

The Communicator

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Caltrans Maintenance

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Caltrans measures and evaluates the roadways once a year to determine how well we maintain the state's highways. Areas are given scores, which is level of service, between 0 and 100, with 100 being the best. This is a score of our ability to service the area and is not a score of the area's condition. Guardrail, striping, litter and debris, and overall roadway condition are the major components we evaluate. Caltrans divides California's approximately 15,000 highway centerline miles into one-mile segments, and 20 percent, or approximately 3,000 of these segments across the state, are randomly selected for evaluation. Scores may have a five-

point variance from year to year, and scores that are within five points from the previous year are considered stable.

In fiscal year 2012–2013, Caltrans spent \$9.3 million and applied more than 88,000 miles of striping on California highways. This is enough to go around the equator of the Earth about three and a half times. Although our statewide score for striping was 87, we did not meet our goal of 95. Completing all annual striping night inspections statewide will help us meet our goal.

For guardrail, Caltrans had a statewide score
(*Caltrans Maintenance cont. on page 6*)

The 2014 Convention is going to be BIG!



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Chairman's Corner

By: PJ Welch

What makes the time pass by so quickly? Getting older? Becoming a father? Being the Chairman of the CMSA? Having had the opportunity to travel the state, visiting with Associate and Mover members has made for an incredibly busy winter season. Twelve months ago, I wondered what my contribution to the CMSA would be. What would I write about and what would I say that could create change in our industry? The reality is that being the Chairman of the CMSA has been a role where I have taken much more than I could ever give. I have learned more about the the moving industry in the past 12 months than I have in the past 20 years.

Beginning as Secretary/Treasurer, I have had the pleasure of working with past Chairmen Dennis Doody and Rick Hosea as the CMSA has created change for the moving industry, including the passing of AB 2118, which most re-

cently has given movers the ability to legally send documents to customers electronically, and the improvements made with the Department of General Services. I have watched as CMSA President Steve Weitekamp developed working relationships with both the CPUC and SDDC, ensuring that the interests of moving companies are heard and making the CMSA the leading voice for agents.

While I have had the privilege of helping to create change in the moving industry, the greatest benefit of being Chairman has been the opportunity to travel the state and visit every chapter of the CMSA. I would like to thank everyone who opened their doors and welcomed me into their offices and warehouses. The California economy is improving and I was happy to listen to movers discuss how tough it had been to find qualified personnel in the middle of December. A busy winter season always seems to lead to an even busier summer season and after my chapter visits, I am confident that this summer will offer tremendous opportunities. I am certain that our industry is prepared to offer the necessary service.

(Chairman's Corner cont. on page 4)

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Link: [link] noun

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President's Comments

By: Steve Weitekamp

Summer season 2014 in the moving business is almost upon us and most are anticipating a very busy period that hopefully will be financially rewarding as well. April is also the end of one CMSA leadership and chapter year and the beginning of

another. The plans for our upcoming Convention are in place and there is still time for you to join your fellow members in a program that will provide educational sessions as well as events that celebrate CMSA leadership and the successes of the Association over the past year.

Chairman PJ Welch wrote in his column of how quickly his year of service has passed, and I echo his sentiment. A year of traveling around the state to visit the 12 CMSA chapters and working toward the common goal of constant improvement for the Association has fomented a strong respect and friendship. His steady and calm demeanor has had a positive impact and his broad knowledge of military moving from both the TSP and Agent perspectives has been invaluable to the CMSA Board and me. It is difficult to imagine a more qualified individual to pass through the chairs over the last three years. PJ's military moving expertise was beneficial to our membership in the development and implementation of activity that addressed the changes to the DOD program. We have seen military business become an increasing percentage of the total moving volume over the last several years. PJ's leadership success was broader than just ensuring that we took positive steps in regards to DOD business. His tenure in the chairs has also seen many positive steps for the Association. Thank you PJ for your service and I know that you will continue to play a significant role in the success of your Association as you join the ranks of the elite club of CMSA's former Chairmen.

