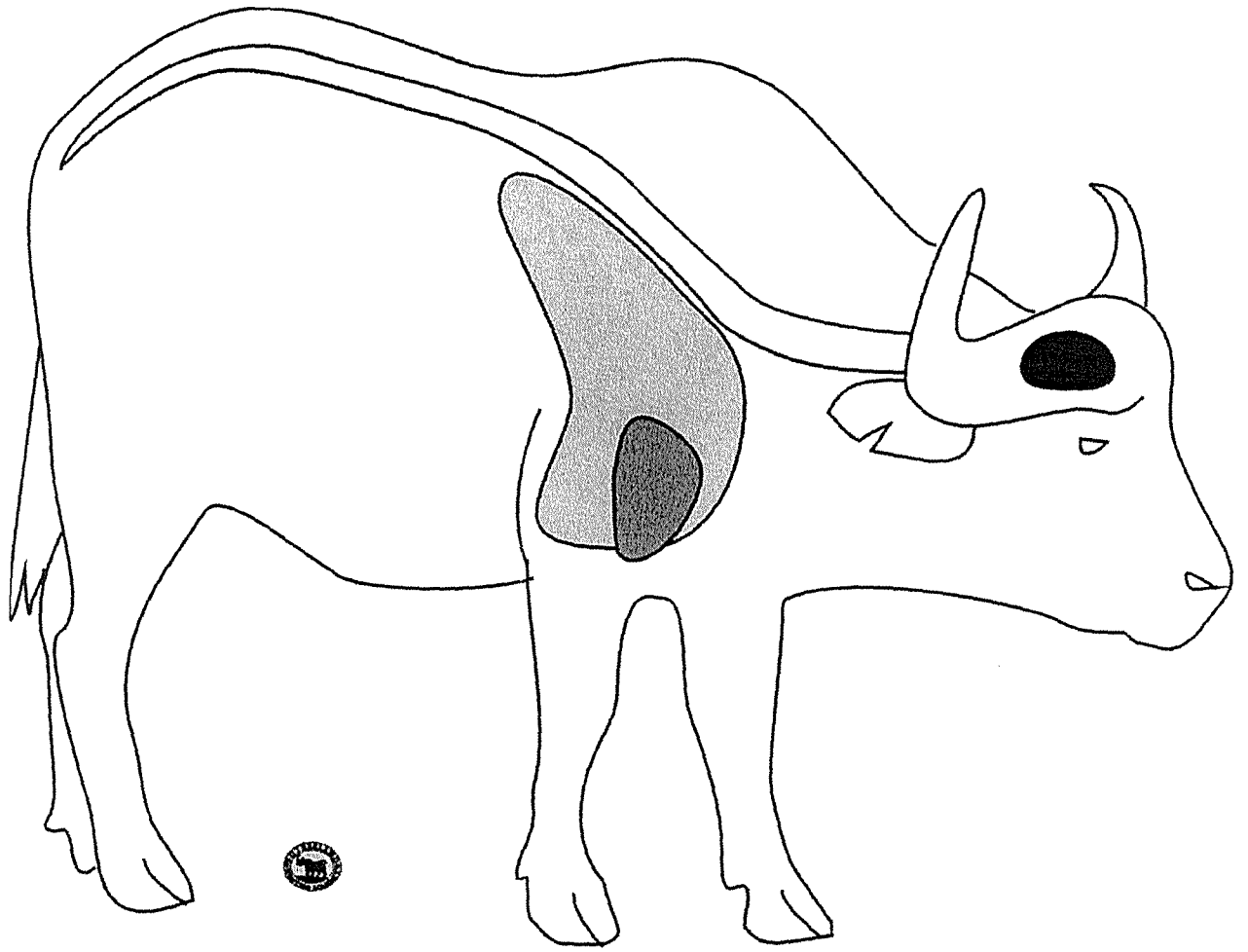
Broadside vitals



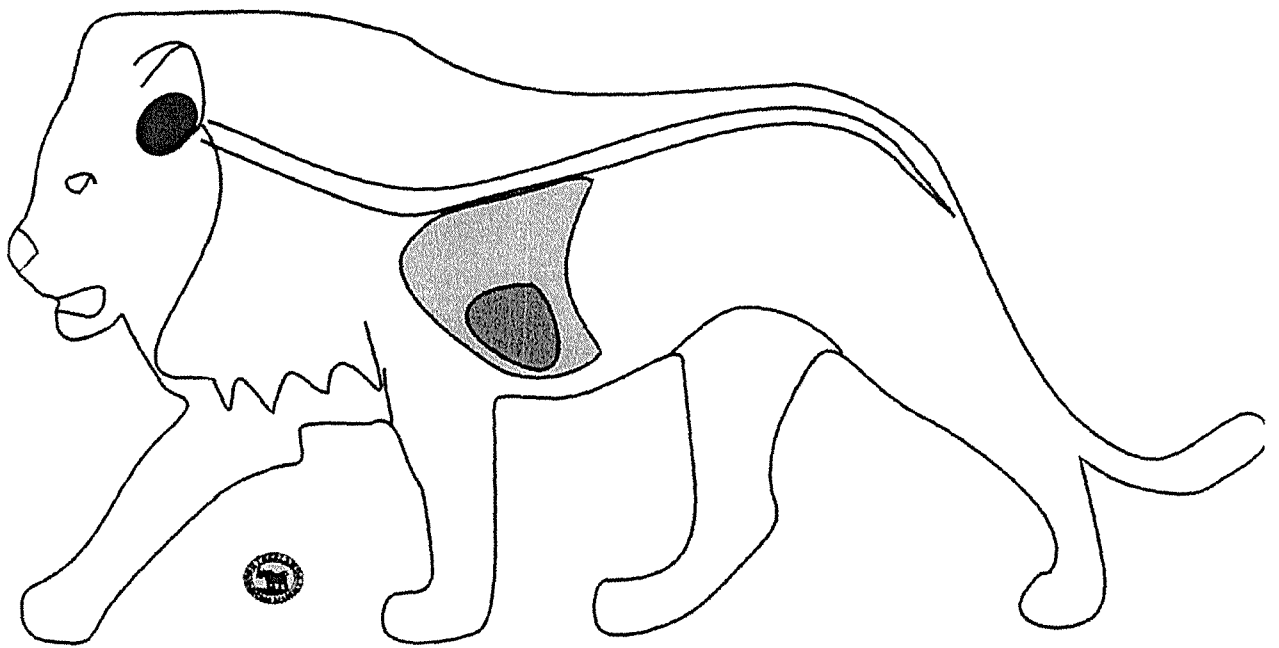
Giraffe



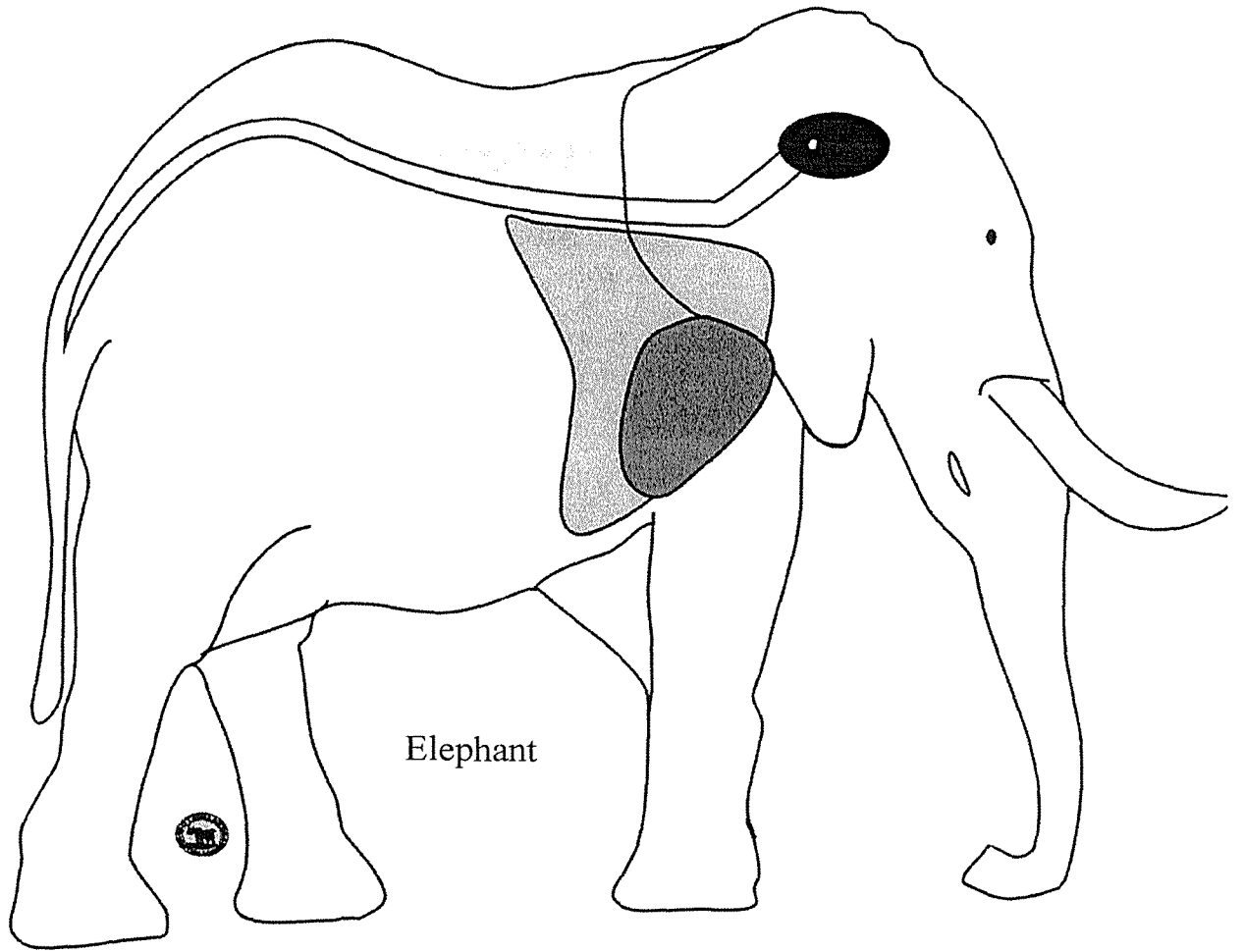
Rhino



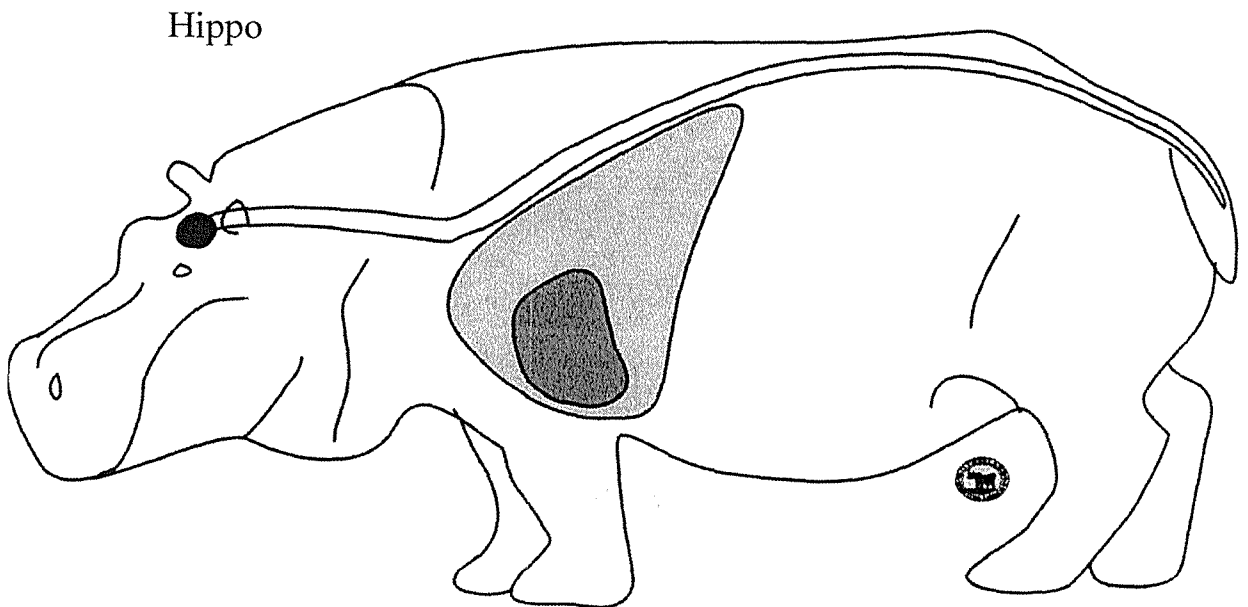
Buffalo Quartering Towards



Lion



Elephant



Hippo







Training Recommendations

Week One:

First Aid – CPR	1 (8) hour day
OSHA 10	2 (8) hour days
PEC Safeland	1 (8) hour day
HR/Professionalism/ General Conduct	1 (8) hour day

Week Two:

Forklift Training	2 (8) hour days
Man Basket Training	1 (8) hour day
NON CDL Loading, Trailering, Driving	2 (8) hour days

Week Three:

Pump Basics/Parts Identification	1 (8) hour day
Basic Hydridic Calculations	2 (8) hour days
Basic Filtration	2 (8) hour days

Week Four:

HDPE Fusion Tech Training/Certification	5 (8) Hour Days
---	-----------------

Classroom, Chainsaw, Loading, Unloading, different types of machines/fuses

Equipment needed:

- Forklift
- Off Road Telescoping Forklift
- Off Road Man Basket
- Electro Fusion Machine
- 1-4 Bull pup Fusion Machine
- 4-12 Fusion Machine
- (2) Chainsaws with Safety Equipment
- Pick Up Truck and Trailer

From: [Lemon, Jason](#)
To: [Phillips, Jessica](#); [Griffiths, Rob](#)
Subject: FW: Certificate Program
Date: Thursday, December 26, 2024 10:55:40 AM
Attachments: [image001.png](#)
[Eastern Guide Outline.docx](#)
[Fishing Guide 101 Course.docx](#)
[Fishing Guide 101 Syllabus State.docx](#)
[Fly Fishing 101.docx](#)
[Photography Videography 101 Syllabus State.docx](#)
[Photography-Videography 101.docx](#)
[Professional Hunter 101 Full Course .docx](#)
[Professional Hunter 101 Syllabus State.docx](#)
[Professional Hunter 101.docx](#)
[Professional Hunter 201 Syllabus State.docx](#)
[Professional Hunter 201.docx](#)
[PH Course.pdf](#)
[ROW Training Curriculum.docx](#)

The preliminary call I had with Matt G (Camp Freedom) and Krisanthe V (podcaster) was interesting. Matt has been operating Camp Freedom as a guide school for veterans. It's located in Pennsylvania. He originally got the idea when he was working for Colorado Outdoor Adventure Guide School (<https://guideschool.com>). COAGS has a program that is approved for GI Bill/VA funding and veterans can use their benefits to take those programs. Camp Freedom is not approved for VA funding, and that is what Matt is hoping we can help with. I have no idea what is required to get a non-credit program approved for that kind of funding, so I don't know how big of a project that would be.

Attached are the outlines for the "courses" that Matt offers. I think the ROW outline is something that Krisanthe is interested in. She's been working with utility companies, and they need people who are trained in occupational safety – tree/shrub trimming, heavy equipment operation, etc. Occupational safety certifications might be a general area that's possible... she says the utilities can provide access to curricula, experts, and instructors.

It would be helpful if you can find out what it takes to have non-credit programs approved for Post 911 GI Bill funds before we talk with these folks on January 6.

