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(RANCHO MIRAGE continued on page 13)



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 Registration Forms
 Attached**



CHAIRWOMAN'S CORNER

By: Jeanette Homan

The Message Across California: Our Industry is Struggling

Throughout my travels as Chairwoman, one message has been loud and clear across all of California: our industry is

struggling.

This challenge is not limited to one segment of the market. Not only is the military moving sector facing serious hardship, but the COD and civilian markets are also challenged.

We are operating in a period when home sales are down, interest rates remain high, and many families are choosing to stay in place rather than leave homes tied to low mortgage rates. The overall economy directly impacts our business, and movers everywhere are feeling the effects.

On the military side, we have seen firsthand the struggles created by the imple-

mentation of the Global Household Goods Contract in 2025. The negative impact on our industry has been significant. The rates we were required to file are equivalent to the revenue levels we achieved in 2000.

In addition, drivers no longer receive a fuel surcharge, creating an even greater financial strain across the board.

What can we do to succeed in this environment?

We must remain diligent. We must watch our expenses closely, monitor the profit and loss statement, and stay focused on net profit. Personally, I review my own financials weekly. If you are not making money, you must cut expenses and review every bill that comes into your office. Every dollar matters right now.

At the same time, we must be willing to pivot and explore new ways to generate revenue. Many companies are finding success by expanding into other areas of the industry, such as final mile delivery, Costco and Wayfair distribution, increased office and industrial relocations, and specialized work for hotels, schools, and commercial

(CHAIRWOMAN'S CORNER continued on page 4)

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PRESIDENT'S COMMENTS

By Steve Weitekamp

March 1st will be the culmination of my twentieth year as president of the California Moving and Storage Association (CMSA). When I took on this challenge, our Association looked somewhat different. I was fortunate to begin my term in calm waters, which allowed me to get my sea legs. But, as I have said, when we install a new chairman, whether in calm waters or rough seas, CMSA leadership answers the call.

The calm seas didn't last very long, as the Great Recession (2007-2009) quickly changed the landscape for movers. What preceded 2007 had, at least for me, been a boom time for moving, starting with the Northridge earthquake in January 1994 and continuing until after I was settled in my new career at CMSA in early 2006. By 2007, I had a number of calls from colleagues stat-

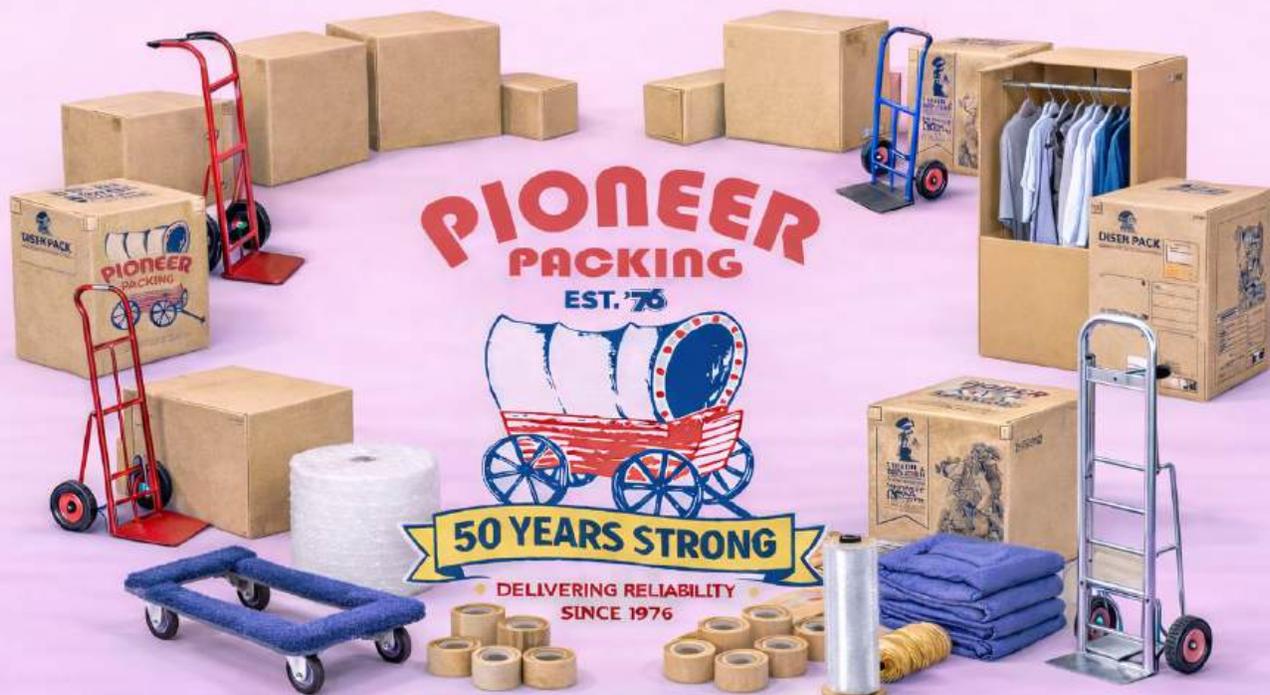
ing that I was either the smartest or the luckiest guy in the moving business for knowing when to get out. The truth is that I never got out and have the stress-related issues and gray to prove it.

