

THE PORTAL

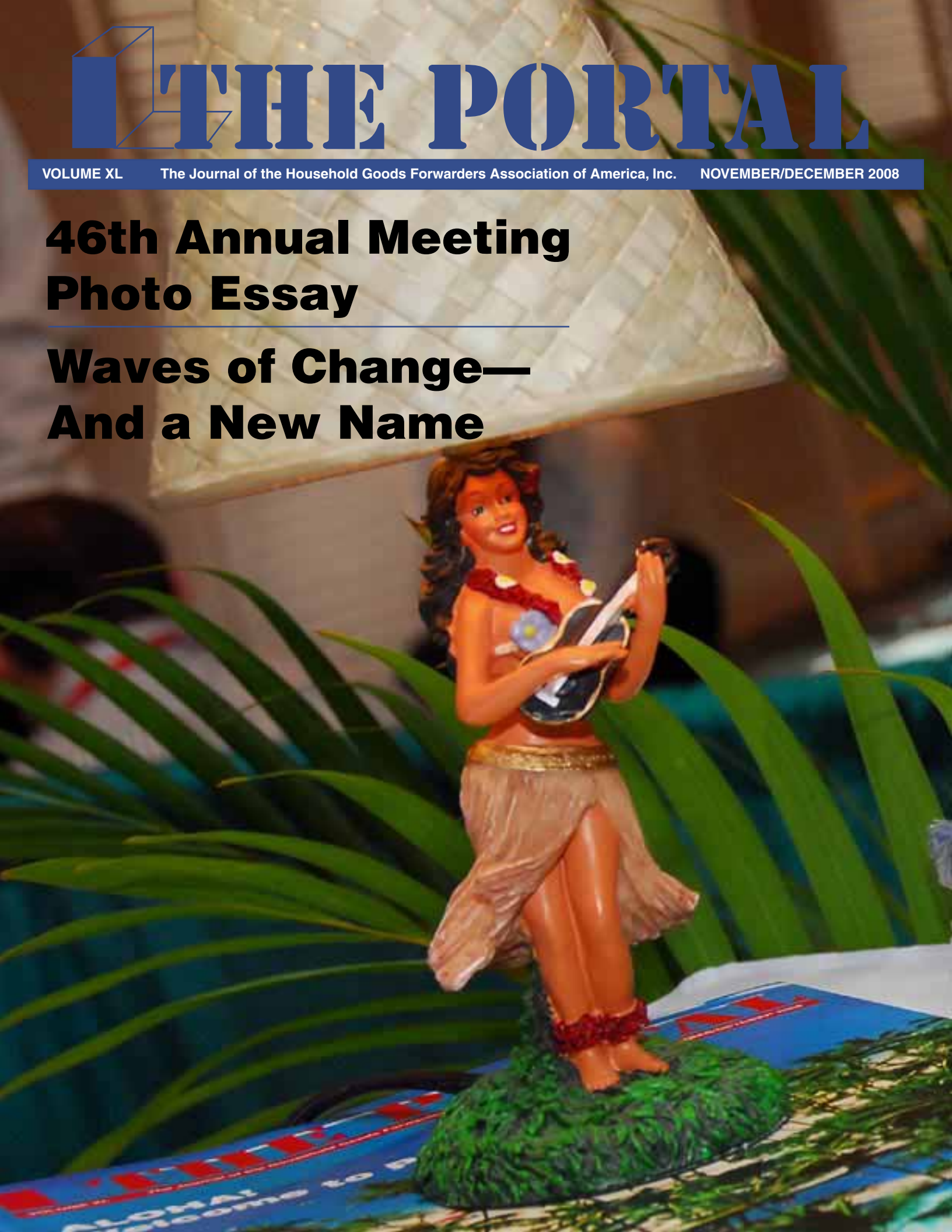
VOLUME XL

The Journal of the Household Goods Forwarders Association of America, Inc.

NOVEMBER/DECEMBER 2008

46th Annual Meeting Photo Essay

Waves of Change— And a New Name



2008-2009

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THE PORTAL

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By Terry R. Head
HHGFAA President

I AM . . .

I AM very grateful to all the members and special invited guests who were able to join us in Hawaii for HHGFAA's 46th Annual Meeting.

Unfortunately, as one member correctly pointed out to me, this was the last meeting of the Household Goods Forwarders Association.

Not to worry, however. I AM pleased to announce that next year you will have the opportunity to attend the 47th Annual Meeting in Orlando, Florida. Our 2009 conference and trade show will be the very first gathering of the membership under the Association's newly adopted name: the **International Association of Movers (IAM)**.

I want to take this opportunity to congratulate the Association's volunteer leadership and particularly our Chairman, Randy Groger, in successfully guiding the effort to source and promote the adoption of a more relevant and descriptive name for the Association. Over the past year the Executive Committee, AMMB and the staff devoted countless hours to this endeavor. It was gratifying to see the overwhelming support we received from the membership for both the concept to forge a new identity and the name that was proposed for your consideration and approval.