If you'd like we can touch base before the call to see if this is something we want to pursue further or not.

Best,
Jason

From: Matt Guedes <MattG@CampFreedomPA.org>
Date: Friday, December 20, 2024 at 2:06 PM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Subject: Certificate Program

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Great meeting with you Sir. Thank you very much for your time. I am flexible to how any of this needs to work for the good of our veterans.

Here are the curricula I have worked on. Please ignore names in the syllabus as these are people I had teaching at the time of teaching in Colorado. We can fine tune or change this and have it fit your standards and can format it anyway that is needed. We thought these courses would be offered at \$3500 per student for each two weeks whether a single course or two 1 week courses. We would do for example, The whitetail course as a stand alone 2 week course. The fishing 101 and fly fishing 101 could be one course. Any combination of courses that we will offer can be combined for 4 weeks which will be \$7000 per student. Professional Hunter 101 goes with photography and videography. Most students out west came for 4 to 8 weeks for different courses. We could shape them any way we want to. The general thought is two week certificate programs and they can sign up for as many as they want once we lay out the offerings and schedule. I know this isn't set up in appearances as it needs to be but it is the concept that I have worked on and utilized. The Professional Hunter 101 Full Course is starting to get more depth and I would write one up for each course.

I have 7 companies that also have committed to writing and teaching 2 week courses in their fields and offer guaranteed employment to our veterans upon completion. I have attached one sample outline from ROW Industries who says he could take on 175 employees right now. Again, I know our formatting is nothing like what you will need.

I also have a African Professional Hunter Course that is the top guide course in the world. It is a course that would require 2 days on the front end of the course at Camp Freedom, 10 days in South Africa, and then 2 days on the back end back at Camp Freedom. I took 8 Veterans on this course back in 2014 and it was incredible. That course would be taught here by me, the group would be accompanied to South Africa by myself or one of my staff members, taught in South Africa by one of only 11 people in the country eligible to teach it, and then we would return home. If we can get this off the ground it will definitely be appealing to many veterans. I have taken the course and it simply is the best hunting oriented learning I have ever received. I have the entire course also attached. I have 50 guys that would be instantly ready

to go on this. I understand that there may be prerequisites to this course so that it is the culmination or the practical aspect of the program and that may even be the case with the others also. I am open to whatever it needs to be to ultimately work for the good of the Veteran.