We have seen several boom and bust periods over the years, and there will be more in the future. My takeaways are to remain optimistic, be as diversified as possible, and always work hard.

We have navigated a once-in-a-hundred-year pandemic, playing a crucial role in assuring that movers were listed as Essential Service Providers. This was a huge deal that allowed movers to thrive in an environment where many industries struggled. CMSA's letter on this allowed members as far away as New York to continue to operate.

On the regulatory front, our unique engagement with both the California Public Utilities Commission (CPUC) and, later (2017), the Bureau of Household Goods and Services (BHGS) has resulted in the opportunity to navigate what otherwise would have been a very difficult environ-

(PRESIDENT'S COMMENTS continued on page 4)



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clients. There are still opportunities, but we may need to think differently and adapt to stay strong.

And while we are already facing numerous obstacles, the government has now imposed yet another hurdle: Cybersecurity compliance under CMMC (Cybersecurity Maturity Model Certification).

This will be a significant cost for Transportation Service Providers nationwide. The deadline for Level 1 self-certification is March 15, 2026. Then in 2027, Level 2 compliance will be required, bringing even greater expense and complexity to our industry.

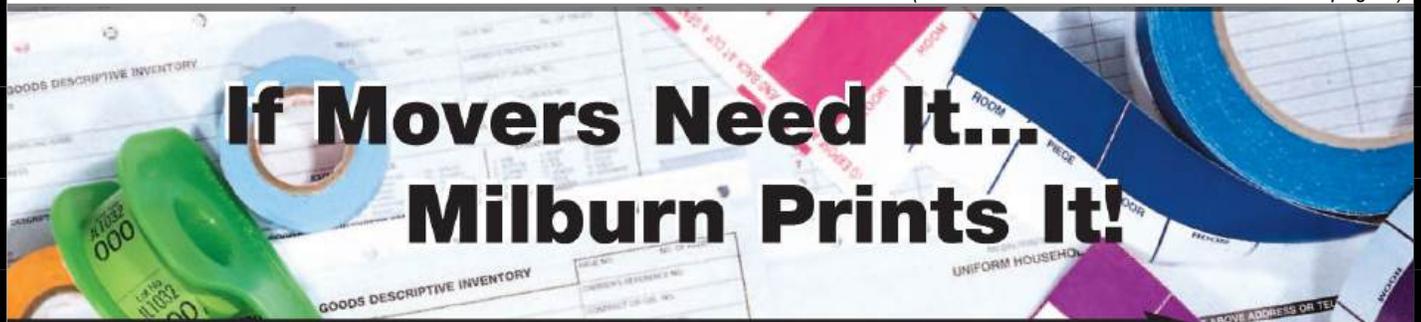
Now that U.S. TRANSCOM leadership has been removed and the program is under the direction of the PPA, we can only hope for positive changes going forward. My prayer is that 2026 will be a better year for all of us. I know our industry can pull out of this difficult period, regain stability, and continue to enjoy being movers again.

ment. From the MAX 4 tariff simplification, rate adjustments, to the unbelievably successful transition from one regulator to another, are just the headlines in a very successful regulatory advocacy. Our legislative successes have also been significant.

I have had the privilege of working with twenty-two CMSA Boards under twenty different chairmen, two served twice, only one of which was consecutively, the result of COVID-19. Leadership, starting with Chair Jill Longo and continuing up to our current chair, Jeanette Homan, so much for the "old boys network," as a rare malcontent might disparagingly remark, has served our Association well.