Now that the change to the new name, acronym, and logo has been approved by our members, the staff and I have been addressing all of the administrative and legal actions that go along with formally incorporating the name into our operations.

The effective date of the new name is January 1, 2009. Shortly thereafter you will begin seeing the new name used in our communications, publications, Web site, etc.

There will be a one-year transitional period to allow you to adopt and incorporate the new name and logo into your own operations, printed and display materials, advertising, business cards, and so on. Our goal is that everyone will have complied with the change to IAM by December 31, 2009.

I AM not certain what impact or strategic directional changes this new name will bring for the Association. What I AM certain of is that this Association, with its new name and a renewed purpose, will become more relevant and a greater resource to our members, both here in the United States and abroad.

IAM will be there for you—whether in dealing with the ever-increasing security and regulatory requirements being imposed on the shipping and moving industries, or in helping you to weather the certain fallout from the collapse of housing markets around the world and the slowing of the global economy.

This is a very adaptive Association and, as time has proven, a very resilient industry. In my 40 years in this business I have seen us overcome more than our fair share of challenges.

I AM also a firm believer that where there is change or challenge, there is also opportunity. And I am certain that with your continued support and involvement, HHGFAA—soon to be the International Association of Movers (IAM)—will be there to help you identify and take advantage of those opportunities. ■

5th Annual Charity Fun Run: Another Splendid Success

The Hawaiian gods were truly looking down on this year's annual 5K Johns Hopkins Breast Cancer Research Fun Run held by **Santa Fe Relocation Services!** Between the participants and other generous donors this year, the event raised US\$16,255 for the Johns Hopkins Breast Cancer Research Charity Fund—a new one-day record. Here are the results:

Men's Results:

29 and under: Kainoa Ke-A-Aloha (new record of 20:17)
30-39: Brad Barker—Elliott (Overall Men's Winner)
40-59: Scott McMullin—Asian Tigers Taiwan
60+: Aubrey Bowles—Elliott

Women's Results:

29 and under: Lisa Drewry—Taylor Moving
30-39: Mindy Vanden Berg—Graebel (Overall Women's Winner)
40-59: Sophie Dillon—Moving Strategies

Robert Cormier, Santa Fe's group director, sales and marketing, acknowledged the support of HHGFAA President Terry Head and Director of Programs and Education Boris Populoh, as well as the One-Group, Ben Carter with Stewart Harvey of Woodbridge, and Catherine Goodrum with Trilogy Group, for their generous pledges and sponsorship of the fundraising efforts.

Later that evening, there was also a special charity raffle and auction at the Santa Fe "Red Horse" cocktail reception. Generously donating prizes were Interconex (2 x US\$100 cash cards), Italian Moving Network (Gucci tie), Aloha (Tahitian black pearl necklace),

Graebel (Nambe chip and dip dish), Interdean (iPod Nano), Santa Fe Management Team (Mont Blanc pen and iTouch), Nuss (Sony handy-cam), Lars Iversen—Santa Fe (US\$500), and Elliott (grand prize: two South African Krugerrand gold coins).

The first Krugerrand was the grand prize for the lucky draw, since the value of the one ounce of gold alone was nearly US\$1,000, plus the collectors value. Winner Lenny Madussi with MS Move in Switzerland then donated the Krugerrand back to the charity. The auction of both Krugerrands was then handled by Aubrey Bowles with Elliott Botswana, who was able to set off a bidding war for the first Krugerrand to a staggering US\$1,700. This final bid was made by Charles Luyckx from Elliott, the original donor of the Krugerrands. Luyckx then redonated the Krugerrand back to the charity yet again. Following some very exciting bidding, both Krugerrands ended up in the hands of Paul Mason of UK-based John Mason International for US\$3,100.

In addition, there was another very generous donation of the second prize of US\$500 cash, donated by Santa Fe's own CEO, Lars Iversen, which was won by Kathleen Martens of Canadian International, who immediately donated the money back to the Breast Cancer Research Fund.

For information on next year's event in Orlando, or how to donate a prize or participate, please contact jhscharityrun@santafe.com, hk, or Robert Cormier (robert.cormier@santafe.com.sg).

All proceeds raised from this year's event will be added to the more than US\$750K raised toward breast cancer research since the fund was launched in 2002.

Scenes from the 5th Annual Charity Fun Run



Walking about 1.5K from the Hilton Hawaiian Village Resort to the start of the 5K Fun Run.



The Santa Fe Charity Run Registration table, managed by (left to right) Dawn Fontano—CWW; Renata and Laura Busetтини—Vinelli & Scotto; Stephanie Ralainarivo—Santa Fe Relocation Services; and Tina Borba—CWW



Let the race begin! The serious runners jump out in front: Uwe Mueller—IMS Germany; and Michael Rathbone—Brytor



Participants gather on Oct. 3 for the 5th Annual Breast Cancer Research Charity Fun Run during HHGFAA's 46th Annual Meeting, held at the Ala Moana Park, Honolulu, HI.

Alooooha!