Thank you

Matt Guedes
Executive Director
[REDACTED] C
570-536-6000 O



**CAMP
FREEDOM**

Outdoor adventures for the disabled

www.campfreedompa.org

www.campfreedomPA.org

<https://www.facebook.com/campfreedompa/>

Camp Location:

284 Number 7 Road

Carbondale, PA 18407

From: [Lemon, Jason](#)
To: [McLaughlin, Erin](#)
Subject: FW: Certificate Program
Date: Friday, January 3, 2025 10:40:01 AM
Attachments: [image001.png](#)

FYI -

From: Phillips, Jessica <phillips.1507@osu.edu>
Date: Thursday, January 2, 2025 at 12:03 PM
To: Lemon, Jason <lemon.297@osu.edu>, Griffiths, Rob <griffiths.44@osu.edu>
Subject: Re: Certificate Program

Hi Jason,

There's more research to do (it's a bit of a rabbit hole) but I wanted to share a few things:

- The topic of non-credit program approval for GI Bill came up as an opportunity in a conversation I had with my contact in Military and Veteran Services, Kevin Cullen. He and his team indicated it would be a great opportunity but that the administrative work to become approved and maintain approval was more than their office could manage for non-credit. I've reached back out to Kevin to see if he could share any more information about that process and will let you know what he says. I've kept it on my radar as something we likely want to pursue at some point.
- I've reached out to Samantha Erickson, Ohio's Director of Ohio Department of Veterans Services, State Approving Agency for Veterans Education & Training to see if we could chat with her about the process. PA contact is Emily Butler, emibutler@pa.gov and we help make that connection for Matt.
- From what I see so far GI Bill funds appear to be available for very occupation-connected certificates or certifications. I think the ROW training outline would be the strongest opportunity to start with based on a scan of the outlines you shared.

In short, I think it might behoove us to explore this process for Ohio State and could bring Camp Freedom along in that journey. I'd like to see if we can talk with Samantha Erickson about the approval process for Ohio and see if that helps us think through how to help Matt navigate in Pennsylvania.

A few links:

- Resource for Veterans on Non-Degree Education: <https://www.va.gov/education/about-gi-bill-benefits/how-to-use-benefits/non-college-degree-programs/>
- Education and Training Approval Processes (through SSA) https://benefits.va.gov/gibill/School_Program_Approval.asp

- More on Non College Degree programs:

https://www.knowva.ebenefits.va.gov/system/templates/selfservice/va_ssnew/help/customer/locale/en-US/portal/55440000001018/content/55440000073782/Sub-Chapter-2-Non-College-Degree-NCD-Programs?subject=

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Lemon, Jason <lemon.297@osu.edu>

Date: Thursday, December 26, 2024 at 10:55 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Griffiths, Rob <griffiths.44@osu.edu>

Subject: FW: Certificate Program

The preliminary call I had with Matt G (Camp Freedom) and Krisanthe V (podcaster) was interesting. Matt has been operating Camp Freedom as a guide school for veterans. It's located in Pennsylvania. He originally got the idea when he was working for Colorado Outdoor Adventure Guide School (<https://guideschool.com>). COAGS has a program that is approved for GI Bill/VA funding and veterans can use their benefits to take those programs. Camp Freedom is not approved for VA funding, and that is what Matt is hoping we can help with. I have no idea what is required to get a non-credit program approved for that kind of funding, so I don't know how big of a project that would be.

Attached are the outlines for the “courses” that Matt offers. I think the ROW outline is something that Krisanthe is interested in. She’s been working with utility companies, and they need people who are trained in occupational safety – tree/shrub trimming, heavy equipment operation, etc. Occupational safety certifications might be a general area that’s possible... she says the utilities can provide access to curricula, experts, and instructors.

It would be helpful if you can find out what it takes to have non-credit programs approved for Post 911 GI Bill funds before we talk with these folks on January 6.

If you’d like we can touch base before the call to see if this is something we want to pursue further or not.

Best,
Jason

From: Matt Guedes <MattG@CampFreedomPA.org>

Date: Friday, December 20, 2024 at 2:06 PM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Subject: Certificate Program

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Great meeting with you Sir. Thank you very much for your time. I am flexible to how any of this needs to work for the good of our veterans.

Here are the curricula I have worked on. Please ignore names in the syllabus as these are people I had teaching at the time of teaching in Colorado. We can fine tune or change this and have it fit your standards and can format it anyway that is needed. We thought these courses would be offered at \$3500 per student for each two weeks whether a single course or two 1 week courses. We would do for example, The whitetail course as a stand alone 2 week course. The fishing 101 and fly fishing 101 could be one course. Any combination of courses that we will offer can be combined for 4 weeks which will be \$7000 per student. Professional Hunter 101 goes with photography and videography. Most students out west came for 4 to 8

weeks for different courses. We could shape them any way we want to. The general thought is two week certificate programs and they can sign up for as many as they want once we lay out the offerings and schedule. I know this isn't set up in appearances as it needs to be but it is the concept that I have worked on and utilized. The Professional Hunter 101 Full Course is starting to get more depth and I would write one up for each course.

I have 7 companies that also have committed to writing and teaching 2 week courses in their fields and offer guaranteed employment to our veterans upon completion. I have attached one sample outline from ROW Industries who says he could take on 175 employees right now. Again, I know our formatting is nothing like what you will need.

I also have a African Professional Hunter Course that is the top guide course in the world. It is a course that would require 2 days on the front end of the course at Camp Freedom, 10 days in South Africa, and then 2 days on the back end back at Camp Freedom. I took 8 Veterans on this course back in 2014 and it was incredible. That course would be taught here by me, the group would be accompanied to South Africa by myself or one of my staff members, taught in South Africa by one of only 11 people in the country eligible to teach it, and then we would return home. If we can get this off the ground it will definitely be appealing to many veterans. I have taken the course and it simply is the best hunting oriented learning I have ever received. I have the entire course also attached. I have 50 guys that would be instantly ready to go on this. I understand that there may be prerequisites to this course so that it is the culmination or the practical aspect of the program and that may even be the case with the others also. I am open to whatever it needs to be to ultimately work for the good of the Veteran.

Thank you

Matt Guedes
Executive Director

██████████ C
570-536-6000 O



CAMP FREEDOM

Outdoor adventures for the disabled

www.campfreedompa.org

www.campfreedomPA.org

<https://www.facebook.com/campfreedompa/>

Camp Location:

284 Number 7 Road

Carbondale, PA 18407

From: [Phillips, Jessica](#)
To: [Lemon, Jason](#); [Matt Guedes <MattG@CampFreedomPA.org>](mailto:MattG@CampFreedomPA.org); [Krisanthe Vlahos <kv@thecalloutpodcast.com>](mailto:kv@thecalloutpodcast.com)
Cc: [Sheeler, Scott](#)
Subject: Re: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 12:23:31 PM

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall
1050 Carmack Rd., Columbus, OH 43210
614-292-6565 Office
phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu
When: 2:30 PM - 3:15 PM January 6, 2025
Subject: Ohio State: Programs for Veterans
Location: <https://osu.zoom.us/j/97502959123?pwd=iod6mrnfhzjl9eMRhveCXtrJ1opg43.1>

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

[REDACTED]

Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile

[REDACTED]

[REDACTED]

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 876 9923 US (New York)
- +1 651 372 8299 US (Minnesota)
- +1 301 715 8592 US (Washington DC)
- +1 346 248 7799 US (Houston)
- +1 408 638 0968 US (San Jose)
- +1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

sip: [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education

(<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Matt Guedes](#)
To: [Phillips, Jessica](#); [Lemon, Jason](#); [Krisanthe Vlahos <kv@thecalloutpodcast.com>](mailto:Krisanthe.Vlahos@thecalloutpodcast.com)
Cc: [Sheeler, Scott](#)
Subject: RE: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 3:01:01 PM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

This sounds excellent and I am excited to see where it leads us together.

Thanks
Matt

From: Phillips, Jessica <phillips.1507@osu.edu>
Sent: Monday, January 13, 2025 12:23 PM
To: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@CampFreedomPA.org>; Krisanthe Vlahos <kv@thecalloutpodcast.com> <kv@thecalloutpodcast.com>
Cc: Sheeler, Scott <sheeler.4@osu.edu>
Subject: Re: Ohio State: Programs for Veterans

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your

courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu

When: 2:30 PM - 3:15 PM January 6, 2025

Subject: Ohio State: Programs for Veterans

Location: [REDACTED]

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting



Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile



Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 876 9923 US (New York)
- +1 651 372 8299 US (Minnesota)
- +1 301 715 8592 US (Washington DC)
- +1 346 248 7799 US (Houston)
- +1 408 638 0968 US (San Jose)
- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

[sip:](#) [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Phillips, Jessica](#)
To: [Krisanthe Vlahos](#)
Cc: [Lemon, Jason](#)
Subject: Re: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 3:22:02 PM

Hi Kristanthe,

I'm happy to provide more context to that part of the conversation or even jump on a call!