In support of our Association, I have served on industry and regulatory boards, including AMSA, ATA MSC, BHGS Advisory Council, IAM, MSI, and NCMA.

Thanks to several CMSA members who specialize in US Military moving and Association partners like IAM, we have been actively involved in military moving policy from



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(PRESIDENT'S COMMENTS continued from page 4)

SDDC through the Joint Task Force. Serving as the voice of the Agent, the boots at the curb.

Our annual conventions, scholarships, and charity programs continue to serve our membership and the industry at large.

The last twenty years have had both good and challenging years for our industry, and the future, while unclear, will hold more of the same.

There are so many people to acknowledge and thank that it would fill an entire Communicator. To all who have served, Chapter, Committee, and Board, thank you on behalf of the entire member-

ship. To the CMSA staff who, over the years, have gone above and beyond to support the membership and the Association, thank you! There are also many who have provided personal support and guidance, and I am beyond grateful. I hope that I continue to earn your support as we move forward.

CMSA has accomplished much to be proud of over the last 20 years. The future is bright as long as you continue to be engaged with the Association; our combined efforts will continue to make CMSA the shining light on the hill for movers in California and around the country.



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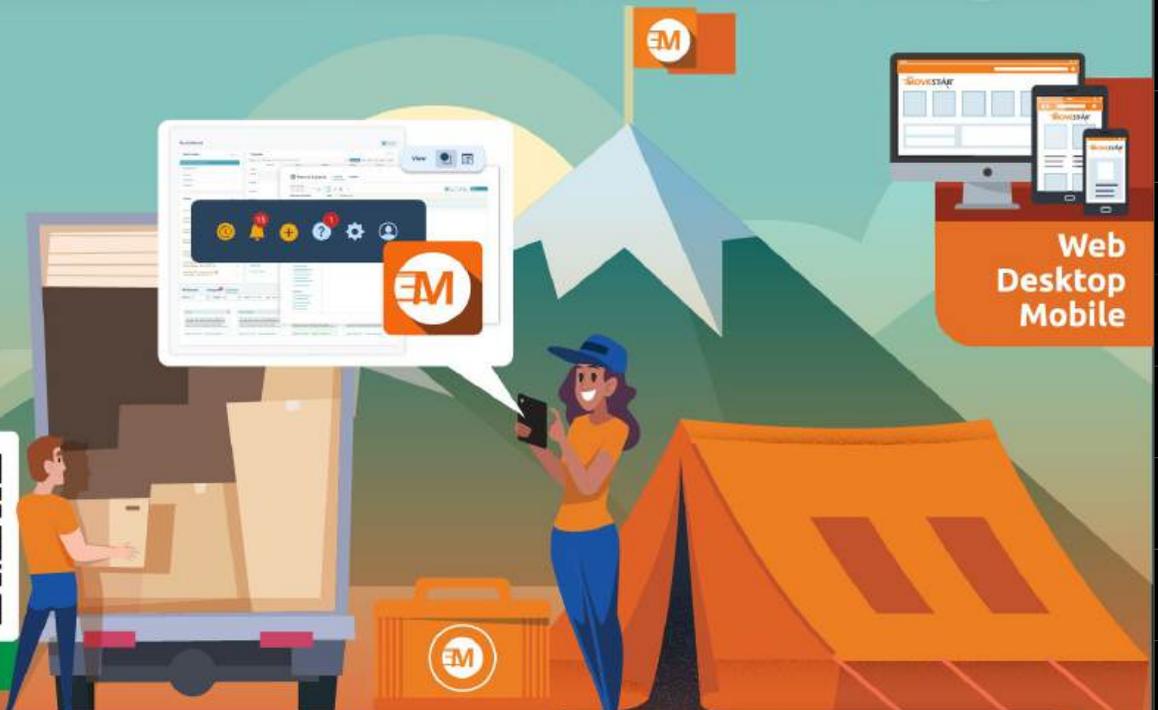
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FMCSA Warns Carriers of Aggressive Phishing Scheme

Agency Says Fraudulent Emails Are Impersonating DOT and FMCSA Officials

The Federal Motor Carrier Safety Administration has **issued an alert** for motor carriers to be wary of fake emails pretending to be from the agency or Department of Transportation.