The 46th HHGFAA Annual Meeting got off to its usual great start when over 1,500 attendees registered and were issued their name badges. In keeping with this year's conference theme, "Riding the Waves of Change," the registration area décor sported surfboards, hula girls and Hawaiian flora. The Association staff cheerfully welcomed everyone to "paradise" and were easily able to handle the large and eager crowd, answering their questions on the meeting's various events and program schedule.



It's Nice to Meet You!

Before and after registering, attendees wasted no time in greeting each other and exchanging those all-important business cards and company brochures. The YP-35 group also took advantage of the opportunity to promote the Alan F. Wohlstetter Scholarship Fund with the sale of tickets for the "Aloha Raffle," which provided an enticing array of fantastic prizes, including a free registration to next year's Annual Meeting in Orlando, Florida.



Joint EXECOM and AMMB Meeting

While attendees were meeting face-to-face, behind the scenes the Associate Members' Management Board (AMMB) and the Executive Committee held their annual joint breakfast meeting to be updated by HHGFAA staff on a variety of programs and issues currently facing the industry and the Association.



Executive Committee Meetings

The elected leadership of the Association continued to meet throughout the remainder of the day to review the various Standing Committee and professional staff reports to be delivered during the upcoming business sessions, as well as work in crafting the strategic direction of the Association.



US Bank “PowerTrack” Workshop

Transportation service providers and their agents who participate in the US military’s Personal Property Program were briefed by Jeff Lineberger on billing and payment processes, as well as coming changes in invoicing processes for the new Families First/DPS Program.



46th Annual Meeting Sponsors

Gold Sponsors

DAS Global Services, Inc.
Royal Hawaiian Movers, Inc.
The Pasha Group

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Continental Paper Company
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Denali Group Inc.
Home Sweet Home Unpacking and Organizing Service
Isaac’s Moving and Storage
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DPS: What Is It? And How Does It Work?

Adjacent to the registration area, staff of the United States Transportation Command and the Joint Program Management Office for Household Goods (JPMO-HHGS) demonstrated and provided hands-on exposure for attendees interested in learning more about the new Defense Personal Property System (DPS). DPS is the underlying automated system for the soon-to-be-deployed Families First (Phase II) Program.



New Members' Reception

Over 100 new members, first-time attendees, and special invited guests kicked off the social side of the conference during a reception where they were welcomed with a traditional Hawaiian lei.



Opening “Beach Party” Reception

The Hilton’s “Lagoon Green” was the site of the first large social gathering for conference attendees. Everyone was treated to a wonderful oceanside setting and a glorious sunset, as well as food and drink galore. The outdoor ambiance was the perfect way to kickoff the four-day conference.





Day One: Breakfast

Following a grand opening, attendees rose early to enjoy a fabulous buffet breakfast on the rooftop overlooking the Pacific Ocean. In addition to experiencing a wonderful meal the attendees were hard at work networking and getting acquainted with fellow HHGFAA members from around the world.



Network Central and Exhibit Hall

Attendees and exhibitors alike were eager for the opening of the tradeshow area. As has been the case over the last several years, the tradeshow area has become the place to be if you really want to promote your company or yourself.

Sponsors and exhibitors are becoming ever more creative in attracting people to their booths, and it was noted by many that the quality of the exhibition continues to improve year after year.





Internet Café

Attendees and guests were provided a special area within the exhibit hall sponsored by **Sonigo Int'l Shipping** to use free Internet service to check e-mails and conduct business even though they were miles away from their offices.



Claims Workshop

Jan Moore, a member of the Executive Committee and Chair of HHGFAA Claims Committee, moderated an excellent panel focused on risk management and claims adjudication. Panelists included Linda Bluel of Claims Adjustment Technology, who provided workshop attendees with her perspective on the advent of Full Replacement Valuation (FRV) on military shipments. The group also heard presentations from Joe Goetzke, Chief of the Personnel Claims and Recovery Division of the US Army, and Brett Coakley, a civilian attorney and advisor, from the Air Force Claims Service Center. The panelists responded to a number of questions from the audience focused on FRV and claims adjudication in both the current military program and the new Families First Program.



International Shippers' Association (ISA) Board Luncheon

Members of the Board of Directors of the International Shippers' Association (ISA), a non-profit cooperative buying group closely affiliated to HHGFAA, met to discuss issues and review the reports for the upcoming ISA Annual Membership Meeting.



ISA Membership Meeting

The ISA membership held its Annual Meeting, where participants were briefed by the ISA Board on the association's financial status and a variety of topics impacting military and commercial ocean transportation. A highlight of the meeting was a report on the recent \$100,000 "patronage dividend." This dividend is annually distributed back to the membership based on each individual company's volume of ocean traffic booked with the two ISA Military Shipping Agencies.



International Shippers' Association

Election Results

Secretary Han Helder

Member-at-Large ... Manny Rojas



“Young Professionals” (YP-35) Management Board

Stephan Geurts Jr. chaired the meeting of the leadership of the YP-35 group, which consists of HHGFAA members under the age of 35. The Management Board and its seven Regional Representatives discussed the future direction of the group and how to expand its outreach and membership from the ranks of the younger members of the Association.



