

It's Time to Get "All in With CMSA" for the 104th CMSA Convention

Our last two in-person conventions were inevitably canceled due to events outside of our control. However, as everyone knows, third time's a charm! So let's do this and go "All in With CMSA," which is the theme for our 2022 Convention being held at the Peppermill Resort Spa Casino in Reno, Nevada from April 19-23, 2022.

The Peppermill Resort is a premier luxury resort in the heart of South Reno's entertainment district. It is by far one of the most, if not the most, opulent and lavish resorts in Reno.

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CHAIRMAN'S CORNER

by John Chipman, Jr.

Where are all the long-haul drivers? Perhaps they're inside a 40-footer on a container ship waiting to be off-loaded at the Port of Long Beach, along with all our Christmas toys? Or,

the drivers are stored in an old vault in your warehouse. The forgotten "dunnage" vault is buried five tiers back in a three-high row, and jammed packed with dog eared *Thomas Guides*, dusty IBM Wheelwriters, a dead beeper, and a pack of cherry flavored Swisher Sweets. If finding drivers in California were a game of hide-n-seek, our industry would be hollering: "Olly olly oxen free!" all over the neighborhood.

National Shortage. California Movers are facing an acute driver shortage. "Acute" is a fancy way of saying unless we find more drivers our companies will be performing APUs, Pack & Crates and G-11s ad nauseam, or at least until there's not a square inch of floor space left at your warehouse during

Peak Season. California Movers aren't alone in this regard. According to **Chris Spear**, President and CEO of the **American Trucking Association**, the entire trucking industry is currently short "80,000 drivers", a record high. Truck drivers move "71% of the US economy's goods", **Chris** reports. Lack of drivers isn't limited to California; misery loves company.

What's your strategy? What California Movers need is a sound strategy for recruiting new drivers and keeping the good ones. Don't have a strategy? Then it's a good thing we have industry experts to advise us.

Driver Recruitment. One way of getting drivers combines the best of the old and the new schools. **Tom Oakley**, President and CEO of **Atlas Transfer & Storage** (agent for **Allied**) in Poway says "word of mouth is still extremely effective". Drivers love **Altas'** "positive work environment" and don't hesitate to share their experience. **Colleen Turner**, Dispatcher at **Chipman Relocations & Logistics**, agrees: "Drivers talk to drivers. They share how they are treated by move coordinators, warehouse crews, and

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PRESIDENT'S COMMENTS

By Steve Weitekamp

One of the most rewarding parts of serving as CMSA president is the opportunity to annually tour the 12 CMSA chapters around the state with the current Chairman. This year, it is particularly appreciated because of our inability to meet face to face during the pandemic over the last year and a half. While I have become a fan of Zoom and other virtual technology, there is nothing like meeting with our terrific members, visiting their operations, and breaking bread and exchanging information at a chapter meeting. It is also fantastic that we can finally give Chairman John Chipman Jr. the opportunity to have that chapter visit experience after a year of service in virtual lockdown.

Last month, in addition to chapter visits, Chairman Chipman and I had the opportunity to meet with the Bureau of Household Goods and Services (BHGS) leadership, in person, at their Sacramento headquarters. We continue to be im-

pressed with BHGS and their mission to protect consumers while also respecting and serving the regulated mover. We have recently seen a transition at the top of the Bureau and are pleased to report that Acting Deputy Bureau Chief Tonya Corcoran has continued to maintain a policy of access for the Association.

In addition to sharing with BHGS staff how much we appreciate the good work that they are doing, we discussed areas that still need to be addressed. The first of our concerns was related to the MAX 4 Tariff and the urgent need to address major cost changes that cannot be corrected by an annual CPI increase alone. We shared the market realities of a complete reset of the costs related to Blue-Collar labor and what is happening in the used truck marketplace. While the state is hesitant to make a change in the base rates, we discussed the symbiotic relationship between movers and consumers and that a healthy industry is vital to community safety and consumer protections.