The conversation did stay very high level and focused on Ohio State offerings, particularly those that already exist in the portfolio. After learning the requirements, I wanted to better understand how programs like those that Camp Freedom and others offer where the alignment to licensure and certifications is less clear might be approved (since I did not see the obvious alignment to what was shared as requirements). I shared the Colorado example of one where it was, in fact, approved. As such Samantha Erickson, was curious as well and thought connecting with the Colorado Department of Veteran Services SAA would be helpful for approval processes in Ohio. We didn't speak about any details of future plans other than we wanted to get our existing programs approved to better understand the process and that's where we're beginning now. I did recall needing to be thoughtful about what was shared and tried to get as much helpful information as possible while sharing as little as possible about our discussion with you and Matt.

I don't believe this will connect the conversation with competitors and the intent was to help us understand how to gain approval when connection to licensure and certification may be less clear. After seeing this, however, I did reach out and asked Samantha to hold off on exploring with her counterpart for now.

I'm sorry if this causes any alarm and happy to talk further!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Monday, January 13, 2025 at 2:24 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>

Subject: Re: Ohio State: Programs for Veterans

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Hi Jessica,

Thanks for the update. I removed everyone except for Jason from this reply.

I'm hoping you can help me understand a bit more about the conversations with Samantha & the OH Military Services team, which now involve Colorado.

During our last call, we discussed keeping specifics of what we're building or who the partners are confidential.

The understanding was the scheduled meetings with Samantha, and others, planned to center around fact gathering of the state's requirements without offering any of our developments or information.

As you stated below, noncredit education and training has very few hurdles to overcome. Therefore these programs and curriculum can be possible through a variety of higher ed

institutions and partnerships.

In hopes of easing my concerns...

Can you please help me understand what led to Camp Freedom being discussed?

Also, can you please help me understand the benefits of Colorado (where an existing competitor who's curriculum Matt developed) being aware of Camp Freedom pursuing a certification partnership with OSU - valuable and confidential OSU leadership relationships I connected for Camp Freedom?

Thanks so much for any and all insights regarding context of all the above.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 12:23 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs

we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu

When: 2:30 PM - 3:15 PM January 6, 2025

Subject: Ohio State: Programs for Veterans

Location: [REDACTED]

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

[REDACTED]

Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile

[REDACTED]

[REDACTED]

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 876 9923 US (New York)
- +1 651 372 8299 US (Minnesota)
- +1 301 715 8592 US (Washington DC)
- +1 346 248 7799 US (Houston)
- +1 408 638 0968 US (San Jose)
- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

[sip](#) [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#)
Subject: Re: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 3:49:08 PM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Thank you for the detailed overview Jessica. Looking forward to talking soon

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 3:22 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Kristanthe,

I'm happy to provide more context to that part of the conversation or even jump on a call!

The conversation did stay very high level and focused on Ohio State offerings, particularly those that already exist in the portfolio. After learning the requirements, I wanted to better understand how programs like those that Camp Freedom and others offer where the alignment to licensure and certifications is less clear might be approved (since I did not see the obvious alignment to what was shared as requirements). I shared the Colorado example of one where it was, in fact, approved. As such Samantha Erickson, was curious as well and thought connecting with the Colorado Department of Veteran Services SAA would be helpful for approval processes in Ohio. We didn't speak about any details of future plans other than we wanted to get our existing programs approved to better understand the process and that's where we're beginning now. I did recall needing to be thoughtful about what was shared and tried to get as much helpful information as possible while sharing as little as possible about our discussion with you and Matt.

I don't believe this will connect the conversation with competitors and the intent was to help us understand how to gain approval when connection to licensure and certification may be less clear. After seeing this, however, I did reach out and asked Samantha to hold off on exploring with her counterpart for now.

I'm sorry if this causes any alarm and happy to talk further!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](#)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Monday, January 13, 2025 at 2:24 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>

Subject: Re: Ohio State: Programs for Veterans

Hi Jessica,

Thanks for the update. I removed everyone except for Jason from this reply.

I'm hoping you can help me understand a bit more about the conversations with Samantha & the OH Military Services team, which now involve Colorado.

During our last call, we discussed keeping specifics of what we're building or who the partners are confidential.

The understanding was the scheduled meetings with Samantha, and others, planned to center around fact gathering of the state's requirements without offering any of our developments or information.

As you stated below, noncredit education and training has very few hurdles to overcome. Therefore these programs and curriculum can be possible through a variety of higher ed institutions and partnerships.

In hopes of easing my concerns...

Can you please help me understand what led to Camp Freedom being discussed?

Also, can you please help me understand the benefits of Colorado (where an existing competitor who's curriculum Matt developed) being aware of Camp Freedom pursuing a certification partnership with OSU - valuable and confidential OSU leadership relationships I connected for Camp Freedom?

Thanks so much for any and all insights regarding context of all the above.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 12:23 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/carmack)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu

When: 2:30 PM - 3:15 PM January 6, 2025

Subject: Ohio State: Programs for Veterans

Location: [REDACTED]

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

[REDACTED]

Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile

[REDACTED]

[REDACTED]

Dial by your location

+1 312 626 6799 US (Chicago)

+1 646 876 9923 US (New York)

+1 651 372 8299 US (Minnesota)

+1 301 715 8592 US (Washington DC)

+1 346 248 7799 US (Houston)

+1 408 638 0968 US (San Jose)

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

[sip:](#) [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Phillips, Jessica](#)
To: [Krisanthe Vlahos](#)
Cc: [Lemon, Jason](#)
Subject: Re: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 4:00:02 PM

Of course! If you'd like to connect I'm always happy to do so. For now I'll get us scheduled for a group meeting to talk in further detail about the pathways ahead.

Thanks, Krisanthe!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Monday, January 13, 2025 at 3:51 PM

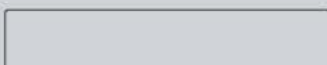
To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>

Subject: Re: Ohio State: Programs for Veterans

This Message Is From an External Sender

This message came from outside your organization.



[Report Suspicious](#)

Meaning ... looking forward to our next group call.

Didn't want you thinking I was trying to take you up on the kind offer you made below for a one on one call.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 3:48 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Thank you for the detailed overview Jessica. Looking forward to talking soon

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 3:22 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

|

Hi Kristanthe,

I'm happy to provide more context to that part of the conversation or even jump on a call!

The conversation did stay very high level and focused on Ohio State offerings, particularly those that already exist in the portfolio. After learning the requirements, I wanted to better understand how programs like those that Camp Freedom and others offer where the alignment to licensure and certifications is less clear might be approved (since I did not see the obvious alignment to what was shared as requirements). I shared the Colorado example of one where it was, in fact, approved. As such Samantha Erickson, was curious as well and thought connecting with the Colorado Department of Veteran Services SAA would be helpful for approval processes in Ohio. We didn't speak about any details of future plans other than we wanted to get our existing programs approved to better understand the process and that's where we're beginning now. I did recall needing to be thoughtful about what was shared and tried to get as much helpful information as possible while sharing as little as possible about our discussion with you and Matt.

I don't believe this will connect the conversation with competitors and the intent was to help us understand how to gain approval when connection to licensure and certification may be less clear. After seeing this, however, I did reach out and asked Samantha to hold off on exploring with her counterpart for now.

I'm sorry if this causes any alarm and happy to talk further!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Monday, January 13, 2025 at 2:24 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>

Subject: Re: Ohio State: Programs for Veterans

Hi Jessica,

Thanks for the update. I removed everyone except for Jason from this reply.

I'm hoping you can help me understand a bit more about the conversations with Samantha & the OH Military Services team, which now involve Colorado.

During our last call, we discussed keeping specifics of what we're building or who the partners are confidential.

The understanding was the scheduled meetings with Samantha, and others, planned to center around fact gathering of the state's requirements without offering any of our developments or information.

As you stated below, noncredit education and training has very few hurdles to overcome. Therefore these programs and curriculum can be possible through a variety of higher ed institutions and partnerships.

In hopes of easing my concerns...

Can you please help me understand what led to Camp Freedom being discussed?

Also, can you please help me understand the benefits of Colorado (where an existing competitor who's curriculum Matt developed) being aware of Camp Freedom pursuing a certification partnership with OSU - valuable and confidential OSU leadership relationships I connected for Camp Freedom?

Thanks so much for any and all insights regarding context of all the above.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 12:23 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu

When: 2:30 PM - 3:15 PM January 6, 2025

Subject: Ohio State: Programs for Veterans

Location: [REDACTED]
[REDACTED]

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

[REDACTED]

Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile

[REDACTED]
[REDACTED]

Dial by your location

- +1 312 626 6799 US (Chicago)
- +1 646 876 9923 US (New York)
- +1 651 372 8299 US (Minnesota)
- +1 301 715 8592 US (Washington DC)
- +1 346 248 7799 US (Houston)
- +1 408 638 0968 US (San Jose)
- +1 669 900 6833 US (San Jose)
- +1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

[sip](#) [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's

president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#)
Subject: Re: Ohio State: Programs for Veterans
Date: Monday, January 13, 2025 4:03:51 PM

This Message Is From an External Sender
This message came from outside your organization.