FMCSA said motor carriers are being targeted by an aggressive new phishing operation “to steal sensitive information or demand illegal payments” while pretending in emails to represent DOT or FMCSA officials.

“These emails often contain professional-looking documents and legitimate-looking links, but they are fake and designed” to trick motor carriers, the agency warned Jan. 30. “These emails DO NOT come from USDOT or FMCSA.” FMCSA stated it will never request Social Security numbers, bank account details or credit card information via unsolicited emails or phone calls.

“If sensitive information is required, you should initiate contact through official FMCSA phone numbers or web portals. FMCSA will never request payment or sensitive information (like UCR, PIN, SSN, EIN, or bank details) through unsolicited messages,” the agency stated.

The fake emails usually contain links that generally connect to suspicious, non-government website domains lacking the ending .gov, such as

fmcsa.web.saferwebdattaconnect.pro.

“FMCSA websites end with .gov e.g., www.fmcsa.dot.gov”). Always double-

check the domain before providing any information. Hover over links to confirm the actual URL before clicking,” the agency explained.

“Official FMCSA correspondence almost always uses an email address ending in .gov. In special circumstances, such as customer satisfaction surveys after contacting the FMCSA Contact Center,

emails may come from a non-.gov address. These surveys request feedback only and will not ask for personal, payment or account information,” FMCSA said.

Illegal Ploys Targeting Trucking

FMCSA has outlined a variety of cyber schemes crooks are using to trick people working in the trucking industry to obtain confidential personal information and money.

Some thieves pretend to be substance abuse professionals wanting to resolve open violations, or an employer willing to report negative results for tests that don’t exist. These scammers try to persuade truckers to share their full names, commercial driver license numbers and birth dates.

Other criminals have impersonated emails as coming from Safety and Fitness



(FRAUD ALERT continued on page 9)

(FRAUD ALERT continued from page 8)

Electronic Records. They send emails seeking to verify a payment and fuel system linked to a motor carrier/DOT number by telling the email recipient to click on fake links.

Bogus FMCSA compliance notice emails that don't end in .gov have also been sent. "Some FMCSA customers have received an email from contact@fmcsacomplianceinfo, prompting them to take action on updating records," according to FMCSA.

Actions to Take

The FMCSA has a "**Fraud Alerts**" webpage with numerous examples of phony emails sent to truckers and motor carriers. FMCSA offers the following advice for those receiving suspicious emails:

- Don't open attachments or reply to the sender.
- Don't click any suspicious links; hover

over them to reveal real email addresses or URLs on the links.

- If you have any doubts, avoid clicking links and verify all communications directly and report suspicious emails to official FMCSA channels, including contacting the FMCSA Call Center

(ask.fmcsa.dot.gov/app/ticket)

or calling 1-800-832-5660.

- Visit the Department of Homeland Security's Cybersecurity and Infrastructure Security Agency for information about online deception tactics and phishing.

- Learn more about email verification and cyber prevention strategies at the **Federal Trade Commission's website.**

- File a complaint with the FBI through its IC3 site (ic3.gov/).

SOURCE: Transport Topics



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Using REAL ID vs. NonREAL ID for Form I-9 Documentation

A new hire provided their nonREAL ID driver license for their Form I-9 documentation. Can I use this to satisfy the I-9 documentation requirement?

Yes. See the discussion below.

Congress passed the REAL ID Act in 2005 to improve security requirements for identification. As a result, states issued driver licenses and identification cards that complied with the REAL ID Act.

After multiple delays, the Transportation Security Administration (TSA) issued a final rule with enforcement beginning May 7, 2025. The rule said federal agencies may use a phased enforcement approach if they deem it appropriate.

Starting May 7, 2025, if a person is using a state-issued driver license or identification card to board a commercial domestic aircraft within the United States or for other federal purposes (for example, entering secure federal facilities, such as military bases or federal courthouses), then the license or ID card must be REAL ID-compliant.

In California, there are both REAL ID-compliant cards and noncompliant cards. Noncompliant cards state on the front "FEDERAL LIMITS APPLY" and on the back "This card is not acceptable for official federal purposes ... It does not establish eligibility for employment."