In addition to discussing the idea of a MAX 4 adjustment with BHGS, we have also reviewed the issue with our lobbyists, Josh Shaw and Matt Robinson of Shaw Yoder Antwih

(PRESIDENT'S COMMENTS continued on page 4)

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(PRESIDENT'S COMMENTS from page 3)

Schmelzer & Lange (SYASL) in the event that we need to address the issue from a legislative perspective. Additionally, we discussed with Josh and Matt the importance of opposing and squashing any redo of AB 2460, AB 224 in the 2022 session. The good news is that our very experienced lobbyists don't see it as a probability. There would have to be a new bill and they have heard that the Governor's office does not want to see this bill again. We are cautiously optimistic.

They are also enthusiastic that our board has decided that March 15, 2022, will be a good time for the Association to once again have an in-person Legislative Day in Sacramento (stay tune for more details). While it is uncertain that the Capitol building will be open to the public, SYASL plans to have their offices and confer-

ence rooms available for our members. We will invite relevant legislators and regulators to join us across the street from the Capitol to discuss issues important to our industry and state. Hope to see you there.

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(CHAIRMAN'S CORNER continued from page 2)

how fairly they are compensated.” To paraphrase **Tom** and **Colleen**: happy drivers become your company’s best evangelists for bringing in new drivers.

With respect to the new school: “Technology should be leveraged both in advertising and in making the application process as smooth and user friendly as possible”, according to **Jason Jones**, UniGroup’s SVP of Human Resources and Safety. (UniGroup is the parent company of **United** and **Mayflower**)

Jason prefers industry specific job boards: “CDLjobs, JobsInTrucks, AllTruckJobs, SimplyHired, ZipRecruiter and Indeed. Google remains the biggest advertising platform. Facebook is a good source, and LinkedIn is growing, particularly with owner operators”.

RV Life Recruits? Are we looking in the wrong place for potential drivers? Afterall

the pandemic created a new nomadic subclass of Millennials who don’t want to be tethered to a residence or job location. Perfect candidates? We could head to Yellowstone Park and the RKO campgrounds to knock on the doors of recreational vehicles. These folks might be willing to trade in their hamster-powered VW campers for a 2021 Peterbilt with a tricked-out ARI sleeper the size of studio apartment? Just add chrome rims.

Driver Retention.

Keeping drivers on your team might be the most challenging part of the

strategy. What to do? “In addition to working well together, it’s essential to provide drivers with safe, compliant equipment that looks good, especially to customers and other drivers. Agents must pay on time and in full once the job is complete,” says **Tom Oakley**. **Colleen Turner** thinks higher compensation percentages is an important factor in

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(CHAIRMAN'S CORNER continued from page 6)

keeping drivers. But, **Colleen** also believes empathy is critical to retention: "Over the road drivers are sacrificing a lot more than the rest of us. Understanding and helping them navigate their professional and personal challenges creates lasting relationships."

Drink the PODs Kool-Aid? Not just yet. Our experts aren't ready to abandon the industry's traditional long-haul driver model in favor of a 100% containerized approach. **Colleen Turner** thinks the model just needs to be modified: "We can enhance our model with some containers and flex trailers." **Ja-**

son Jones feels that increasing the number of agent pickups and deliveries at residences would also be an improvement: "Creating 'no-touch' middle mile lanes would make our existing model more efficient and be driver friendly. Drivers could haul more loads and get home more often."

Another approach would be to market long-haul drivers as a "white glove service" If priced accordingly with an appropriate level of compensation, the white glove model might be one way to attract new drivers and keep them in our industry.

What's your driver strategy? Let me know at jchipmanjr@chipmanrelo.com.

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MEMORIAL BULLETIN



Frank "Richard" Homan 1945–2021

Richard entered eternal rest on October 17, 2021, surrounded with love from his family who will continue

to honor his legacy. Richard Homan was born on September 16, 1945, in Hanford, California, to Geraldine "Geri" Carreiro and Frank Vierra Homan. He had a large extended family as Geri came from a family of 13 and Frank a family of 9. Richard began working at a young age for his father driving harvesters and farming, the value of hard work and family was instilled early on.

Richard attended school in Lemoore (class of 1964) and was a valued and trusted employee of Mrs. Leota Lambert at her moving company. She offered him the opportunity to purchase the company from her prior to her passing due to his passion for the company and his love for the Lambert family. Richard and his partner, Richard Menezes, acquired Cannon Moving and Storage, Lambert Transfer and Storage, and Kings Valley Moving and Storage in 1980.