At this year's Chairman's Ball, Chairman Welch will hand over the ceremonial gavel, engraved with the name and year of every Chairman since 1949, to incoming Chairman Jay Casey. Jay has served as a Board member for several years as well as service as Association Secretary/Treasurer and

(President's Comments cont. on page 4)

(Chairman's Corner cont. from page 2)

There are many thanks that need to be made as I step down from my position as Chairman of the CMSA. I would like to thank all chapter presidents for organizing great meetings and the fundraising events that support the CMSA Scholarship Fund and Special Olympics programs. I would like to thank everyone who has served on my Board for offering their opinions and advice, representing Mover and Associate members

throughout the state, ensuring the CMSA remains strong. I would like to thank the CMSA staff for their support and for keeping the CMSA running smoothly and efficiently. Most importantly, I thank every member of the CMSA who has supported the association by attending a chapter meeting or has participated in a fundraising event. I look forward to meeting with you again at this year's 96th Annual Convention in Monterey.

(President's Comments cont. from page 3)

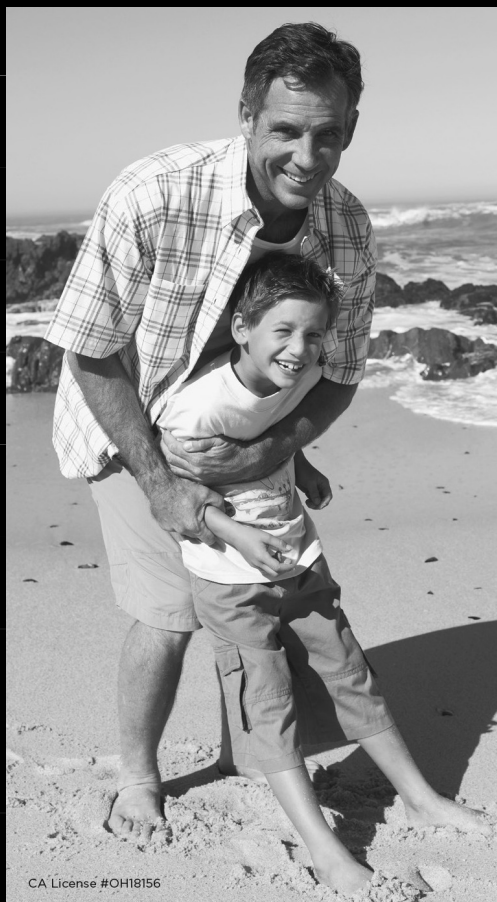
Vice Chairman. Like all incoming Chairmen, I know that Jay is prepared to meet the challenges that lay ahead, some are known and some are yet to be uncovered. Each year is unique and as

past Chairman have frequently stated, you put quite a bit into the job but the takeaway is far greater. All who have accepted the responsibility have stepped up and met the challenges. We wish Chairman Casey well as his year as Chairman begins.



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2014 Convention Speaker Line-Up

Keynote Speaker Jim Mathis
"Reinvention Nation"

Sean Edgar
CleanFleets.net
*"CARB Rule Changes
to Provide Relief"*

CMSA Chairman PJ Welch
"2013–2014 Year Reflections"

**CMSA President
Steve Weitekamp**
*"Current State of the
Intrastate Moving Industry"*

Terry Head
International Association of Movers
"Has the (Moving) World Gone Flat?"



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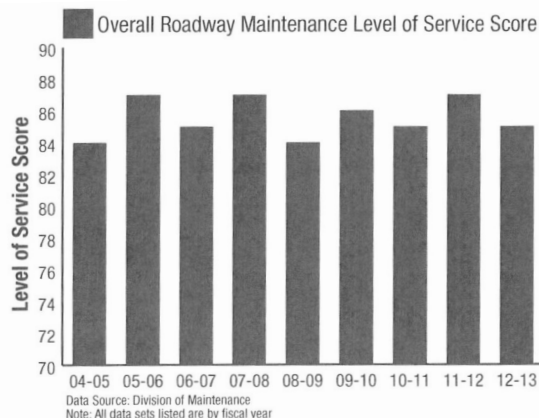
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(Caltrans Maintenance cont. from page 1)

of 92, but we did not meet our goal of 95. To achieve this goal, we must shorten the window between when a guardrail is hit and damaged and the time it is repaired. We can achieve this by increasing the number of guardrail crews throughout the state. In fiscal year 2012–2013, we spent \$9.2 million repairing and replacing nearly 60 miles of guardrail, which is the equivalent of stretching the guardrail end to end between Los Angeles and San Bernardino, California.

Caltrans also evaluated highway segments for litter and debris. The score for litter and debris was 84, which met our statewide goal of 80. To maintain this goal, allocations for litter and debris removal must not decline from the prior year. In fiscal year 2012–2013, Caltrans crews spent \$37.2 million removing litter and debris, and Adopt-A-Highway program volunteers' collection efforts were valued

at an additional \$16.7 million. That's more than 155,000 cubic yards, or the equivalent of almost 9,700 dump trucks full of litter and debris, which if placed bumper to bumper, would stretch approximately 50 miles. We also removed 7 million square feet of graffiti, which is equal to 121 football fields.