YP-35 Membership Meeting

Stephan Geurts, Jr, Chairman of the YP-35, moderated a lively discussion on a number of issues concerning the future leaders of the Association. John Rowan of Matson Navigation was a guest speaker for the group and addressed the impact of increased security for the shipping and moving industries.

A social mixer was held for the YP-35 members one evening at Tiki's Grill and Bar, just down the beach from the Hilton, to allow for some personal fun and additional late-night professional networking.



Rooftop Breakfast

Attendees were treated to a second glorious day for an early morning breakfast on the rooftop and more networking opportunities.



Associate Members Meeting

The Associate Members held their annual business session which was chaired by Jackie Agner, the Associate Members' Representative. Attendees had the opportunity to hear directly from the HHGFAA Chairman Randall Groger on the proposed name change.

Reports were provided by Doug Finke, the Associate Member Representative At-Large, and the various Regional Representatives on the Associate Members' Management Board, who provided updates on the state of the industry in their respective countries and regions. Updates and annual reports were also presented by the HHGFAA professional staff. Boris Populoh, Charles White, and Terry Head each updated the participants on the Association's financial status and provided a recap of various past and future events that determine the focus of the organization going forward.

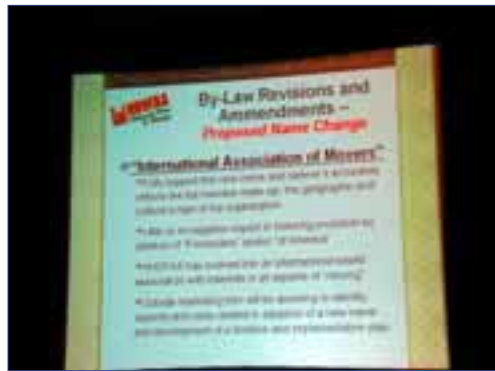


Associate Members' Management Board

Election Results

AMMB Rep..... Jackie Agner
AMMB Rep-at-Large Doug Finke





Exhibitors Reception

Attendees were treated to refreshments in the exhibit hall, providing the exhibitors an excellent opportunity to show their wares and promote the services of their companies.





Luncheon and Hall of Honor Inductions

This year's luncheon was a historic event since the primary program was the formal ceremony inducting 16 individuals into the newly established **HHGFAA Hall of Honor (HoH)**.

HHGFAA President Terry Head, the Master of Ceremonies, was assisted by Jeff Coleman and John Day. Coleman is the Association's vice chairman, and the Hall of Honor was established through his vision and leadership. John Day was appointed by the President to be Chairman of the Hall of Honor Selection Committee, which is comprised of members from all sectors of the membership. The activities of the HoH Selection Committee are coordinated by Catherine Goodrum, who also assisted in the ceremony.

Each inductee or his designated representative was presented with a beautiful crystal award, label pin, and formal certificate commemorating his induction and permanent enshrinement into the Hall of Honor. This year's honorees were as follows:

Douglas B. Barnes
David P. Beere
Frank W. Borta
Belvian W. Carrington
Charles M. Darmanin
Woody DeWitt
Richard F. B. Goates
Ralph W. Johnson

Jack Kagan
Donald G. Klein
George W. Pasha IV
Donald E. Rowe
Calvin W. Stein
Joel Summer
Frank Swope
Alan F. Wohlstetter

Following the induction ceremony, Mario Rizzo and Chad Forest, both of whom had recently retired from the Executive Committee and Associate Members' Management Board, were acknowledged with gratitude by HHGFAA Chairman Randy Groger and Jackie Agner for their service and contributions to the growth of the Association.

In another part of the luncheon program Heather Engel and Jackie Agner, representing the Alan F. Wohlstetter Scholarship Program, received large donations to the AFW Scholarship Fund from Matson Navigation Company, National Van Lines—National Forwarding, Inc and Royal Hawaiian Movers.

Engel announced the five recipients of \$4,000 scholarships awarded this year. She also acknowledged and thanked all the generous contributors who have supported the fund over the past 12 months.

The final portion of the program allowed Chairman Randall Groger, again assisted by Jackie Agner, to present tokens of appreciation to the HHGFAA professional staff in recognition of their dedication to serving the needs of the membership and their contribution to the ongoing success of the Association.



Alan F. Wohlstetter Scholarship Fund Board Meeting

A FWSF President Heather Engel and AFWSF Secretary Jackie Agner convened an early morning breakfast meeting of the Fund's Board of Directors to review actions of the past year and plan future fund raising activities. For this year's Annual Meeting the Board had decided to forgo organizing a variety of fund-raising activities, instead concentrating their efforts on conducting an "Aloha Raffle" for several terrific prizes. The raffle would have to be considered a success since it was a sell-out and over \$10,000 was raised through ticket sales and a very generous sponsorship by the Gosselin World Group, which paid for the printing of the tickets.







Military and Government Affairs Workshop

Typically one of the best-attended sessions of the conference, the Military and Government Affairs Workshop provided attendees the opportunity to hear presentations from some of the Industry's largest customers.