[Report Suspicious](#)

Thanks!

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 4:00 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Of course! If you'd like to connect I'm always happy to do so. For now I'll get us scheduled for a group meeting to talk in further detail about the pathways ahead.

Thanks, Krisanthe!

Jessica M. Phillips MAED, MAPsy
Sr. Director of Professional and Continuing Education

The Ohio State University
Ohio State Online
Professional and Continuing Education
Mount Hall
[1050 Carmack Rd., Columbus, OH 43210](https://1050.Carmack.Rd.,Columbus.OH.43210)
614-292-6565 Office
phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Monday, January 13, 2025 at 3:51 PM
To: Phillips, Jessica <phillips.1507@osu.edu>
Cc: Lemon, Jason <lemon.297@osu.edu>
Subject: Re: Ohio State: Programs for Veterans

Meaning ... looking forward to our next group call.

Didn't want you thinking I was trying to take you up on the kind offer you made below for a one on one call.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 3:48 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Thank you for the detailed overview Jessica. Looking forward to talking soon

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 3:22 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Kristanthe,

I'm happy to provide more context to that part of the conversation or even jump on a call!

The conversation did stay very high level and focused on Ohio State offerings, particularly those that already exist in the portfolio. After learning the requirements, I wanted to better understand how programs like those that Camp Freedom and others offer where the alignment to licensure and certifications is less clear might be approved (since I did not see the obvious alignment to what was shared as requirements). I shared the Colorado example of one where it was, in fact, approved. As such Samantha Erickson, was curious as well and thought connecting with the Colorado Department of Veteran Services SAA would be helpful for approval processes in Ohio. We didn't speak about any details of future plans other than we wanted to get our existing programs approved to better understand the process and that's where we're beginning now. I did recall needing to be thoughtful about what was shared and tried to get as much helpful information as possible while sharing as little as possible about our discussion with you and Matt.

I don't believe this will connect the conversation with competitors and the intent was to help us understand how to gain approval when connection to licensure and certification may be less clear. After seeing this, however, I did reach out and asked Samantha to hold off on exploring with her counterpart for now.

I'm sorry if this causes any alarm and happy to talk further!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/online)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Monday, January 13, 2025 at 2:24 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>

Subject: Re: Ohio State: Programs for Veterans

Hi Jessica,

Thanks for the update. I removed everyone except for Jason from this reply.

I'm hoping you can help me understand a bit more about the conversations with Samantha & the OH Military Services team, which now involve Colorado.

During our last call, we discussed keeping specifics of what we're building or who the partners are confidential.

The understanding was the scheduled meetings with Samantha, and others, planned to center around fact gathering of the state's requirements without offering any of our

developments or information.

As you stated below, noncredit education and training has very few hurdles to overcome. Therefore these programs and curriculum can be possible through a variety of higher ed institutions and partnerships.

In hopes of easing my concerns...

Can you please help me understand what led to Camp Freedom being discussed?

Also, can you please help me understand the benefits of Colorado (where an existing competitor who's curriculum Matt developed) being aware of Camp Freedom pursuing a certification partnership with OSU - valuable and confidential OSU leadership relationships I connected for Camp Freedom?

Thanks so much for any and all insights regarding context of all the above.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jan 13, 2025 at 12:23 PM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Good afternoon!

I hope it was a lovely weekend and your week is off to a great start.

As mentioned last week I connected with Ohio's Director for the State Approving Agency, Samantha Erickson, along with a colleague from Ohio State's Veteran and Military services team. It was a very fruitful conversation.

Non-credit education and training has very few hurdles to overcome compared to approval for degree programs, particularly when coming from an institution of Higher Education. The key is career connection and by that they mean 1) course leads to industry certification 2) course leads to obtaining a professional license. There is no data reporting required of the institution. The learner registers for the course paying all fees upfront and submits a reimbursement form afterward. Ohio State is moving forward to gain approval for programs we currently offer that meet these requirements and I expect we will learn more as we go.

As such, Krisanthe and Matt, I'll coordinate a time for us to reconnect to discuss these requirements for approval and start us moving forward on the parallel effort to offer your courses at Ohio State.

As an aside, I shared Camp Freedom's work with Samantha and she is going to follow up with her Colorado counterpart regarding the similar program approved for funds.

Myself or a member of my team will be reaching out shortly to coordinate time to talk further.

Thank you!

Jessica M. Phillips MAED, MAPsy
Sr. Director of Professional and Continuing Education

The Ohio State University
Ohio State Online
Professional and Continuing Education
Mount Hall
[1050 Carmack Rd., Columbus, OH 43210](http://1050.Carmack.Rd.,Columbus,OH43210)
614-292-6565 Office
phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: lemon.297@osu.edu

When: 2:30 PM - 3:15 PM January 6, 2025

Subject: Ohio State: Programs for Veterans

Location: [REDACTED]
[REDACTED]

Sonya Kimball is inviting you to a scheduled Zoom meeting.

Join Zoom Meeting

[REDACTED]

Meeting ID: [REDACTED]

Password: [REDACTED]

One tap mobile

[REDACTED]

[REDACTED]

Dial by your location

+1 312 626 6799 US (Chicago)
+1 646 876 9923 US (New York)
+1 651 372 8299 US (Minnesota)
+1 301 715 8592 US (Washington DC)
+1 346 248 7799 US (Houston)
+1 408 638 0968 US (San Jose)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)

Meeting ID: [REDACTED]

Password: [REDACTED]

Find your local number: [REDACTED]

Join by SIP:

[sip](#) [REDACTED]

Join by H.323

162.255.37.11 (US West)

162.255.36.11 (US East)

Meeting ID: [REDACTED]

Password: [REDACTED]

The Ohio State University

Please direct question about this meeting to the meeting organizer.

CarmenZoom is a service provided by the Office of Technology and Digital Innovation (IT.osu.edu).

go.osu.edu/SystemStatus

614-688-4357 (HELP)

CarmenZoom@osu.edu

If you have a disability and have trouble accessing this content, please call the Accessibility Help Line 614-292-5000.

Privacy: go.osu.edu/privacy

Digital Accessibility: accessibility.osu.edu

Nondiscrimination Notice (PDF): go.osu.edu/NonDiscrimination-Notice Ohio State's president, Ted Carter, gave your email addresses and asked me to reach out to you to talk about some of the certificate programs that you discussed with him.

I am responsible for Ohio State's Professional and Continuing Education (<https://continuinged.osu.edu>), and we frequently partner with organizations to increase the reach of the programs and to connect the Ohio State community to new and interesting opportunities for non-credit learning.

From: [Lemon, Jason](#)
To: [Phillips, Jessica](#)
Cc: [Griffiths, Rob](#)
Subject: Re: Update on Camp Freedom Conversations
Date: Thursday, January 30, 2025 11:20:09 AM

Thanks for the update.

I'm very interested to learn more as we understand how non-credit receives VA approval.

Best,
Jason

From: Phillips, Jessica <phillips.1507@osu.edu>
Date: Wednesday, January 29, 2025 at 4:28 PM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Griffiths, Rob <griffiths.44@osu.edu>
Subject: Update on Camp Freedom Conversations

Hi Jason,

Recognizing the leadership interest in this effort I wanted to update you that we've met with Camp Freedom's Matt Guedes today and are moving forward with a multi-pronged approach to 1) working toward Post 9/11 GI Bill eligibility and 2) Bringing three specific courses (as a start) into the Ohio State noncredit marketplace to reach veterans and the public. We were able to suggest some future evolutions of his program that he was excited to explore with us to further extend the reach and impact. Scott Sheeler and I will begin working with Jon on financial proformas to get your approval on what this relationship ultimately looks like.

We will also continue the conversation with Kisanthe about some of the more infrastructure/utility focused opportunities in two weeks (she wasn't able to join today).

Thanks!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: [Krisanthe Vlahos](#)
To: [Lemon, Jason](#); [Phillips, Jessica](#)
Cc: [Mohler, Peter \(OSUMC\)](#); [Anna Lloyd](#)
Subject: Meeting Request | Certification Program | Uniforms to Utilities™
Date: Wednesday, February 5, 2025 10:17:18 PM
Attachments: [Uniforms to Utilities Donor Information.pdf](#)

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jason & Jessica,

I'm looking forward to continuing our conversation regarding the certification program to support transitioning Military and Veterans for utility industry careers. I've copied Peter Mohler because I think he may be able to help us.

I'd like schedule a meeting to introduce my cofounder, Anna Lloyd, of our 501c3 - Uniforms to Utilities™.

Anna Lloyd :

retired Marine | Government Relations Consultant | Deputy Asst. Chairman of the Joint Chiefs of Staff

https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app

Uniforms to Utilities™ mission is to enhance national security by ensuring a resilient and reliable critical energy infrastructure while empowering military veterans, service members, and their families to transition into impactful careers within the power and utilities industry. Please find attached a high level overview of our 501c3 Uniforms to Utilities™ focus areas.

I would appreciate it if we could please pause the process momentarily with Camp Freedom, as well as conversations regarding bringing utility industry SME's in, until we gain a better handle on all the pieces and flow by creating an agreement between OSU and Uniforms to Utilities before proceeding further.