Our overall roadway score was 85 in fiscal year 2012–2013, and we did not meet our statewide goal of 87. Increased funding for travelway and roadside maintenance will help us meet this goal. The overall roadway score measures maintenance needs of the entire 15,000 highway centerline miles and is calculated based on

the average of more than 30 elements that include the travelway, which is the visual driving surface, and ride-ability, striping, guardrail, litter and debris, landscaping, drainage, and components that guide drivers. The overall level of service on the state's highways has remained relatively stable during the past three years.

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Republic Moving & Storage Promotes VanMeter to Executive Vice President

Bill Lovejoy, president of Lovejoy's Family Moving Inc. operating Republic Moving and Storage, World International Forwarders Inc. and Harmony Leasing Inc., is proud to announce the promotion of RaeDeane VanMeter to the position of executive vice president. In conjunction with her current duties as vice president of military services, VanMeter as executive vice president will additionally manage the different divisions, oversee daily operations and continue to support the rapid growth of Republic Moving.

VanMeter joined the Republic Moving and

Storage team in March 2009. In the five years that VanMeter has been with Republic, she has proven to be instrumental in developing and growing the company to be one of the best service providers in Southern California for military and private and corporate relocations. VanMeter also serves as the San Diego Chapter President of the California Moving and Storage Association (CMSA). In accepting the position, VanMeter stated, "I look forward to the task

and believe that the Lovejoy Companies will provide the opportunity to continue to grow professionally."



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Inquiries are always kept confidential.

Chris Higdon Receives CSU Sacramento's 2014 Distinguished Service Award

Like father, like son ... and brother and wife and brother-in-law and sister-in-law.

Chris Higdon's ties to California State University, Sacramento (Sac State) are seemingly endless, but it's his generosity and undying school spirit that made him a recipient of a Sac State Distinguished Service Award for 2014. Higdon of California Moving Systems was the 2000-2001 CMSA Chairman.

"Sac State was engrained in me, but it wasn't like my father or brother or anyone said, 'You've got to go to Sac State,'" Higdon said. "It's our hometown university and I just had a natural bond. I didn't really consider going anywhere else."

His father, Jack Higdon, (graduated in 1952 with a Business Administration-Accountancy degree) played baseball for the Hornets. He founded California

Moving Systems in 1967 and received his own Distinguished Service Award in 2006.

Higdon is now the president and CEO of California Moving Systems. He's led the company's evolution over the years and he's followed his father's lead in giving back to Sac State any way he can.

"The unique thing about Sac State is they give you opportunities to contribute in ways that you're comfortable with," Higdon said. "I don't have a huge bankroll, but I can offer my expertise, my back, my trucks and my moving people."

Higdon served as president of the Sac State Alumni Association in 2010-2011 and remains connected. He is a co-chair of President Gonzalez's Executive Committee and served on the College of Business Administration Advisory Council.



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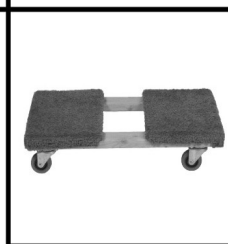
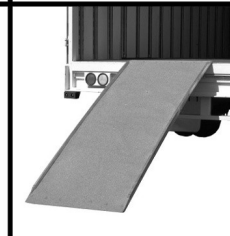
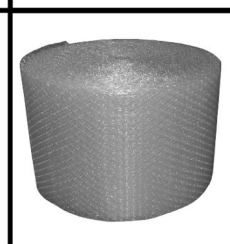
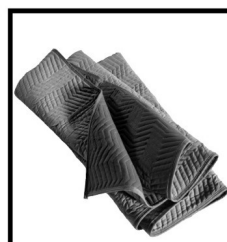
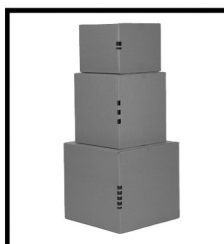
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National Van Lines Adds Rutledge Moving Systems to the Agency Family

Mark Doyle, vice president of sales and agency development, announced the addition of Rutledge Moving Systems in Castroville, Calif., to the National Van Lines family of agents.