HHGFAA Vice Chairman Jeff Coleman, who heads the Government and Congressional Affairs Committee, moderated the panel of government representatives. Presenting this year were Brian Kellhofer of the General Services Administration (GSA); Luis Roque, representing the US Department of State; Lt. Col. Daniel Bradley (USAF) of the (Military) Surface Deployment and Distribution Command (SDDC); and LTC William Carberry (USA), speaking on behalf of the Joint Program Management Office for Household Goods Systems (JPMO-HHGS), a component of the US Transportation Command.

After their formal presentations the panelists responded to a variety of questions from the audience, with a particular focus on the launch of Phase II of the Families First Program and the new Defense Personal Property System (DPS), which is the underlying automated system for the new program. Attendees at the workshop were excited to also learn that a large volume of previously self-directed (US Dispatch Agency) shipments for the Department of State would now be moving under the GSA "Champs" Program, thus dramatically increasing the number of shipments directly available to the industry.





More Annual Meeting Photos

Photos from the 46th Annual Meeting can be viewed and purchased from the photographer on the Web site www.lilesphotography.com. Click on the "View Recent Events" tabs; there are two HHGFAA links—exhibitors and general HHGFAA events.

Congressional Reception

Taking advantage of the fact that the 46th Annual Meeting was being held in his home state, the leadership of the Association arranged a special thank-you and award ceremony for Rep. Neil Abercrombie, who represents the 1st Congressional District of Hawaii.

Rep. Abercrombie was presented the 2008 HHGFAA “Movers and Shakers Award” by HHGFAA Chairman Randall Groger and Vice Chairman Jeffrey Coleman.

President Terry Head explained that this award is presented to the Member of the US Congress who has done the most to support our industry and advance the interests and concerns the Association has in dealing with the United States Government. Head noted that this is the second time the Congressman has been recognized with this award since its inception a decade ago.

Abercrombie responded to specific questions on government policies and updated the reception participants on the current political climate, as well as his views relative to the impact of the upcoming presidential and congressional elections.

This intimate setting afforded the Congressman the opportunity to personally thank his supporters, many of whom he has developed strong personal relationships with over the years.



Exhibitors Breakfast

Network Central and the exhibit hall area was the focal point for the last day's activities, beginning with an exhibitor-sponsored breakfast. Exhibitors had one last opportunity to promote their company's services and equipment before the tradeshow closed down to make way for the set-up for the closing banquet later that evening.



Special Session: “Waves of Change in the DoD Program”

HHGFAA President Terry Head moderated a panel discussion highlighting a number of new programs affecting the movement of household goods and baggage shipments for the US Department of Defense (DoD).

Participants in the special educational session were first addressed by Maj. Joseph Moritz (USAF) and Steven Jebo on the new Customs Process Automation (CPA) program for clearing customs on DoD shipments in a number of overseas locations.

Next, LTC William Carberry (USA), from US-TRANSCOM's Joint Program Management Office for Household Goods Systems (JPMO-HHG), following up on his earlier presentation during the Military and Government Affairs Workshop, provided a more detailed update on the status and pending launch of the Defense Personal Property System (DPS), which is the automated system designed to support the Families First Program.

Charles White, HHGFAA Director of Government and Military Relations, gave an overview of the rules and regulations for the new Families First Program, as well as changes and upcoming events impacting the current Personal Property Program.



Closing Reception, Banquet and Entertainment

H HGFAA members and special invited guests gathered one last time to say “Aloha” before traveling back home. The evening started with a cocktail reception, followed by a wonderful dinner. President Terry Head and Chairman Randall Groger each made short remarks, bringing the formal conference to a close and inviting everyone to attend next year’s annual meeting in Orlando, Florida.

Entertainment was provided by several groups of island drummers and dancers who performed a variety of traditional Hawaiian and Polynesian dances.

In between acts Makana, a very famous Hawaiian “slack key” guitarist, also performed.

Heather Engel, representing the AFW Scholarship Fund and Stephen Geurts, Jr., Chairman of the YP-35 group, drew the names of the winners for the Aloha Raffle.

Rounding out the evening were after-dinner music and dancing for guests who still had some energy to spare.