Except for next Friday -Feb. 14 while I'm attending my son's Navy graduation, my schedule is flexible.

Are there are any dates and times in February which could work to meet Anna and discuss structured next steps?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

Uniforms to Utilities™

Focus:

The purpose of this document is to [1] articulate the mission statement of our organization, [2] outline the processes by which we are supporting and assisting veterans in securing meaningful employment as they transition from service to civilian utility careers, and [3] describe the efforts we undertake to ensure our efforts are conducted with the utmost integrity.

Mission:

Our mission is to enhance national security by ensuring a resilient and reliable critical energy infrastructure while empowering military veterans, service members, and their families to transition into impactful careers within the power and utilities industry.

Focus Areas:

A. Collaborating with leading academic institutions to develop comprehensive educational programs, we serve to close the gap in the entrepreneurial and technical training needed to excel in this vital sector.

B. Leveraging military personnel's skills, discipline, and dedication, we meet industry needs through targeted employment counseling, referral services, and an array of resources to ensure successful transitions.

C. By bridging the civilian-military divide and promoting economic opportunities, we aspire to create a strong, diversified workforce committed to safeguarding our nation's energy infrastructure and driving innovative and sustainable energy solutions.

D. Launch public awareness campaigns and other advocacy to educate the community on the role of veterans relating to the national security of America's critical infrastructure.

Details:

1. Uniforms to Utilities™ is an incorporated 501c3 organization.

2. EIN: XXXXXXXXXX

Our organization is proud to collaborate with esteemed partners across various sectors to support our mission of helping veterans transition to civilian employment. Partnerships allow us to leverage a diverse range of resources and expertise, ensuring America's veterans receive comprehensive support and access to quality employment opportunities.

Veterans First, Power Always,
Anna Lloyd and Krisanthe Vlachos
Cofounders

From: [Phillips, Jessica](#)
To: [Krisanthe Vlahos](#); [Lemon, Jason](#); [Kimball, Sonya](#)
Cc: [Anna Lloyd](#)
Subject: Re: Meeting Request | Certification Program | Uniforms to Utilities™
Date: Thursday, February 6, 2025 9:07:16 AM

Hi Krisanthe,

I removed Peter Mohler from CC for a more logistical question. As you saw last week Matt Guedes asked to keep the meeting with us and we primarily discussed his field guide training courses - Hunting 101, Fishing 101 - and he was interested in continuing the conversation and planning for those specifically. Is your preference that we take a pause on those conversations as well or only those involving utilities training?

I believe [@Kimball, Sonya](#) can help find time on Jason's calendar in February.

Big congrats to your son on his graduation!

Jessica

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Sent: Wednesday, February 5, 2025 10:16:41 PM
To: Lemon, Jason <lemon.297@osu.edu>; Phillips, Jessica <phillips.1507@osu.edu>
Cc: Mohler, Peter (OSUMC) <peter.mohler@osumc.edu>; Anna Lloyd <annamarie [REDACTED]>
Subject: Meeting Request | Certification Program | Uniforms to Utilities™

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jason & Jessica,

I'm looking forward to continuing our conversation regarding the certification program to support transitioning Military and Veterans for utility industry careers. I've copied Peter Mohler because I think he may be able to help us.

I'd like schedule a meeting to introduce my cofounder, Anna Lloyd, of our 501c3 - Uniforms to Utilities™.

Anna Lloyd :

retired Marine | Government Relations Consultant | Deputy Asst. Chairman of the Joint Chiefs of Staff

[https://www.linkedin.com/in/anna-lloyd-73402441?](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

[utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

Uniforms to Utilities™ mission is to enhance national security by ensuring a resilient and reliable critical energy infrastructure while empowering military veterans, service members,

and their families to transition into impactful careers within the power and utilities industry. Please find attached a high level overview of our 501c3 Uniforms to Utilities™ focus areas.

I would appreciate it if we could please pause the process momentarily with Camp Freedom, as well as conversations regarding bringing utility industry SME's in, until we gain a better handle on all the pieces and flow by creating an agreement between OSU and Uniforms to Utilities before proceeding further.

Except for next Friday -Feb. 14 while I'm attending my son's Navy graduation, my schedule is flexible.

Are there any dates and times in February which could work to meet Anna and discuss structured next steps?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#); [Kimball, Sonya](#); [Anna Lloyd](#)
Subject: Re: Meeting Request | Certification Program | Uniforms to Utilities™
Date: Monday, February 10, 2025 10:17:25 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jessica,
Thank you for your patience. I'm working through some flow processes, scheduling & travel logistics. I'll circle back with a more complete response by EOB today.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Feb 6, 2025 at 9:07 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

I removed Peter Mohler from CC for a more logistical question. As you saw last week Matt Guedes asked to keep the meeting with us and we primarily discussed his field guide training courses - Hunting 101, Fishing 101 - and he was interested in continuing the conversation and planning for those specifically. Is your preference that we take a pause on those conversations as well or only those involving utilities training?

I believe [@Kimball, Sonya](#) can help find time on Jason's calendar in February.

Big congrats to your son on his graduation!

Jessica

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Sent: Wednesday, February 5, 2025 10:16:41 PM

To: Lemon, Jason <lemon.297@osu.edu>; Phillips, Jessica <phillips.1507@osu.edu>

Cc: Mohler, Peter (OSUMC) <peter.mohler@osumc.edu>; Anna Lloyd

<annamarie@

Subject: Meeting Request | Certification Program | Uniforms to Utilities™

Jason & Jessica,

I'm looking forward to continuing our conversation regarding the certification program to support transitioning Military and Veterans for utility industry careers. I've copied Peter Mohler because I think he may be able to help us.

I'd like schedule a meeting to introduce my cofounder, Anna Lloyd, of our 501c3 - Uniforms to Utilities™.

Anna Lloyd :

retired Marine | Government Relations Consultant | Deputy Asst. Chairman of the Joint Chiefs of Staff

[https://www.linkedin.com/in/anna-lloyd-73402441?](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

[utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

Uniforms to Utilities™ mission is to enhance national security by ensuring a resilient and reliable critical energy infrastructure while empowering military veterans, service members, and their families to transition into impactful careers within the power and utilities industry. Please find attached a high level overview of our 501c3 Uniforms to Utilities™ focus areas.

I would appreciate it if we could please pause the process momentarily with Camp Freedom, as well as conversations regarding bringing utility industry SME's in, until we gain a better handle on all the pieces and flow by creating an agreement between OSU and Uniforms to Utilities before proceeding further.

Except for next Friday -Feb. 14 while I'm attending my son's Navy graduation, my schedule is flexible.

Are there are any dates and times in February which could work to meet Anna and discuss structured next steps?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#); [Kimball, Sonya](#); [Anna Lloyd](#)
Subject: Re: Meeting Request | Certification Program | Uniforms to Utilities™
Date: Tuesday, February 11, 2025 7:24:19 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Good morning Jessica,

We responded to Sonya to schedule our call for next Tuesday, 2/18 at 9amEST.

There's several aspects of this project which require some conversation before I can I speak to best approach.

Can we please talk through ideas, pro & cons of how to assemble this program to identify preferable path forward during that meeting?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Feb 6, 2025 at 8:07 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

I removed Peter Mohler from CC for a more logistical question. As you saw last week Matt Guedes asked to keep the meeting with us and we primarily discussed his field guide training courses - Hunting 101, Fishing 101 - and he was interested in continuing the conversation and planning for those specifically. Is your preference that we take a pause on those conversations as well or only those involving utilities training?

I believe [@Kimball, Sonya](#) can help find time on Jason's calendar in February.

Big congrats to your son on his graduation!

Jessica

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Sent: Wednesday, February 5, 2025 10:16:41 PM

To: Lemon, Jason <lemon.297@osu.edu>; Phillips, Jessica <phillips.1507@osu.edu>

Cc: Mohler, Peter (OSUMC) <peter.mohler@osumc.edu>; Anna Lloyd <annamarie@osumc.edu>

Subject: Meeting Request | Certification Program | Uniforms to Utilities™

Jason & Jessica,

I'm looking forward to continuing our conversation regarding the certification program to support transitioning Military and Veterans for utility industry careers. I've copied Peter Mohler because I think he may be able to help us.

I'd like schedule a meeting to introduce my cofounder, Anna Lloyd, of our 501c3 - Uniforms to Utilities™.

Anna Lloyd :

retired Marine | Government Relations Consultant | Deputy Asst. Chairman of the Joint Chiefs of Staff

[https://www.linkedin.com/in/anna-lloyd-73402441?](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

[utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app](https://www.linkedin.com/in/anna-lloyd-73402441?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=ios_app)

Uniforms to Utilities™ mission is to enhance national security by ensuring a resilient and reliable critical energy infrastructure while empowering military veterans, service members, and their families to transition into impactful careers within the power and utilities industry. Please find attached a high level overview of our 501c3 Uniforms to Utilities™ focus areas.