Rutledge Moving Systems is owned by Chris Rutledge. Chris has lived in the Monterey Peninsula, California—area all his life. After serving in the Marines (1973–1977), Chris immediately began his career in the moving and storage industry. In 1978, he purchased his own tractor and pulled a company trailer, working as an

owner-operator for the next 18 years doing interstate work. During that period, he moved everything from household goods, cars, boats, helicopters and more than a thousand pieces of heavy-duty machinery.

Along with his two sons, he founded Rutledge Moving Systems. Currently, they employ six full-time movers and four part-timers. Their services include: residential moving, interstate moving, intrastate moving, commercial moving as well as office and industrial moves.

Never Drop Your Prices Again!

By: Marc Wayshak, *Author and Sales Strategist*

I was recently at Lord & Taylor with a close friend of mine when she held up two pairs of high-heeled shoes. Both pairs were black, appeared similar and looked pretty to me. "What do you think each pair of shoes costs?" she asked.

"Well, this is a nice place, so I'm guessing that they both cost about \$150," I replied.

She smiled at me as if she were watching a puppy hopelessly barking at the moon. "Actually *this pair*," she said, holding up the shoes in her left hand, "costs \$110."

"I was close!" I said defensively.

But then she continued. "Now *this pair*," she said, holding up the shoes in her right hand, "costs \$650."

"What?!?!? But they look so similar!" I exclaimed in surprise.

Upon further reflection, I began to see the parallels that women's shoes have with selling on price versus value: Products or services that are fundamentally the same can sell for drastically different prices. It all depends on the way they're sold.

Let me introduce you to two salespeople: Don and Liz. Both have been selling bathroom accessories for 20 years. However, they each sell in a completely different way.

Don is all about price. He'll walk into a prospect's office and say, "I see that you're working with Grohe, and I can show you how you can save 50 percent by working with me instead ..."

Liz, on the other hand, is all about selling on value. She'll walk into a prospect's office and begin a conversation by saying, "I really appreciate you inviting me in today. I want to tell you up front that if you are looking for the lowest prices, I'm not your gal. My goal is to help my clients create a bathroom that 'wows' visitors. Does it make sense for us to continue talking?"

Both approaches lead to sales, but the differ-

ence in the average transaction size and profitability is night and day. Liz wins and she wins big.

If you're determined to sell on price like Don, then you should stop reading this now. However, if you're open to selling on value like Liz, then stay with me

Here are four ways to stop selling on price:

Stop being a vendor: Don is a vendor to his customers, while Liz is a *strategic partner* to her clients. Get away from just being another vendor offering the best price. Instead, focus on how you can help provide massive value to your clients. The prospects that just want the

best price are not who you want to work with. At least 60 percent of prospects want something more than just the best price. Target those folks.

Be distinct: Both of the shoes my friend showed me appeared to be similar, but one had a very distinct brand, while the other was

essentially no-named. You don't need advertising to be distinct — your approach to selling can be what makes you stand out. While Don's approach was pretty cheesy and predictable, Liz was bold and totally distinct from what the prospect typically experiences. Immediately, the prospect is intrigued to understand more about why Liz isn't the cheapest. Everyone knows that they get what they pay for, so let them experience the best.

Create value in your conversation: Every qualified prospect has challenges that you can solve. For example, in the case of Liz, her qualified prospect might be a developer that has used cheap bathroom accessories in the past only to find that they frequently break and need to be replaced after only a year. By learning about the prospect's experience and how much that cost him in lost revenues, Liz is

(Never Drop Your Prices cont. on page 12)





Use Straight-Time Hours When Calculating Overtime Pay

We're having an argument about how overtime is calculated for hours worked over 40. Do you count the total hours including daily overtime hours, or do you use only the straight-time hours? When we read Section 3 in the Industrial Welfare Commission (IWC) order, it sounds like we have to include the total hours when determining whether the employee has worked more than 40 hours.

You use only the straight-time hours to calculate pay for the hours worked beyond 40 in the workweek. Do not include the daily overtime hours in your calculation because this would result in paying an increased rate for the same overtime hours.

You are certainly not alone in being confused about the language in the IWC order. However, the California Labor Code, Section 510, attempts to clarify that overtime rates are not pyramided by stating in part:

"Nothing in this section requires an employer to combine more than one rate of overtime compensation in order to calculate the amount to be paid to an employee for an hour of overtime work."

Calculation Example

Unless an alternative workweek is in effect or the agriculture IWC Order 14 applies, most

overtime in California is calculated as shown in the following example. Some exemptions exist depending on which IWC order applies, such as certain residential care employees in IWC 5 or personal attendants in IWC 15.