Then in 1985 he purchased the warehouses and added the company Lemoore Van and Storage.

Richard, a valued member of the community, became known as the "Moving Man" in Lemoore. He touched his employees' lives in many ways. They looked up to him and respected him as a great leader, not just a boss.

He always supported youth sports and local community organizations, but his favorite was the Lemoore Police Department outreach called Presents on Patrol. Children identified by the teachers at school as not having a very "bright Christmas" were given gifts and Christmas Dinners by the school and Lemoore PD. Richard always supported this effort as he wanted to see the less than fortunate be able to have a good Christmas.

He believed that he had been blessed and wanted to bless others. It was because of his generosity, leadership and support of the community that Lemoore Van & Storage received the prestigious "Business of the Year" award by Lemoore Chamber of Commerce in 2009.

Friends who wish, can make donations in Richard's memory to the CMSA Charity Fund, 10900 E. 183rd St., Ste. 300, Cerritos, CA 90703

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Biden Signs \$1 Trillion Infrastructure Bill

President Joe Biden signed his \$1 trillion infrastructure deal into law Nov. 15 on the White House lawn, with a smattering of Republican lawmakers on hand for what could be one of the last shows of bipartisanship ahead of the 2022 midterm elections.

The president hopes to use the law to build back his popularity, which has taken a hit amid rising inflation and the inability to fully shake the public health and economic risks from COVID-19.

“My message to the American people is this: America is moving again and your life is going to change for the better,” Biden said.

With the bipartisan deal, the president had to choose between his promise of fostering national unity and a commitment to transformative change. The final measure whittled down much of his initial vision to invest in roads, bridges, water systems, broadband, ports, electric vehicles and the power grid. Yet the administration hopes to sell the new law as a success that bridged partisan divides and will elevate the country with clean drinking water, high-speed internet and a shift away from fossil fuels.

“Too often in Washington — the reason we don’t get things done is because we insist on getting everything we want,” Biden said in his prepared remarks. “With this law, we focused on getting things done. I ran for president because the only way to move our country forward is through compromise and consensus.”

Biden will get outside Washington to sell the plan more broadly in coming days.

He intends go to New Hampshire on

Nov. 16 to visit a bridge on the state’s “red list” for repair, and he will go to Detroit on Nov. 17 for a stop at General Motors’ electric vehicle assembly plant, while other officials also fan out

across the country. The president went to the Port of Baltimore last week to highlight how the supply chain investments from the law could limit inflation and strengthen supply chains, a key concern of voters who are dealing with higher prices.

“We see this as an opportunity because we know that the president’s agenda is quite popular,” White House press secretary Jen Psaki said Nov. 15 before the signing. The outreach to voters can move “beyond the legislative process to talk about how this is going to help them. And we’re hoping that’s going to have an impact.”

Biden held off on signing the hard-fought infrastructure deal after it passed on Nov. 5 until legislators would be back from a congressional recess and could join in a splashy bipartisan event. On the night before the signing, the White House announced Mitch Landrieu, the former New Orleans mayor, would help manage and coordinate the implementation of the infrastructure spending.

The gathering Nov. 15 on the White House lawn was uniquely celebratory with an upbeat brass band and peppy speeches, a contrast to the drama and tensions when the fate of the package was in doubt for several months. The speakers lauded the measure for creating jobs, combating



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CMSA College Scholarship 2022

CMSA will offer \$2,000 scholarships to students who will be enrolled in an undergraduate program at an accredited college, university or community college during the 2022-2023 academic school year. Applicants are not limited to any particular field of study.

Each individual must obtain and complete the required documents listed below and submit them to be received no later than noon on **Wednesday, February 2, 2022** to: CMSA, 10900 E. 183rd St., #300, Cerritos, CA 90703, or e-mail to information@thecmsa.org or fax to: (562) 865-2944. Winners will be notified by **March 11, 2022**. The awards recognition will take place at the CMSA's 104th Annual Convention at the Peppermill Resort Spa Casino in Reno, NV **during the Awards Luncheon on April 23, 2022**.