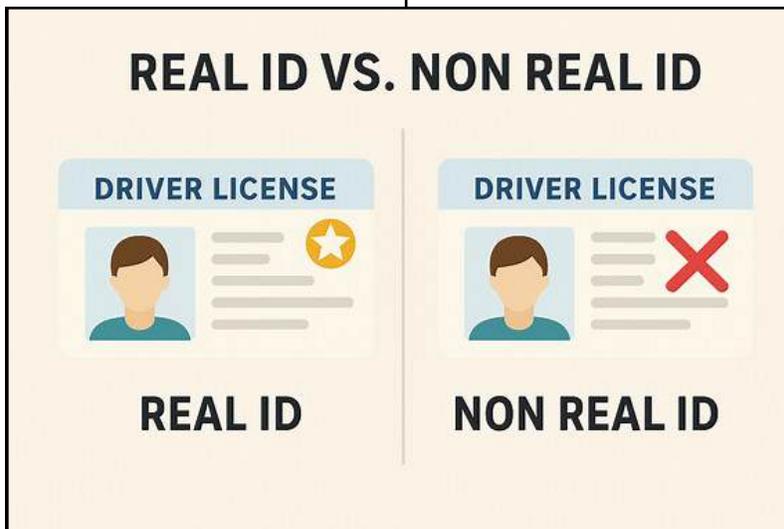
I-9 Form Requirements

The I-9 Form states that employees may present a document from List A or a document from both List B and List C. Doc-

uments from List A establish **both** identity and employment authorization. Documents from List B establish only identity. Documents from List C establish only employment authorization.

A driver's license or identification card from a state is considered a List B docu-

ment that establishes only identity. The U.S. Citizenship and Immigration Services (USCIS) explains, "Some states may place restrictive notations on their licenses. For Form I-9 purposes, you may accept these licenses." (See USCIS I-9 Central: Form I-



9 Acceptable Documents, List B Documents – Identity).

The California Department of Motor Vehicles states that a nonREAL ID "may be used as photo identification, but not as evidence of legal presence in U.S. Additional documentation may be required." In your case, the ID is being used for photo identification or to establish identity.

Despite other federal prohibitions, non-REAL ID driver licenses and identification cards may be used for I-9 identification purposes. (See U.S. Citizenship and Immigration Services, I-9 – AB 60 Driver's Licenses (FOIA document)).

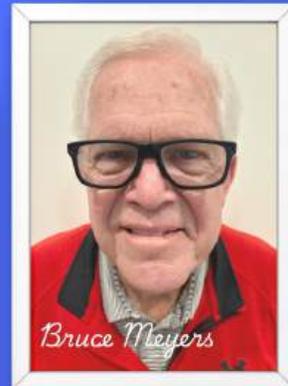
Conclusion

Employers can accept either the non-REAL ID or the REAL ID driver license or identification card for I-9 identification purposes. Employers must examine the document the employee presents to determine if it meets Form I-9 requirements.



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(RANCHO MIRAGE continued from page 1)

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- **World-Class Golf:** Play at some of the region’s best courses, including those at the resort itself.

- **Shopping & Dining:** The River at Rancho Mirage offers upscale shopping, dining, and entertainment just minutes away.

- **Outdoor Adventure:** Hike scenic trails, bike through the desert, or relax in local parks.

- **Cultural Attractions:** Visit the Palm Springs Art Museum, McCallum Theater, and the Palm Springs Air Museum for a

taste of local arts and history.

Whether you’re looking to connect with industry peers, learn from expert speakers, or simply unwind in a luxurious setting, the CMSA Convention at Omni Rancho Las Palmas is the place to be this May. Extend your stay to enjoy the resort’s amenities and explore the best of

Rancho Mirage and Palm Springs.

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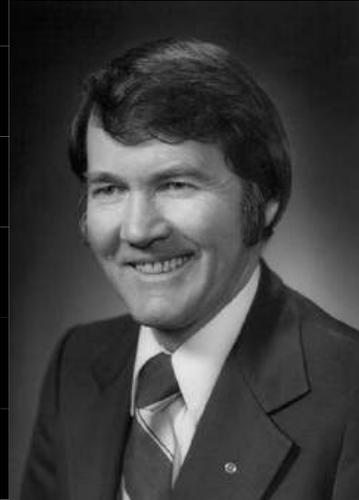
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MEMORIAL BULLETIN



It is with great sadness that we announce the passing of Thomas Fay Smith, who departed this life peacefully on December 30, 2025 in Thousand Oaks, CA at the age of 98.