This example uses the designated workweek of Monday (day 1) through Sunday (day 7); straight-time (ST) and overtime (OT) hours are noted:

Mon: 10 hours (8 ST and 2 OT)
Tue: 10 hours (8 ST and 2 OT)
Wed: 6 hours (6 ST)
Thu: 8 hours (8 ST)
Fri: 8 hours (8 ST)
Total: 42 hours (38 ST and 4 daily OT hours)

When the employee works on the sixth day of the workweek (Saturday in this case), he/she has not yet worked more than 40 straight-time hours; therefore, the first 2 hours (the 39th and 40th hours) are still calculated at the straight-time rate and 6 hours beyond 40 are paid at time and one half as follows:

Sat: 8 hours (2 ST and 6 OT)

The employee has worked a total of 50 hours (40 ST and 10 OT).

Source: California Chamber of Commerce, *Alert*

(Never Drop Your Prices *cont. from page 11)*
creating tremendous value for her products — before she ever even shows him her product line.

Pile it on: Good prospects are willing to pay more when they believe they are getting tremendous value. That means that, in order to create that value, you must think in terms of selling solutions and packages. For example, Liz not only sells bathroom accessories, but she also offers custom design and assistance with actually installing the accessories in order

to ensure that they last for many years. This perceived added value allows her to charge a higher price than Don could ever imagine charging. How can you add additional products or services to your offering to increase the perceived value of your product or service?

Selling on price is never the only option for a company. By following these four steps and thinking creatively about how to increase your value in the eyes of the client, your sale size will increase dramatically.

What do you do to increase your sale size?

Who is Watching You?

Giftng + Character = Calling

By: Jim Mathis, 2014 CMSA Convention
Keynote Speaker

Your Blind Side

You are being observed ... You are probably aren't aware of it, but someone is watching you all the time. Your leadership skills, your attire, your manners, your language and your reactions are all being scrutinized by others almost every minute. You may think that no one notices you or how you behave but trust me, you are under a microscope.

I was talking with a group of leaders a few months ago. They lead firefighters and emergency service responders. They said they became firefighters because someone they admired (father, brother, neighbor or close adult friend) was a firefighter and that instilled the passion in them to perform the duty they love to do today. The people they admired didn't realize the impact they had on these men and women when they were young, but someone was

watching them.

The chiefs realize that they have an impact on others watching them. Whenever a fire or EMS truck rolls by, all polished and clean, people notice — even if the sirens aren't in use. If they are on their way to an emergency and the warning signals are on, people not only get out of their way, they often give a "thumbs up" as they speed to provide help and put their lives on the line. The public is watching and most often admiring them as they rush to save lives!

We never realize the impact we have on others around us, but we definitely leave an impression. Someone is always watching you ... with an eye on being like you one day.

Successful leaders know that their appearance reflects on their leadership. They carry themselves above others to lead in every way. They live their lives on a different level. They lead from the front, but if they lead from an

(Jim Mathis cont. on page 14)



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(*Jim Mathis cont. from page 13*)

office or rear position of authority, they lead by example.

Last Impressions

I worked with a colleague who said that he never polished the backs of his shoes. He said he did not care what people thought of him as he walked away; only what impression he made on his approach.

What do you feel about that? Do you think people observed his appearance as he left? Do you only care what others feel or are impressed by when they first see you?

Leaders know how to make a great first impression, but they also realize the impression is made through engaging with others. How you address people is important, yes. But how you behave during a meeting or conversation makes a lasting impression.

Do you know which silverware to use at a formal dinner party? Do you know how to place your napkin in your lap or what to do with it if you leave momentarily to signal your prompt return? Do you know how to listen and not dominate a conversation? Do you know which plate

or glass to use for each food item? More importantly, how do you act like you know what to do in these situations?

***Confidence is contagious ...
and very observable.***

Many people take their cues from you. Your look or air of confidence is picked up by those around you. Your attitude will not only determine your altitude (how "high" you are flying), but the attitude of your staff and colleagues as well. If you are up, they will be up. If you are acting unprofessional, it will influence everyone in your organization to behave accordingly.