I would appreciate it if we could please pause the process momentarily with Camp Freedom, as well as conversations regarding bringing utility industry SME's in, until we gain a better handle on all the pieces and flow by creating an agreement between OSU and Uniforms to Utilities before proceeding further.

Except for next Friday -Feb. 14 while I'm attending my son's Navy graduation, my schedule is flexible.

Are there are any dates and times in February which could work to meet Anna and discuss structured next steps?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Lemon, Jason](#)
To: [Krisanthe Vlahos](#)
Cc: [Matt Guedes](#); [Griffiths, Rob](#); [Phillips, Jessica](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Thursday, March 20, 2025 12:15:00 PM

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,
Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, March 20, 2025 at 8:42 AM
To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>
Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Lemon, Jason](#)
Cc: [Matt Guedes](#); [Griffiths, Rob](#); [Phillips, Jessica](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Thursday, March 20, 2025 12:24:37 PM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

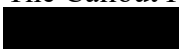
Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Lemon, Jason](#)
To: [Krisanthe Vlahos](#)
Cc: [Matt Guedes](#); [Griffiths, Rob](#); [Phillips, Jessica](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Thursday, April 17, 2025 9:02:25 AM

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,
Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, April 17, 2025 at 7:05 AM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Lemon, Jason](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Thursday, April 17, 2025 9:24:16 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Before responding with detailed information to answer your last email...

I have a couple questions which will be much easier to discuss live vs email.

Would you have time for a 15 minute one on one call in the next week?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, April 17, 2025 at 7:05 AM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to

keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State

needs to be able to process enrollments for students who join an “Ohio State” course, so I need more information about the “registration portal” that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He’s a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y’all on our call! I’d like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Lemon, Jason](#)
To: [Phillips, Jessica](#)
Cc: [Griffiths, Rob](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Tuesday, June 3, 2025 11:09:53 AM

Hi Jessica – let's be sure to talk about this when we meet.

Best,
Jason

From: Phillips, Jessica <phillips.1507@osu.edu>
Date: Tuesday, June 3, 2025 at 7:54 AM
To: Krisanthe Vlahos <kv@thecalloutpodcast.com>, Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,
Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#); [Matt Guedes](#); [Griffiths, Rob](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Tuesday, June 3, 2025 11:19:19 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast

www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, April 17, 2025 at 7:05 AM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for

the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Microsoft Outlook Reactions](#)
To: [Lemon, Jason](#)
Subject: Reaction Daily Digest - Wednesday, June 4, 2025
Date: Wednesday, June 4, 2025 4:42:03 AM

Microsoft Outlook



Phillips Jessica reacted to your message Tue 06/03/2025 11:11

Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Hi Jessica – let's be sure to talk about this when we meet. Best, Jason
From: Phillips, Jessica <phillips.1507@osu.edu> Date: Tuesday, June 3, 2025 at 7:54 AM
To: Krisanthe Vlahos <kv@thecalloutpodcast.com>, Lemon, Jason <lemon.297@osu.edu> Cc:

[Go to message](#)

[Unsubscribe](#) • [Privacy statement](#)

Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#); [Matt Guedes](#); [Griffiths, Rob](#)
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Friday, June 6, 2025 9:10:00 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast
[REDACTED]
www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast
[REDACTED]
www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/carmack)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [*Ohio State's Shared Values*](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>,

Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, April 17, 2025 at 7:05 AM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Phillips, Jessica](#)
To: [Krisanthe Vlahos](#)
Cc: [Lemon, Jason](#); [Matt Guedes](#); [Griffiths, Rob](#)
Subject: Re: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Monday, June 9, 2025 8:39:43 AM

Thanks, Krisanthe. I'm still catching up from parental leave and the team is engaged in some critical tool transition work for the next few weeks but I will connect with Jason on next steps. Have a great week!

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Sent: Friday, June 6, 2025 5:04:42 PM
To: Phillips, Jessica <phillips.1507@osu.edu>
Cc: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@campfreedompa.org>; Griffiths, Rob <griffiths.44@osu.edu>
Subject: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jessica,

Depending on the time, Matt & I can try to be available 6/18 or after.

Can you please send when you have open times?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast
[REDACTED]
www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

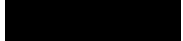
On Fri, Jun 6, 2025 at 8:09 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

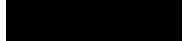
I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

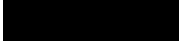
We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#); [Matt Guedes](#); [Griffiths, Rob](#)
Subject: Re: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Monday, June 9, 2025 9:23:10 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Understood - thanks!

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast
[REDACTED]
www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Mon, Jun 9, 2025 at 8:39 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Thanks, Krisanthe. I'm still catching up from parental leave and the team is engaged in some critical tool transition work for the next few weeks but I will connect with Jason on next steps. Have a great week!

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Sent: Friday, June 6, 2025 5:04:42 PM
To: Phillips, Jessica <phillips.1507@osu.edu>
Cc: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@campfreedompa.org>; Griffiths, Rob <griffiths.44@osu.edu>
Subject: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jessica,

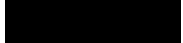
Depending on the time, Matt & I can try to be available 6/18 or after.

Can you please send when you have open times?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Fri, Jun 6, 2025 at 8:09 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to

circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/online)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership &

all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie- within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Lemon, Jason](#)
To: [Bittner, Brandi](#); [Phillips, Jessica](#)
Subject: FW: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Friday, September 19, 2025 6:55:03 PM

Please let her know that we are all working under the coordination of the office of undergraduate education and are coordinating all of our military/veterans work through Kevin Cullen.

Then give Kevin a heads up that you just diverted her to him, as Norman and I agreed we should do.

In other words, we are not engaging her.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Friday, September 19, 2025 at 3:25 PM
To: Phillips, Jessica <phillips.1507@osu.edu>
Cc: Lemon, Jason <lemon.297@osu.edu>, Griffiths, Rob <griffiths.44@osu.edu>
Subject: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization. Jessica - I have no

[Report Suspicious](#)

clue where everything was left. This summer has flown & before we know it, it'll be Christmas-YIKES!

I removed Matt Guedes to get an update from you then start a fresh thread.

Where are we on all this?

Grateful U.S. Navy Nuke Mom
~ Krisanthe

Creator | Host | Exec. Producer
The Callout Podcast

kv@TheCalloutPodcast.com
www.TheCalloutPodcast.com
[linkedin.com/in/krisanthe](https://www.linkedin.com/in/krisanthe)
YouTube [@thecalloutpodcast3716](https://www.youtube.com/@thecalloutpodcast3716)

On Mon, Jun 9, 2025 at 8:39 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:
| Thanks, Krisanthe. I'm still catching up from parental leave and the team is engaged in some

critical tool transition work for the next few weeks but I will connect with Jason on next steps. Have a great week!

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Sent: Friday, June 6, 2025 5:04:42 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@campfreedompa.org>; Griffiths, Rob <griffiths.44@osu.edu>

Subject: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jessica,

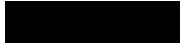
Depending on the time, Matt & I can try to be available 6/18 or after.

Can you please send when you have open times?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Fri, Jun 6, 2025 at 8:09 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:
Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/carmack)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.


I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie- within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Phillips, Jessica](#)
To: [Krisanthe Vlahos](#)
Cc: [Lemon, Jason](#)
Subject: Re: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Monday, September 22, 2025 9:16:54 AM

Hi Krisanthe,

I hope you are well! Agreed that the summer has flown by!

As we are now under the coordination of the Office of Undergraduate Education, we are coordinating our military/veterans work through Kevin Cullen, Assistant Vice Provost of Undergraduate Education, Military and Veterans Services. He will be your primary point of contact.

Have a wonderful start to autumn!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

1050 Carmack Rd., Columbus, OH 43210

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Friday, September 19, 2025 at 3:25 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>, Griffiths, Rob <griffiths.44@osu.edu>

Subject: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Jessica - I have no clue where everything was left. This summer has flown & before we know it, it'll be Christmas-YIKES!

I removed Matt Guedes to get an update from you then start a fresh thread.

Where are we on all this?

Grateful U.S. Navy Nuke Mom
~ Kisanthe

Creator | Host | Exec. Producer
The Callout Podcast

kv@TheCalloutPodcast.com

www.TheCalloutPodcast.com

[linkedin.com/in/kisanthe](https://www.linkedin.com/in/kisanthe)

YouTube @thecalloutpodcast3716

On Mon, Jun 9, 2025 at 8:39 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Thanks, Kisanthe. I'm still catching up from parental leave and the team is engaged in some critical tool transition work for the next few weeks but I will connect with Jason on next steps. Have a great week!

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Sent: Friday, June 6, 2025 5:04:42 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@campfreedompa.org>; Griffiths, Rob <griffiths.44@osu.edu>

Subject: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jessica,

Depending on the time, Matt & I can try to be available 6/18 or after.

Can you please send when you have open times?

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Fri, Jun 6, 2025 at 8:09 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,

Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer
The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [*Ohio State's Shared Values*](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 9:21 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos
<kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO
The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu>
wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an “Ohio State” course, so I need more information about the “registration portal” that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He’s a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y’all on our call! I’d like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

From: [Krisanthe Vlahos](#)
To: [Phillips, Jessica](#)
Cc: [Lemon, Jason](#)
Subject: Re: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast
Date: Monday, September 22, 2025 9:20:37 AM

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Got it - great....thank you!