Tom was born on January 22, 1927 in Glenn's Ferry, Idaho, to Thomas and Fay Smith.

Tom was a dedicated husband to Barbara, his loving wife of 40 years, and a devoted father to Tom, Jennifer, Randy and Eric. He was a proud grandfather to three grandchildren, Jack, Kylie and Taryn.

Tom served in the Army in post WWII Germany and in Korea. He was a hardworking man who built a career in the Moving and Storage industry starting with Cole Mayflower in the 1950s then with San Diego Van and Storage in the 1960s where he retired after

40 years of service. Tom was CMSA Chairman in 1981-1982.

During retirement he and his wife Barbara motor homed around the US for a decade. He was an avid fly fisherman who taught underprivileged kids to fish. He was also an expert gardener who's home was often on the garden walk in his community, and was an award winning orchid grower.

Tom's kindness, generosity, and unwavering love for his family will never be forgotten.



Value of Attending the CMSA Convention

Industry conventions offer unique opportunities for professional growth, networking, and industry advancement:

Leadership and Service: Serving in leadership roles within industry organizations can benefit not only the individual but the entire industry. Conventions often celebrate such service and provide platforms for leaders to share their experiences and insights. -

Industry Advocacy and Collaboration: Conventions facilitate direct engagement with regulatory bodies and industry advocates. For example, the CMSA convention included meetings with legislative advocates and regulatory staff, enabling members to influence industry policies and stay informed about regulatory changes.

Knowledge Sharing: Reports like The State of Moving and Storage demonstrate how conventions and industry events are used to share trends, benchmarks, and best practices, helping companies adapt to challenges and seize new opportunities.

Recognition and Tradition: Conventions honor past and present leaders, celebrate milestones, and reinforce the sense of community within the industry. This fosters a culture of recognition and continuity. One-on-One Time with Industry Contemporaries.

Personal interactions at conventions are invaluable for several reasons: - Building Long-Term Relationships: attending conventions and serving on boards leads to

(VALUE OF CONVENTION continued on page 16)

(VALUE OF CONVENTION continued from page 15)

lasting friendships and professional connections. These relationships can provide support, mentorship, and collaboration opportunities throughout one's career. **Direct Access to Expertise:** One-on-one conversations allow for candid discussions about industry challenges, regulatory issues, and business strategies. These exchanges are often more impactful than formal presentations, as they provide tailored advice and insights. **Personalized Problem-Solving:** Diaries and convention records show that attendees use these events to seek advice, share experiences, and solve problems together—whether it's negotiating tariffs, addressing regulatory concerns, or discussing operational challenges. **Career Development:** Engaging with contemporaries can open doors to new opportunities, such as board positions, committee memberships, and collaborative projects. It also helps individuals stay current with industry trends and innovations. Key Takeaway: Attending industry conventions and investing

in one-on-one time with contemporaries is a powerful way to advance your career, contribute to industry progress, and build a network of trusted colleagues. These experiences foster leadership, advocacy, knowledge sharing, and lasting relationships—all essential for personal and professional growth.

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CALENDAR OF EVENTS

Tues., Feb 17 Mid Valley Chapter Meeting

Tues., Feb 17 North Bay Chapter Meeting

Wed., Feb 18 Greater Los Angeles Chapter Meeting

Thurs., Feb 19 Northern Region Chapter Meeting

Wed., Feb. 25 Legislative Day Sacramento, CA

Thurs., Mar. 26 San Diego Chapter Golf Tournament

Sun., March 29 Greater Los Angeles Day at the Races

Sat., Apr. 11 North Bay Chapter Annual Bocce Ball Tournament

Mon., April 13 Mid Valley Chapter Bowling Fundraiser Event

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Association Leaderboard Report

CA Leaders for the Month		Total
1	Colonial Van & Storage/ Silver State Moving & Stg	1,054 lbs
2	Mother Lode Van & Stg.	711 lbs
3	All-Ways Moving & Stg.	236 lbs

CMSA Report Food Collected and Delivered

Monthly	Year to Date	All Time
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108th Annual CMSA Convention Registration Form

May 12 - 17, 2026



EARLY REGISTRATION DEADLINE: MARCH 31, 2026
FULL registrations paid by MARCH 31, 2026 are eligible for the drawing to win \$350 credit towards 2027 Conv. Registration

First CMSA Convention? (Y/N) _____
 Interested in joining the CMSA Young Professionals Group? (Y/N) _____

Register the following company's representatives.