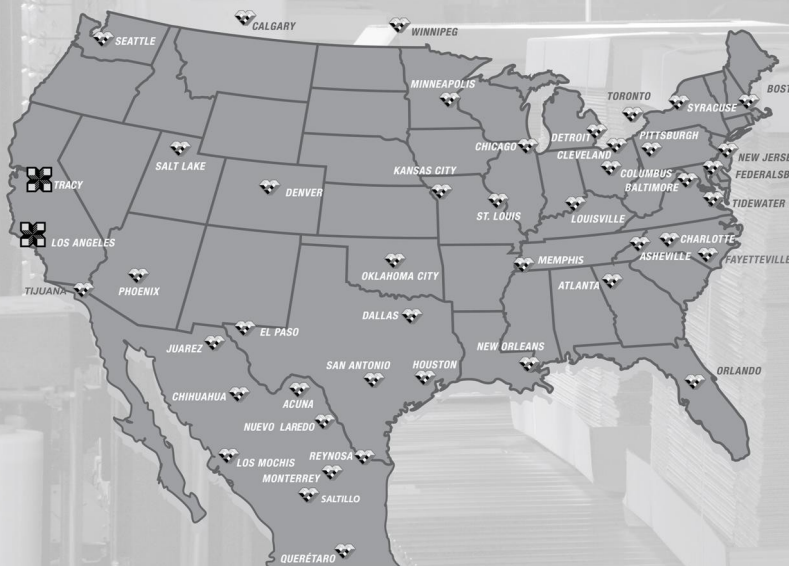
In an exercise on personality and leadership styles with a group in Virginia, the attendees acted out several leadership interactions. We let the group judge how the "actors" performed. Everyone noticed spoken and unspoken cues. Body language, abruptness, uncertainty and even anger were observed, even though each participant denied up front that they had signaled any intention! They were noticed, though; everyone was watching them.

(*Jim Mathis cont. on page 15*)



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Golden State Container uses the Victory Packaging name in all locations outside California. We can only be contacted in California under the name Golden State Container.

(*Jim Mathis cont. from page 14*)

Telling the Truth

It is said that the speed of the leader will determine the speed of the team. I can add that the altitude of the leader determines the altitude of the team as well.

Do you show confidence to those even when you are uncertain?

In gambling, a "tell" is the unspoken signals you give through body language, nervous actions and habits when you are in specific situations.

In the movie *Maverick*, Mel Gibson spends his time in poker games watching the way others play their game. He observed the unspoken signals of hand gestures, facial expressions and sounds to determine the opponents' actions. Then, he jumps in and takes advantage of what he has learned through simply watching others. How do you "tell" your uncertainty as you look around for

someone who is better versed in these manners?

At a banquet recently, the CEO noted that he observed his dinner companions, most looked at others for cues on how to behave and act. He complimented those at the table who

looked like it "wasn't the first time they attended a nice dinner." The lesson stuck. Someone was watching the attendees with an eye of future promotion. Their behaviors were their "tells."

People are watching and observing you all the time. The legendary

basketball coach, John Wooden, told his players to always acknowledge a teammate who passed them the ball to set up a shot. One of the players asked, "How will I know they will be watching for my signal?"

"Oh, they will be watching," the coach replied. "They will always be watching you."



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Corodata Acquires Bluebird Records Management

Corodata Record Management is pleased to announce its company's recent acquisition of Bluebird Record Management of Santa Cruz, Calif.

Corodata is excited and pleased to announce this opportunity to service great clients in the coastal regions of Northern California. This transition is providing a helpful opportunity for the owners of Bluebird Record Management to exit their business while ensuring their clients receive the personalized service they have been used to.

Corodata Silicon Valley management team is leading the integration of the current Bluebird Records client account information to our state-of-the-art record management information system. With the purchase of Blue Bird Records, a storage and information management company, Corodata broadens their presence in Santa Cruz and strengthens its Bay Area operations.

As the largest privately held records and information management service provider in California, Corodata has the ability to serve the entire state and has partners in all areas of records management.

MEMORIAL BULLETIN

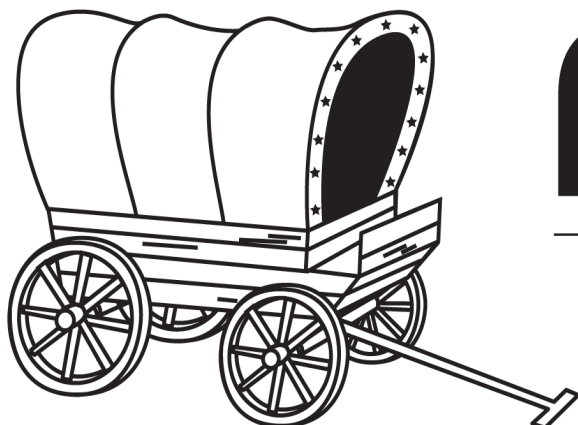


CMSA member Armando Mora-Robledo of Bay Area Relocation Services passed away November 16, 2013.