HHGFAA 46th Annual Meeting Exhibitors









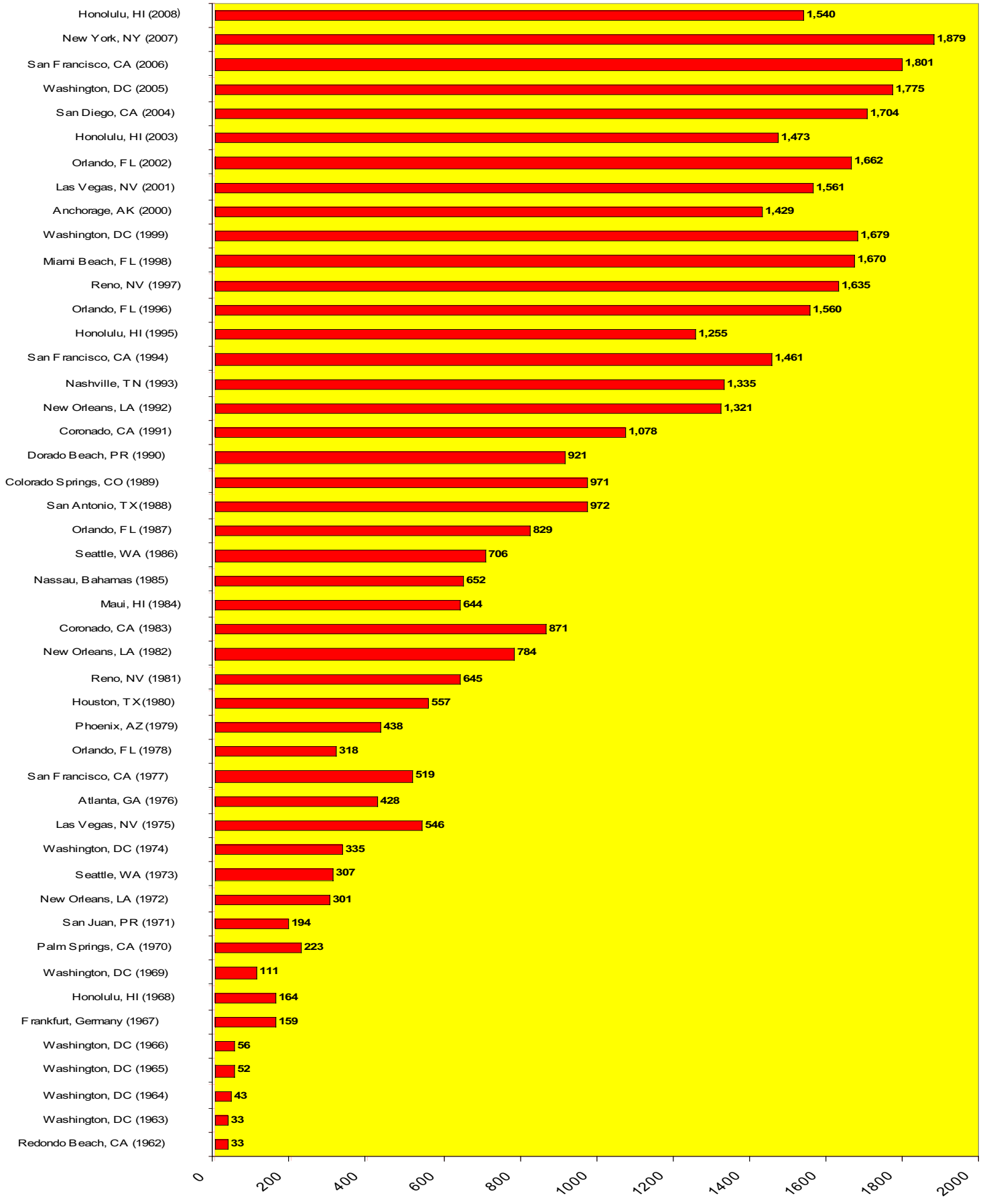




Can't Get Enough Annual Meeting Photos?

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HHGFAA Annual Meetings: A Year-By-Year Comparison





I AM **evolving.** > I AM **responsive.** > I AM **global.**

I AM proud to be a MOVER. I AM proud to be a MEMBER.

HHGFAA has become an International Association of Movers.



A new name. A renewed purpose.





We are a network of professionals,
an **association** of companies and individuals
who have provided **moving** and related services
internationally for more than 46 years.

The time has come for us to recognize this achievement and
truly communicate the scope and impact of our ongoing mission.



INTERNATIONAL :
the worldwide scope
of our business
and our members.

ASSOCIATION :
the unity of our common purpose;
representing all those who provide
support, goods and service.

MOVERS :
this is who we are
and what we do.



I AM proud to be a MOVER. I AM proud to be a MEMBER.
A new name. A renewed purpose.



Young Professionals

“Leadership Through Innovation”

YP-35: Embracing the Future

By Victor Castañon, REMOVE (Mexico)

As we are approaching many new and exciting changes in the moving industry, I have been reflecting on the progress we have made in only a short period of time. The theme of this year’s convention — “Riding the Waves of Change” — was a very fitting one, considering the transformations that YP-35, the HHGFAA and now IAM, are beginning to encounter. I have attended 14 HHGFAA conventions throughout my career, and I can remember when we were an industry dominated by men. Over the past few years, however, women have been making their way to the tops of companies and proving that they are equal contenders in what was once a male-dominated industry. It is refreshing to note that these changes have such a positive effect on business relationships, the work we do, and the future of our industry. Another bright spot: All of the young professionals who have entered into the workforce. They are the future of our industry, and are bringing a new outlook and fresh ideas. I hope that everyone can welcome these changes with open arms and embrace what is in store for the future.

* * *

Many thanks to our guest speakers:

- **John Rowan** of Matson Navigation Company
- **Mike Connelly** of The Pasha Group

... and all the YP.35 members who attended our annual meeting in Hawaii.