Application Requirements:

- 1) Completed scholarship application form.
- 2) Résumé.
- 3) Two letters of recommendation. Whenever possible, letters should be typewritten. One letter should be from a teacher/professor, counselor or school administrator; and one letter should be from a community business member (not family).
- 4) A copy of your most recent transcript/report card.
- 5) Completed essay of 500-1000 words addressing the following topic:

"I alone cannot change the world, but I can cast a stone across the water to create many ripples."
--Mother Theresa

What ripples are you creating and what do you hope will be the outcome?

Eligibility Requirements:

- * Student **MUST** be a California resident and an employee or child/grandchild of a CMSA mover or associate member company. The member company must have a current **ACTIVE** membership status for at least one year and no outstanding balance.
- * High school students must have a minimum high school GPA of 2.5.
- * College students must show proof of enrollment and minimum cumulative GPA of 2.5.
- * Student must be enrolled in an undergraduate program at an accredited four-year college, university or community college during the 2021-2022 academic school year. Minimum nine units per semester/quarter.

Criteria for Selection:

Upon meeting the minimum eligibility requirements, scholarship recipients will be selected upon the quality and excellence of the essay.

CMSA scholarship awards will be mailed directly to the recipient in the name of the college or university for use during the 2022-2023 academic school year only.

If you have any questions, please call the CMSA office at (562) 865-2900.

2022 CMSA Scholarship Application

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Name of Company: _____ Position: _____

Address of Company: _____

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CAL-T Permit number (if applicable): _____

Sponsor's Signature: _____

(CMSA will not fund a scholarship to an ineligible student. If the student was paid before being identified as ineligible, CMSA will take steps to remedy the situation. *See eligibility requirements BEFORE applying for this scholarship.*)

Names of colleges and universities applying to and/or currently enrolled in:

*

*

Major Field of Interest: _____

High School GPA: _____ Current College GPA: _____

Student's Signature: _____ Date: _____

Please list your extra-curricular and community activities. Include work experience, family activities and hobbies. (Use separate sheet if needed.)

Please answer the following in your essay in 500-1000 words:

"I alone cannot change the world, but I can cast a stone across the water to create many ripples."
--Mother Theresa

What ripples are you creating and what do you hope will be the outcome?

If you are notified as being a scholarship recipient, you will have 10 days to confirm scholarship notification or you will forfeit the scholarship.



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blackjack, or a high-stake poker game, the Peppermill Casino has it all.

However, if you prefer to spend your free time exploring the outdoors, adventure awaits you. Reno sits in the High Sierra foothills and provides ample places to hike, bike or go fishing. Lake Tahoe and Truckee are also located a short drive away.

CMSA will be following all safety protocols necessary to make this a fun and safe convention. We know that being vaccinated and wearing a mask can be a hot topic for some people. By registering for the convention, delegates must agree to follow the protocols set by Peppermill Resort.

Currently, the resort has non-invasive temperature cameras placed at entry points to the property. Guests with temperatures over 100.4 degrees will not be allowed in. Face coverings are required at all times



while indoors. These protocols are subject to change with CDC guidelines and government mandates.

It's been a while since we have had an in-person convention, here is a quick rundown on what to expect.

Board and committee meetings are scheduled on Wednesday, April 20, 2021 to discuss important CMSA business.

Golfers get up early Thursday morning for the Annual Golf tournament, which will be held at a nearby Reno golf course.

After golf, CMSA Young Professional Group (YPG) members get together for a social hour. Membership to YPG is open to those un-

der 40 (or young at heart).

Associate Members have their meeting on Thursday, right before the Exhibitors Reception. A new Associate Member

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Representative will be voted on for a two-year term. If you are interested in running for the position, please call the CMSA office.

The Exhibitor Reception is the big social event that kicks off the convention on Thursday evening. Delegates visit exhibitor booths while enjoying drinks and hors d'oeuvres. Members get a chance to catch up with old friends and meet new ones.

The following two days are packed with activities. Friday begins with a breakfast buffet, and then an information-packed General Business Session, including roll call. So don't be late! The Session is followed by the Legislative Luncheon, Military Breakout Session and a fun dinner party to cap off the night.