He started Bay Area Relocation Services and continued in the moving and storage

business until his passing. He was also a dedicated sports guy and supported Bay Area teams.

He is survived by father, Armando Sr.; girlfriend, Glenda; sister, Myrna; brothers, Armando and Carlos; his daughter, Ambria, and his nieces and nephews.



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Twin Counties Chapter Hosts Golf & Bocce Ball Tournament

CMSA members returned to Menifee Lakes Country Club in Menifee, Calif., for the Twin Counties Chapter Golf & Bocce Ball Tournament on Wednesday, March 5.

This year, the chapter had 27 golfers and 20 bocce ball players participate in the fundraiser, which benefits the CMSA Scholarship Fund and the Special Olympics.

First-place winners of the golf tournament were Ryan Cupp of Republic Moving & Storage, Dave Lovejoy of Republic Moving & Storage, Patt Packard of Republic Moving & Storage and Skip Cole of Republic Moving & Storage. The Bocce Ball Tournament winners were Jeremy Bodenhamer of ShipHawk, Mikel Richardson of Republic Moving & Storage, Robert Belarano of Republic Moving & Storage and Casey Myers of Paul Hanson Partners Specialty Insurance.

The Twin Counties Chapter wishes to thank

its fundraiser sponsors for their support: **Ridgecrest Moving & Storage Co. Inc., Pioneer Packing Inc., Burgess Moving & Storage, Golden West Moving Systems Inc., McCarthy Transfer & Storage Inc., Paul Hanson Partners Specialty Insurance, California Relocation Services Inc., Hi-Desert Moving & Storage, Cardinal Van & Storage Co., Monument Moving & Storage, Twenty-Nine Palms Van & Storage Inc., Champion Risk & Insurance Services, Republic Moving & Storage, New Haven Moving Equipment Corp., ShipHawk, Apple Valley Transfer & Storage Inc., Barstow Transfer & Storage Inc. and Atlas Van Lines.**

Thanks to the support of the sponsors and for the chapter members' participation at the fundraiser, the Twin Counties Chapter was able to raise \$2,700!



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Greater LA Chapter Holds Day at the Races Event

By: Patrick Longo, *Andy's Transfer & Storage & CMSA Secretary/Treasurer*

On Sunday, March 30, the Greater Los Angeles Chapter held its annual Day at the Races at Santa Anita Park. This year's event had more than 120 people and raised another record amount of more than \$5,000 for the Scholarship Fund. The event sponsor was **Paul Hanson Partners Specialty Insurance**.

The location change to Clockers Corner, where we had our own private area next to the

track, was a big success. Harry Cho from Transauto Logistics was our big 50/50 raffle winner with the total payout to him being \$700, which is also a record amount.

In honor of the CMSA fundraiser, Santa Anita Park named its fifth race after the California Moving and Storage Association.

Thank you all who attended, especially our major sponsors: **New Haven Moving Equipment Corp.**, **DEWITT/Royal Hawaiian Movers**, **Champion Risk & Insurance Services** and **Gateways International**.

Two CMSA Members Awarded Top Performers in 2013

TWO MEN AND A TRUCK, the largest franchised moving company in North America, recently recognized its top franchise performers with the "Achievement in Excellence" (AIE) Award. The Sacramento and San Diego franchises were among the winners.

The top 14 stores of the company's 261 franchise locations were announced at the com-

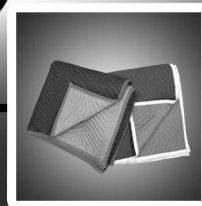
pany's annual meeting in Las Vegas, Nev. Franchisees Mark Snyir and Chad Arnold of Sacramento, and Pedro Gallegos and Alicia Sorber Gallegos of San Diego accepted the award for their respective locations as two of TWO MEN AND A TRUCK's top performers across all metrics, including customer service, revenue growth and community service hours.



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CLASSIFIED ADVERTISING

CHARGES: 1-5 lines \$15; \$2 each additional line. CMSA box number \$5; Non-member charge: \$30 additional. Special heading/set up extra. Replies to ads noting box numbers to be sent to: CMSA Communicator, 10900 E. 183rd St., #300, Cerritos, CA 90703. Call Brianna Wahlstrom at (562) 865-2900 to place your advertisement.