YP-35 Election Results

CHAIRMAN

Stephan Guerts Jr..... GovLog, NV

VICE CHAIRMAN

Paula ColmenaresPortan Colombia

NOTE: We are currently updating our member database. If your contact information has changed or is incorrect, please send your updated information to pcolmenares@portan.com

ATTENTION YP-35 MEMBERS: Please check your contact details and e-mail address on the YP-35 Website (www.yp-35.org) and let us know if any corrections need to be made so that we may properly contact you and keep you informed. Make sure that your birth date is listed! If you have difficulty accessing the Web site, or if you have questions or ideas concerning YP-35, and to supply your updated contact information, please e-mail pcolmenares@portan.com

Website: www.yp-35.org

An organization within the HHGFAA for Young Professionals 35 years of age and under





**Scenes from the
YP-35 Mixer at
Tiki's Grill & Bar**



ALAN F. WOHLSTETTER SCHOLARSHIP UPDATE

The Alan F. Wohlstetter Scholarship Fund is the cornerstone for the HHGFAA Scholastic Assistance Program, which is aimed at promoting and supporting individuals engaged in higher education involved in the areas of transportation and logistics. Donations (by major annual giving levels) to the Alan F. Wohlstetter Scholarship Fund received in the last 12 months are as follows:

Platinum (\$5,000 or more)

- *Gosselin Group N.V.
- *Hilton Hawaiian Village Beach Resort & Spa
- *Matson Navigation Company, Inc.
- National Van Lines, Inc. and National Forwarding Co., Inc. (in memory of F. L. McKee Sr.)
- Royal Hawaiian Movers, Inc.

Gold (\$2,500-\$4,999)

- *The Pasha Group

Silver (\$1,000-\$2,499)

- *ABBA International
- Adele Forwarding
- *All American Moving Group, LLC
- *Approved Forwarders, Inc.
- Arven Freight Forwarding, Inc.
- Deseret Forwarders
- *DeWitt Transportation Services of Guam
- Evergreen Forwarding, Inc.
- *Gateways International
- Interstate Worldwide Relocation
- *P&F Safepac Company
- True North Relocation, LLC
- World International Forwarding, Inc.

Bronze (\$500-\$999)

- American Red Ball International, Inc.
- Baltic Forwarding, Inc. (in memory of Terry Bell)
- *Blonde International Services, Inc.
- *Daycos
- Dell Forwarding, Inc.
- *Evergreen Forwarding, Inc.
- H&B Forwarding, Inc. (dba Axis International)
- *Logistics International, Inc.
- *Mallory Alexander International Logistics
- *S&E Transportation, LLC

In Kind or Other

- *Jackie Agner (in Memory of Cheryl Baker)
- *Jackie Agner (in Memory of Chuck Fuller)
- *Jackie Agner (in Memory of Ken Garrison)
- Belvian and Gloria Carrington
- *Claims Adjustment Technology (in memory of Mary Reeve)
- Dell Forwarding
- Douglas Finke
- Jones & McIntyre, PLLC
- *The Trilogy Group

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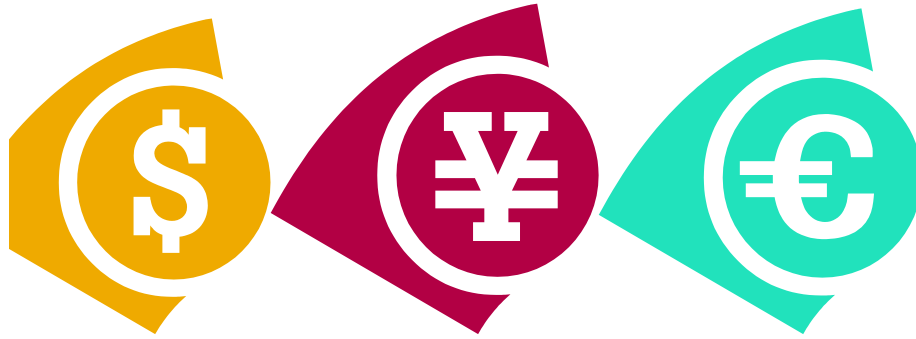
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2012 Deadline for 100% Scanning Won't Be Met

By Mimi Hall

The Homeland Security Department said it will not meet a 2012 deadline set by Congress to scan the contents of every cargo container headed to US ports. Instead, it plans to gather more information about who made the goods in the containers and who packed them.

Under that proposal, only a small fraction of the 11 million containers shipped to the US each year—those from unknown companies and countries known to harbor terrorists—would be flagged to be scanned for nuclear or radiological materials.

“It’s called Risk Management 101,” said Secretary Michael Chertoff. “I’m not terribly concerned someone’s going to build a nuclear bomb in England” and load it into a container headed for a US port. “But I might be more concerned about South Asia.”

Chertoff says there are countless obstacles to the 100% scanning mandate passed by Congress in 2006. Among them: Some countries don’t want U.S. Customs officers operating scanning equipment in their ports; scans could slow trade; the program would be costly.