On Saturday, we'll start bright and early with another breakfast buffet and General Business Session that will include a Van Line Panel Discussion. Afterwards, CMSA will have its annual Awards luncheon recognizing outstanding service of members, scholarship winners and charity donations.

The convention culminates with the Chairman's Ball Dinner, where the new CMSA Chairman is installed.

Early Convention registration prices are \$535 for CMSA members who pay for their registration before February 18, 2022. Those registrants will also be eligible to win a \$50 early registration prize!

Peppermill group rates start at \$170+ tax per night for Peppermill Tower Single Bed rooms. All double beds and rollaway beds are an additional \$20+ tax per night. Online reservations can be made at: <https://bit.ly/PeppermillRoomLink>

Tuscany Tower Standard Suites begin at \$200+ tax per night but are only available by calling in directly at 1-866-821-9996 and using the group code ACMSA22.

The cut-off date for the group rates at the Peppermill Resort is Sunday, March 20, 2022, at 5 p.m. (PT).

Don't miss the 2022 CMSA Convention!

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inflation and responding to the needs of voters.

Sen. Rob Portman (R-Ohio), who helped negotiate the package, celebrated Biden's willingness to jettison much of his initial proposal to help bring GOP lawmakers on board. Portman even credited former President Donald Trump for raising awareness about infrastructure, even though the loser of the 2020 election voiced intense opposition to the ultimate agreement.

"The approach from the center out should be the norm, not the exception," Portman said.

The signing included governors and mayors of both parties and labor and business leaders. In addition to House Speaker Nancy Pelosi (D-Calif.) and Senate Majority Leader Chuck Schumer (D-N.Y.), the guest list included Republicans such as Louisiana Sen. Bill Cassidy, Maine Sen. Susan Col-

ins, New York Rep. Tom Reed, Alaska Rep. Don Young and Maryland Gov. Larry Hogan.

In order to achieve a bipartisan deal, the president had to cut back his initial ambition to spend \$2.3 trillion on infrastructure by more than half. The law in reality includes about \$550 billion in new spending over 10 years, since some of the expenditures in the package were already planned.

The agreement ultimately got support from 19 Senate Republicans, including Senate GOP leader Mitch McConnell of Kentucky. Thirteen House Republicans also voted for the infrastructure bill. An angry Trump issued a statement attacking "Old Crow" McConnell and other Republicans for cooperating on "a terrible Democrat Socialist Infrastructure Plan."

McConnell says the country "desperately needs" the new infrastructure money, but he

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skipped the signing ceremony, telling WHAS radio in Louisville, Ky., that he has “other things” to do.

Source: *Transport Topics*

Editor's Note:

ATA President and CEO Chris Spear issued this statement following the bill's passage:

“Roads and bridges are not political—we all drive on them. A majority in the House realized this today and did what's right for the country, not themselves.

“From farmers to truckers, the millions of hard-working people who make this country great won today. Those lawmakers who put their constituents before themselves to help seal this achievement have cemented a lasting legacy that the American people will now see, feel, and use for many decades to come.

“After countless hearings and meetings on Capitol Hill, ATA mem-

bers will finally see the fruits of their labor—a 38% increase in road and bridge funding, and an infusion of highly-trained, younger talent into our workforce.”

Included in the bill for the household goods industry were two key priorities:

- Requirement for FMCSA to issue a proposed rule on the Household Goods Working Group Priorities. Fortunately, advocacy efforts paid off earlier than the passage of this bill as FMCSA issued the proposed rule in August and comments were submitted in October.
- Requirement for FMCSA to issue formal guidance clarifying the definition of “broker”. As we combat the spread of rogue operators and increased consumer protection unlicensed brokers play a role in these two problems. The ATA MSC will continue to educate and advocate for FMCSA to issue formal guidance that aligns with ATA Conference's viewpoints.