Name _____ Badge First Name _____

Name _____ Badge First Name _____

Name _____ Badge First Name _____

Company _____ Phone (____) _____ Email _____

Address _____ City _____ State _____ ZIP _____

Date of Arrival _____ **Date of Departure** _____

REGISTRATION FEE:

	Before <u>April 13</u>	After <u>April 13</u>
CMSA MEMBER or GUEST (13+ yrs.)	\$675.00	\$775.00
CHILDREN'S PRICE (up to 12 yrs.)	\$510.00	\$530.00
NON-MEMBERS (each)	\$852.00	\$952.00

Sponsors & Exhibitors—Please use appropriate forms to ensure proper handling of complimentary registrants.

Dietary Restrictions (e.g. vegetarian, gluten-free, vegan, etc.): _____
We will notify you whether or not your requests can be accommodated and if any additional fees are necessary.

Enclose registration fees with this form. Make checks or money orders payable to **CMSA** or use your **Credit Card**. Credit card registrations may be e-mailed to giwashita@thecmsa.org,
 () Visa () MC () AMEX () Check enclosed Amount \$ _____

Name on Card _____ Card # _____ Exp. Date _____

Card Billing Address _____

CVV Number _____

****CANCELLATIONS:** *Cancellations made before **April 13, 2026** will be subject to administrative fees plus any incurred costs. After **April 13, 2026**, we will be unable to give refunds. Substitutions will be accepted, but we need to know at least one week in advance.*

ROOM RESERVATIONS: Call Omni Rancho Las Palmas at 1-800-843-6664 to make reservations and reference the following group code **CMSA** to receive the special group rate. You can also use this link to make your reservation online. <http://bit.ly/429avqT>. Reservations must be made by **April 20, 2026** to guarantee the special group room rate. All major credit cards are accepted for deposit. Special CMSA rates apply to extended stay three days before and after the convention dates based on availability, so make reservations ASAP!

RETURN COMPLETED FORM TO: CMSA, 10900 E. 183RD ST., STE 300, CERRITOS, CA 90703
 OR EMAIL TO: giwashita@thecmsa.org

2026 CONVENTION EVENTS

ALL GENERAL SESSIONS AND PANEL DISCUSSIONS ARE OPEN TO ALL MEMBERS

- WEDNESDAY, May 13** **COMMITTEE MEETINGS - OPEN TO ALL MEMBERS**
(Insurance, Government Affairs, Membership and Military)
- BOARD MEETING**
- THURSDAY, May 14** **GOLF TOURNAMENT—OMNI RANCHO LAS PALMAS**
- WOMEN ON THE MOVE MEETING**
- YOUNG PROFESSIONALS GROUP MEETING**
- EXHIBITORS WELCOME RECEPTION**
Food, Beverage, Latest in Industry Products and Service Technologies
- FRIDAY, May 15** **DESERT BLOOM BUFFET**
- CMSA GENERAL SESSION**
- CANYON BREEZE LUNCHEON**
- MILITARY BREAKOUT SESSION**
- FRIDAY EVENT TBD**
- SATURDAY, May 16** **OASIS MORNING BUFFET**
- CMSA GENERAL SESSION**
- VAN LINE PANEL DISCUSSION**
- SANDS OF OPPORTUNITY AWARDS LUNCHEON**
- CHAIRMAN’S RECEPTION & DINNER/BALL**

CMSA ANNUAL GOLF TOURNAMENT REGISTRATION FORM

Omni Rancho Las Palmas
41000 Bob Hope Drive
Rancho Mirage, CA 92270
(760) 568-2727

THURSDAY, May 14, 2026
9:00 A.M. SHOTGUN START
(Golfers should arrive at course by 8:30 a.m.)



Dress Code:

Acceptable Attire: Men—collared shirts, slacks or golf shorts.

Women—dresses, skirts, slacks, mid-length golf shorts.

Unacceptable Attire: Men—tee shirts, tank tops, denim, cut-offs or swimsuits.

Women—halter top, tee shirts, tank tops, denim, cut-offs, or swimsuits.

Soft-spikes or spike-less shoes are required for both men and women.