Grateful U.S. Navy Nuke Mom
~ Krisanthe

Creator | Host | Exec. Producer
The Callout Podcast

kv@TheCalloutPodcast.com
www.TheCalloutPodcast.com
linkedin.com/in/krisanthe
YouTube @thecalloutpodcast3716

On Mon, Sep 22, 2025 at 9:17 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

I hope you are well! Agreed that the summer has flown by!

As we are now under the coordination of the Office of Undergraduate Education, we are coordinating our military/veterans work through Kevin Cullen, Assistant Vice Provost of Undergraduate Education, Military and Veterans Services. He will be your primary point of contact.

Have a wonderful start to autumn!

Jessica M. Phillips MAED, MAPsy

Sr. Director of Professional and Continuing Education

The Ohio State University

Ohio State Online

Professional and Continuing Education

Mount Hall

[1050 Carmack Rd., Columbus, OH 43210](https://www.osu.edu/1050-Carmack-Rd.-Columbus-OH-43210)

614-292-6565 Office

phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting [Ohio State's Shared Values](#).

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Friday, September 19, 2025 at 3:25 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>, Griffiths, Rob <griffiths.44@osu.edu>

Subject: Checkin - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jessica - I have no clue where everything was left. This summer has flown & before we know it, it'll be Christmas-YIKES!

I removed Matt Guedes to get an update from you then start a fresh thread.

Where are we on all this?

Grateful U.S. Navy Nuke Mom
~ Krisanthe

Creator | Host | Exec. Producer

The Callout Podcast

kv@TheCalloutPodcast.com

www.TheCalloutPodcast.com

[linkedin.com/in/krisanthe](https://www.linkedin.com/in/krisanthe)

YouTube @thecalloutpodcast3716

On Mon, Jun 9, 2025 at 8:39 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Thanks, Krisanthe. I'm still catching up from parental leave and the team is engaged in some critical tool transition work for the next few weeks but I will connect with Jason on next steps. Have a great week!

Get [Outlook for iOS](#)

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Sent: Friday, June 6, 2025 5:04:42 PM

To: Phillips, Jessica <phillips.1507@osu.edu>

Cc: Lemon, Jason <lemon.297@osu.edu>; Matt Guedes <MattG@campfreedompa.org>; Griffiths, Rob <griffiths.44@osu.edu>

Subject: Schedule Call 6/18 or after - Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jessica,

Depending on the time, Matt & I can try to be available 6/18 or after.

Can you please send when you have open times?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Founder | Creator | Host | Executive Producer

The Callout Podcast



www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Fri, Jun 6, 2025 at 8:09 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Jessica - Matt's in New Zealand hunting. He'll respond when he has a chance.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer
The Callout Podcast

www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 10:18 AM Krisanthe Vlahos <kv@thecalloutpodcast.com> wrote:

Jessica - I'm so excited you're back! Want to hear all about your baby with pics, name, etc!

Your timing is perfect!

Could we please look at week of June 16 for a call to hear the latest & greatest with OSU's VA approval process, as well as include a demo of my portal?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>
Founder | Creator | Host | Executive Producer

The Callout Podcast


www.TheCalloutPodcast.com
<https://youtube.com/@thecalloutpodcast3716>

On Tue, Jun 3, 2025 at 9:54 AM Phillips, Jessica <phillips.1507@osu.edu> wrote:

Hi Krisanthe,

Hope you and Matt are doing well! I am returning from maternity leave and wanted to circle back to this conversation. It sounds like it would be good to reconnect on some of the big questions and potential next steps.

In the meantime, I have picked up the process of approval for VA benefits and am in contact with the Ohio Dept of VA rep. In order for a preparatory course to be approved for VA benefits first the exam/certifying entity must be approved and that is the step we are taking now with several of our existing courses. Approving noncredit prep courses is a relatively new process for Ohio so I get the sense that Ohio State may be in the driver's seat for pressing on this need for Ohio overall. More to come.

Looking forward to hearing more about the portal you described.

Jessica M. Phillips MAED, MAPsy
Sr. Director of Professional and Continuing Education

The Ohio State University
Ohio State Online
Professional and Continuing Education
Mount Hall
[1050 Carmack Rd., Columbus, OH 43210](https://www.ohio-state.edu/1050-Carmack-Rd-Columbus-OH-43210)
614-292-6565 Office
phillips.1507@osu.edu / continuinged.osu.edu

Pronouns: she/her

Shared Values in Action: As a Buckeye, I am committed to supporting *[Ohio State's Shared Values](#)*.

Note: We may be working different hours from each other. No reply is expected outside of your usual work schedule.

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>
Date: Thursday, April 17, 2025 at 9:21 AM
To: Lemon, Jason <lemon.297@osu.edu>
Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>
Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Jason,

Thanks for the update.

I can only imagine how the federal restructuring has impacted OSU/higher ed across the board.

Lots to address below which warrants a detailed response.

I wanted to acknowledge your note immediately before the day took off. In meetings til early afternoon. Will circle back with answers to support your efforts.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Apr 17, 2025 at 9:02 AM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

It sounds like you are making some great connections with President Carter and with others as well.

With Jessica out on maternity leave, and with the restructuring that is happening across the continuing education environment at Ohio State (and in the landscape of higher education generally) we have not done any further work on connecting with VA officials to understand more about how they approve non-credit programs for VA funding.

Since we were not able to complete our meeting with you on February 18, it would be helpful for us to understand more about your portal and what it will do. We will need that information before we can create any kind of agreement between Ohio State and your organization(s). We need to have an official agreement in place before any promotion or enrollment happens.

We are also receiving a lot of questions internally about our efforts to work with external content/course providers (like you and Matt), so Rob and I have to work through those concerns inside Ohio State as well.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, April 17, 2025 at 7:05 AM

To: Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>, Griffiths, Rob <griffiths.44@osu.edu>, Phillips, Jessica <phillips.1507@osu.edu>

Subject: Re: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jason,

I'm working with my software partner regarding setup of our OSU & Camp Freedom cert portal in my Uniforms to Utilities (501c3) | The Callout Podcast online resource.

Pres. Carter will be joining me at the Gaff-n-Go Rodeo in a month in Richmond, VA.

The Callout Podcast (recorded at WOSU) & Pres. Carter is leading a first of its kind partnership in support of connecting transitioning Military & Veterans to utilities.

We'll be on stages in front of 2K audience with media promoting our partnership & all it brings. We'll be doing it again in October with a 5K audience.

I'm promoting OSU & Camp Freedom at both national Power Utility events.

Over the next month, I'd like to schedule a couple meetings with you, your team & Matt to keep us aligned/prepped. The OSU cert program doesn't have to be ready by the Rodeo May 16 & 17, but I would like to start the promo of coming soon (ie-within X # weeks/months)

I'm checking in to see if there's been any further updates or meetings I've missed?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:24 PM Krisanthe Vlahos
<kv@thecalloutpodcast.com> wrote:

Please know I understand OSU process & needs. We'll determine best terms to use for portal entry point to OSU system.

We're on same page. Will explain details when we talk.

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast

www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>

On Thu, Mar 20, 2025 at 12:15 PM Lemon, Jason <lemon.297@osu.edu> wrote:

Hi Krisanthe,

Jessica is out of the office on maternity leave for the next couple of months, so I've copied Rob Griffiths who is helping to support our PCE efforts in our absence.

One of the first things that we had discussed in our first phone call was that Ohio State needs to be able to process enrollments for students who join an "Ohio State" course, so I need more information about the "registration portal" that you mention below. As a university, we are not able to outsource the actual registration process to other organizations.

Congrats on having President Carter on your podcast again. He's a great advocate for the military and veteran community.

Best,

Jason

From: Krisanthe Vlahos <kv@thecalloutpodcast.com>

Date: Thursday, March 20, 2025 at 8:42 AM

To: Phillips, Jessica <phillips.1507@osu.edu>, Lemon, Jason <lemon.297@osu.edu>

Cc: Matt Guedes <MattG@campfreedompa.org>

Subject: OSU cert program | Camp Freedom with Uniforms to Utilities & The Callout Podcast

Good Morning Jessica and Jason!

Thank you for your patience and respecting/honoring our relationship!

Next Monday, final details are being ironed out for my platform which will serve as the registration portal for Camp Freedom to directly connect to OSU cert program.

I have even bigger news regarding a major utility event mid May where we will promote Camp Freedom & OSU with The Callout Podcast. Surprise guest is none other than ret. Navy Admiral/OSU President Carter!

Will update y'all on our call! I'd like to be included in all calls to keep communication streamlined.

Can we please schedule a call to get us back to moving on this asap?

Kindest regards,
Krisanthe

<https://www.linkedin.com/in/krisanthe>

Creator | Host | Producer | CEO

The Callout Podcast



www.TheCalloutPodcast.com

<https://youtube.com/@thecalloutpodcast3716>