Source: *ATA Moving & Storage Alert*

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- **Dental insurance** from Solstice; EPO and PPO plans available
- **Vision plans** from Solstice Vision, part of the Davis Vision Network
- **Term life insurance** including options for accident, critical illness and indemnity, which helps pay for hospital stays

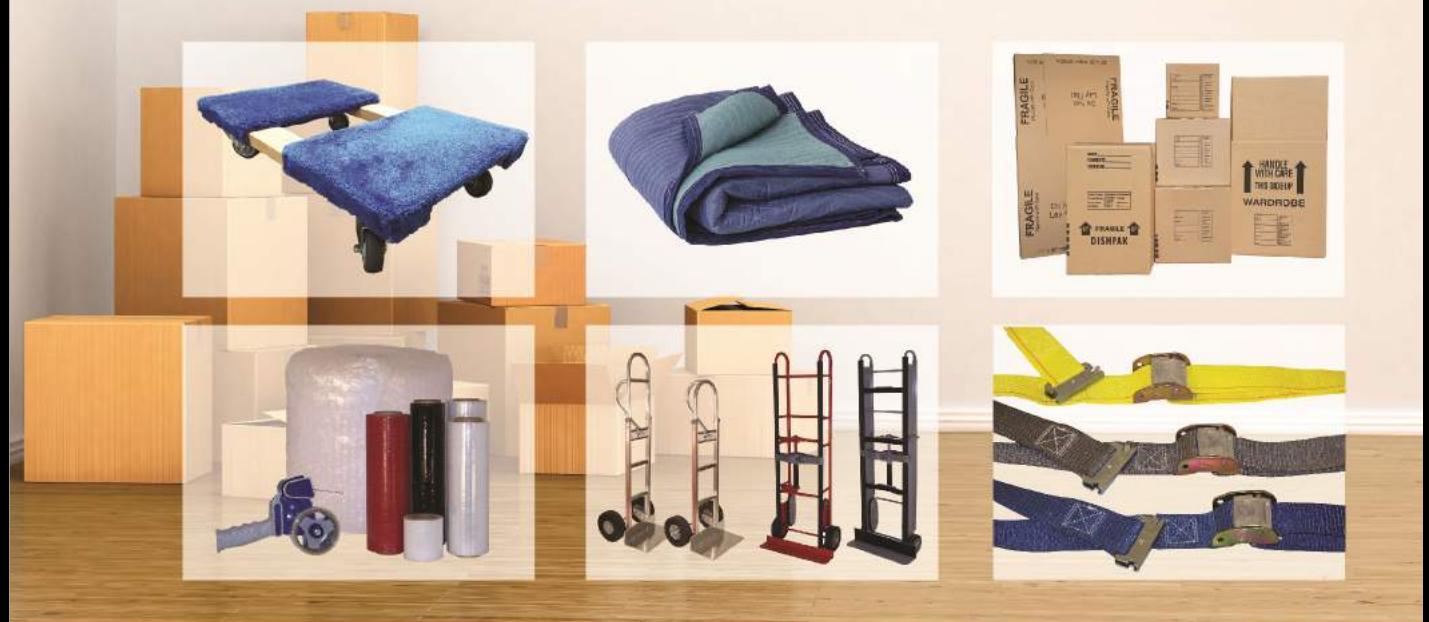
For more information, contact Milcah Alvarado at (858) 369-7932 or malvarado@championrisk.com.

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Monterey Bay Chapter Hosted Its 18th Annual Cardinale Classic Golf & Bocce Fundraiser

The Monterey Bay Chapter held its 18th Cardinale Classic Golf and Bocce Fundraiser Tournaments benefiting the CMSA Scholarship and Charity Funds on Friday, October 1, 2021 in Monterey.

Thirty-two golfers enjoyed a gorgeous, warm and sun-filled day on the beautiful Del Monte Golf Course. Del Monte is the oldest golf course in continuous operation west of the Mississippi and is a Pebble Beach Company property.

A \$100 cash prize putting contest was sponsored by Mark Hildreth of New Haven Moving Equipment. Congratulations to the winner, Duffy Aceret, and second place winner, Mike Clark.

Congratulations to the first place low-net Golf Team winners – Steve Dooley, L.R. Maricich, Matt Filer, Jim Connors, winners of a \$200 cash prize. Congratulations also to the second place Golf Team of Steve Weitekamp, Mark Macy, John Kay, and Bruce Orlebeck.

Later that evening, more than 85 of us attended the Bocce Tournament, which included an Italian-style buffet dinner and a silent auction at the Embassy Suites Monterey Bay. There were more than 20 terrific silent auctions items that sold for great values. We also had many great raffle prizes.