**EVENT PARTNERS: CHAMPION RISK & INSURANCE SERVICES, L.P.
and VANLINER INSURANCE COMPANY**

ENTRY FEE — \$135.00 per person / Includes: green fee, shared cart, and range balls

Primary Contact:

Golfer 1: _____ Company: _____

Phone: _____ Email: _____

List golfers in your foursome. (Foursomes will be formed by CMSA unless listed below.):

Golfer 2: _____ Company: _____

Golfer 3: _____ Company: _____

Golfer 4: _____ Company: _____

Refunds are subject to a \$25 processing fee. No refunds for cancellations after April 15, 2026.

Enclose golf fees with this form. Make checks payable to **CMSA**, or use your Visa or Master Card.

() Visa () MC () Check enclosed Total Amount: _____

Name on Card: _____ Card #: _____

Exp. Date: _____ Three-Digit Code: _____

Billing Address & ZIP Code: _____

Phone: _____ Email Address: _____

GOLF CLUB RENTAL FEES ARE PAID DIRECTLY TO THE PRO SHOP—NOT CMSA.

If you would like to reserve a set of golf clubs, please provide a count below so that the pro shop will be sure to have enough on hand and ready for you to pick up. Golf club rentals are available at the pro, price TBD per set.

Enter # of Rental Sets: ___ Men's RH ___ Men's LH ___ Women's RH ___ Women's LH

Please mail this form, with payment to: CMSA, 10900 E. 183rd St., Suite 300, Cerritos, CA 90703
or email to: giwashita@thecmsa.org

CMSA CONVENTION PARTNERSHIPS/DOOR PRIZE FORM

EVENTS AVAILABLE FOR PARTNERSHIP

- 1. Tues. May 12 Movers & Shakers Reception*
- 2. Tues. May 12 Movers & Shakers Dinner♦*
- 3. Thurs. May 14 Golf Tournament♦
- 4. Thurs. May 14 Exhibitors Reception♦
- 5. Fri. May 15 Desert Bloom Buffet
- 6. Fri. May 15 Canyon Breeze Luncheon♦
- 7. Fri. May 15 CMSA Convention Partnership
(Unlimited co-partnerships)

- 8. Sat. May 16 Oasis Morning Buffet
- 9. Sat. May 16 Sands of Opportunity Awards
Luncheon♦
- 10. Sat. May 16 Chairman's Dinner♦
- 11. Sat. May 16 Chairman's Reception

PARTNERS

- DEWITT CO./Royal Hawaiian Movers
- IAT Insurance - TransGuard
- Champion Risk & Ins Svcs/Vanliner Ins.
- New Haven Moving Equipment
- Valley Relocation & Storage
- Packaging Exchange
- Milburn Printing, CG Moving Co., Inc.
- Atlas Van Lines, Interstate
- Van Lines, National Van Lines, North American Van Lines, UniGroup, Wheaton | Bekins
- Lambert Enterprises

- TMM
- Smurfit Westrock / Packaging Solutions
- Smurfit Westrock / Packaging Solutions

* Invitation Only Event / ♦ Partnership of Major Event (includes 2 Free Registrations) - \$3,200 / All Other Partnerships (includes 1 Free Registration) - \$2,050

Event # _____ Amount \$ _____

PERSON CLAIMING FREE CONVENTION REGISTRATION(S):

Name _____ Badge First Name _____

♦Name _____ Badge First Name _____

Company _____

Phone _____ E-mail Address _____

Special Food Requests (e.g. vegetarian, gluten-free, vegan, etc.): _____

We will notify you whether your requests can be accommodated and if any additional fees are necessary.

For any additional persons registering, be sure to use the Convention Registration form.

Make checks payable to CMSA or use your Visa, MasterCard or Discover Card.

() Check enclosed () Visa () MasterCard () Discover

Name on Card _____ Card # _____

Exp. Date _____ Three-Digit Code on Back of Card _____

Billing Address _____ Billing ZIP _____

~~~~~  
 \_\_\_ YES, I want to support CMSA with a door prize.

Contact Name \_\_\_\_\_ Company \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Door Prize(s) \_\_\_\_\_

**Return with payment and/or door prize(s) to CMSA, 10900 E. 183<sup>rd</sup> St., #300, Cerritos CA 90703 or e-mail to giwashita@thecmsa.org. For questions, call Gale Iwashita at (562) 865-2900.**