EMPLOYMENT OPPORTUNITY

Experienced Sales Estimator & Surveyor — Well-established Solano County company now hiring for an experienced residential salesperson and military surveyor. Send resumes and letters of inquiry to: yourmovingcompany@yahoo.com.

BUSINESS WANTED

We are interested in purchasing all or a part of your business. We are able to provide quick cash for certain assets. We can assist in an exit strategy. Major CA markets are desired. Discussions will be in strictest confidence. Send information to CMSA, Box J1, 10900 E. 183rd St., #300, Cerritos, CA 90703.

EMPLOYMENT OPPORTUNITIES

Household Goods Coordinator needed in Los Angeles area. National account and COD experience required. Experience with Quotes to Go/UniGroup preferred. Experienced Warehouse Manager needed in the Los Angeles area. Forklift operation and inventory management systems experience a must. Send resumes and inquiries to: kathysiatuu@smmoving.com.

EMPLOYMENT OPPORTUNITIES

NorthStar Moving seeks to fill two positions: a Long-Distance Dept. Operations Team Member and a Claims Specialist. We are looking for super-stars. Send resumes to angelica@northstarmoving.com.

EMPLOYMENT OPPORTUNITY

Looking for managers in L.A./Orange and Northern Bay Area. Must be extremely computer literate. Must be good with people and should have experience in the Moving and Storage Industry. Send resumes and letters of inquiries to: CMSA, Box J2, 10900 E. 183rd St., #300, Cerritos, CA 90703.

EMPLOYMENT OPPORTUNITY

Rebel Van Lines is looking to hire an experienced and aggressive residential Household Goods Salesperson/Estimator for Los Angeles and Orange County areas. Email resume to: nan@rebelvanlines.com.

EMPLOYMENT OPPORTUNITY

NC Moving and Storage Solutions is a certified woman-owned minority transportation company located in Hayward, California. We are looking for an energetic salesperson who is familiar with local, long distance and international moving. Please contact Bev Klein at 510.297.4826 or bklein@ncmss.com.

EMPLOYMENT OPPORTUNITY

San Diego Van & Storage Co. is now hiring for an aggressive residential and O & I salesperson. Competitive compensation, full benefits and profit-sharing plan. Send resumes and inquiries to: jobs@sandiegovan.com.

EXPERIENCED SALES ESTIMATOR & SURVEYOR

Looking to hire an experienced local and interstate HHG salesperson. We have locations in Sacramento and San Jose. Please email cover letter and resume to jobs@pacificstorage.com.

Calendar of Events

Wed., April 2	OC/Beach Cities Chapter Meeting
Sat., April 5	North Bay Chapter Bocce Tournament
Sun., April 6	Ventura/S. Barbara Bowling Tournament
Wed., April 9	Greater Los Angeles Chapter Meeting
Wed., April 16	Northern Region Chapter Meeting
Wed., April 16	Monterey Bay Chapter Meeting

Wed., April 23	San Diego Chapter Meeting
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April 29—May 4
96th Annual CMSA Convention
Hyatt Regency Monterey
Hotel & Spa
Monterey, CA

Fri., October 3	Monterey Bay Chapter Golf & Bocce Tournament
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CMSA THROUGH THE YEARS

HISTORICAL PHOTO

As the CMSA closes in on its 100th year, join us in looking back down memory lane at these wonderful historical pictures. If you have any pictures you would like to share, please email them in .jpeg format to: bwahlstrom@thecmsa.org.



Sent to us by a CMSA member, the above photo shows the 1960–1961 CMSA Board of Directors who attended the 43rd Annual CMSA Convention. From left to right in the front row: Former CMSA President Charles Woelfel, Don Estrin of Global Van & Storage, Charles Nelson of Lyon Van & Storage Co. and John Cote of Citizens Transportation Co. From left to right in the middle row: C. L. Cutler of Cutler's University Van & Storage, William F. Goines Jr. of Bekins Van & Storage Co., Don Adams of Monterey Transfer & Storage, Edward Gibbons of Nickell's Van and Storage, Frank Payne Jr. of Lyon Van & Storage Co. and Roger Druehl of Erickson Van & Storage Co. From left to right in the back row: Floyd Shook of Shook's Van & Storage Co., Thomas Travers of Western Van & Storage Co., W. L. Irey of Irey Moving & Storage Co., Quigley Driver Jr. of Stringer Storage Co. and H. J. Galbraith of Galbraith Van & Storage.



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