The night concluded with a very exciting final Bocce game between Boccelicious and Great Balls of Fire.

Congratulations to Great Balls of Fire the 2021 Cardinale Classic Bocce Champions,



First Place Bocce Winners



Second Place Bocce Winners

Rusty & Renee Pidkova, and Dustin & Vicky Ulmer, you have bragging rights for the year plus first place trophies and medals.

And congratulations to the runner up Bocce Team Boccelicious, which included Erik and Rachel Shadburne, Casey Myers & Diego Periasco.

A great time was had by the very enthusiastic crowd. A very special CMSA Monterey Bay **thank you** goes out to our Event sponsors **CDS Moving Equipment, Victory Packaging and HUB International/Paul Hanson Partners.**

And thank you to all our CMSA Associate members for supporting our Event with the many great raffle and silent auction prizes as well as your attendance at the Event. And a special THANK YOU to Ken Jordan & J & S Paper for your generous donation of three pallets of paper pads and to Lisa Paul of Paul Hanson Partners/HUB Int'l for the donation of the Cabo San Lucas VRBO – your donations were the two highest bid prizes.

Thank you to our fellow CMSA Mover Members from other Chapters around the State for making the trip to Monterey to support our Event. We really appreciate your support!

Please mark your calendars and save the date for next year Friday, October 7, 2022. We hope to see even more of you in attendance next year for our 19th Annual Cardinale Classic Golf and Bocce Event in beautiful Monterey!



Association Leaderboard Report

Association		Enrolled Movers	Association	Total Lbs.
1	California (CMSA)	132	1 Pennsylvania (PMSA)	2,455,104
2	Southwest Movers (SMA)	117	2 Illinois (IMAWA))	2,209,290
3	Illinois (IMAWA)	77	3 California (CMSA)	1,580,449
CMSA Report Food Collected and Delivered			4 Southwest Movers (SMA)	1,486,416
			5 North Carolina (NCMA)	1,375,385
			Move for Hunger Fact	
Monthly	Year to Date	All Time	Forty-two million Americans are facing hunger, yet we are wasting 40% of the food we produce.	
52,380 lbs.	148,025 lbs.	1,580,449 lbs.		
43,650 meals	123,354 meals	1,317,040 meals		

CALENDAR OF EVENTS

Wed., Nov. 17	San Diego / Imperial Cntys Chapter Meeting	Tue., Jan. 11	Twin Counties Military Chapter Meeting
Tue., Dec. 7	Ventura/Santa Barbara Chapter Meeting	Wed., Jan. 12	San Diego / Imperial Cntys Military Chapter Meeting
Wed., Dec. 8	Greater Los Angeles & Orange County/Beach Cities Joint Chapter Annual Holiday Dinner & Toy Drive	Tue., Mar. 15	CMSA Legislative Day
Fri., Dec. 10	Northern Region Chapter Annual Holiday Dinner	104th Annual CMSA Convention Peppermill Resort Casino & Spa Reno, Nevada April 19-24, 2022	

CLASSIFIED ADVERTISING

CHARGES: 1-5 Lines \$15; \$2 each add'l line. CMSA box number \$5. Special heading/setup is extra. Email: information@thecmsa.org to place your advertisement or call (562)865-2900.

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 OPPORTUNITY

Rebel Van Lines is looking to hire Class A & B drivers. To apply, please email nan@rebelvanlines.com or call 800-421-5045.

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

Growing North LA Moving Company is actively hiring for a Dispatch Assistant. This position is a support role to assist our existing Operations Manager (Head of Dispatch). This is a Monday - Friday, 10:00 - 3:00 pm. position with flexible schedule availability. Pay is based on experience. Growth opportunities for someone who is talented and motivated. Resumes can be emailed to drstrength@gmail.com

Reach potential employees by placing a classified ad in *The Communicator*!

HISTORICAL PHOTOS



CMSA Holiday Card from 2009. (R-L) CMSA Manager Renee Hifumi, Former Administrative Assistant Johanna Kenrick, President Steve Weitekamp, and Former Bookkeeper Mary Scott. Be on the look out for the 2021 CMSA Holiday Cards being mailed out soon!



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