House Homeland Security Committee Chairman Bennie Thompson (D-MS) countered that the only way to guard against deadly weapons being shipped to the US is to scan every container before it’s loaded on a ship overseas.

“It is vital to our nation’s security,” he said. “The more time the secretary spends on excuses, instead of solutions, the longer our nation’s ports remain vulnerable.”

Chertoff has also been criticized by the shipping industry, which opposes both Congress’s 100% requirement and his plan to collect more information from shippers.

“Two wrongs don’t make a right,” said Frank Vargo of the National Association of Manufacturers. He said Chertoff’s plan will slow trade and could cost the industry as much as \$20 billion a year. “It will result in a two-day - maybe a five-day - delay before that container (is cleared) and can be loaded onto a ship.”

Security experts agree that 100% scanning would be very difficult to achieve. “It’s not practical, and there’s no threat that justifies

it,” said James Carafano of the Heritage Foundation, a conservative think tank.

P.J. Crowley of the Democratic-leaning Center for American Progress said 100% scanning isn’t feasible by 2012 but is a worthy goal for the next decade. “You want to have 100% confidence you know what’s inside the box,” he said. “You can’t just do that by reviewing cargo data.”

SOURCE: *USA Today*

CBT Mum on New Security Filing Rule

By R.G. Edmonson

Senior officials at Customs and Border Protection now won’t predict when its new security filing rule, known as 10+2, will be published.

The rule has been under review for months by the White House Office of Management and Budget. The delay has forced CPB officials to remain silent while OMB deliberates.

Deputy Commissioner Jayson Ahern told the agency’s annual trade symposium in October that he would not be reckless as he was in September, when he predicted in remarks to the National Customs Brokers and Forwarders Association of America that it would be a matter of days or weeks before OMB signed off on the rule.

He insisted, however, that the rule, which will require importers and carriers to file security data with Customs that does not appear on a carrier’s bill of lading, was essential to Customs’ security effort.

“This information is the centerpiece of our risk-management strategy,” Ahern said.

The alternative to 10+2—100% scanning of US-bound containers before they leave foreign ports—“is looming out there,” Ahern said.

Ahern said that Customs is prepared for the change in presidential administration coming in January. He pledged three things during and after the transition: Continuity, continued partnerships with the trade and other federal agencies, and an open-door policy to the trade.

SOURCE: *The Journal of Commerce Online*

No End for Stop-Loss in Sight

By Tom Vanden Brook

The Army's use of involuntary extensions of combat duty will likely continue through 2009 despite pledges earlier this year by top military officials to reduce reliance on the policy known as stop-loss.

In September, 12,204 soldiers were affected by stop-loss, a policy that forces them to remain in the Army after their service commitment has expired. The same number likely will be affected each month through 2009, Army Lt. Col. Mike Moose said recently.

Stop-loss strains troops and their families, Defense Secretary Robert Gates and Adm. Michael Mullen, chairman of the Joint Chiefs of Staff, acknowledged in May. But Gates and the Army say the policy is needed to maintain the cohesion of units heading to battle.

"The secretary understands the stress on the Army, but ... he wants to see the Army rely less on stop-loss. They need to make better progress on this," Pentagon press secretary Geoff Morrell said Sunday.

Poor planning is to blame, said Rep. Joe Sestak (D-PA), a retired vice admiral and member of the House Armed Services Committee.

"I understand the need to ensure our troops are fully manned in combat," he said. "However, because of the failures to properly plan and execute this conflict, there have unfortunately been many false promises and additional burdens placed on our brave troops."

The number of soldiers affected by stop-loss peaked in 2005 at 15,758. Gates ordered stop-loss to be minimized in January 2007. It fell to 8,540 in May 2007 but rose to about 12,000 in March and has stayed near that level. The troop buildup in Iraq and extension of Army tours from 12 to 15 months last year resulted in more stop-loss orders.

The five combat brigades associated with the escalation of US forces in Iraq returned this summer, and combat tours were reduced to 12 months on Aug. 1. But 151,000 troops remain in Iraq—25,000 more than before the escalation began in early 2007.

In Afghanistan, there are 32,000 US troops, and commanders there are seeking four more brigades. A brigade has about 3,500 to 5,000 troops.

If demand for US combat troops stays constant through 2009, Moose said, the number of soldiers affected by stop-loss will remain at about 12,000.

"Stop-loss is a function of how many units are preparing to deploy," he said. "We only use stop-loss when we have to."

Stop loss can keep a soldier in the Army if his or her unit deploys within 90 days of the end of their commitment. In August, 55% of those affected were privates through specialists, and 45% were noncommissioned officers, Moose said. About 1% of active-duty, Na-

tional Guard and reservists are affected. More than 140,000 soldiers have had tours extended by stop loss since January 2002.

Joe Davis, a spokesman for the Veterans of Foreign Wars, criticized the Pentagon for not deploying more of its personnel: 43% of active-duty soldiers, sailors, airmen and Marines have not served in Iraq or Afghanistan.

"Being stop-lossed means you and your family have to place your future plans on hold, he said, when "half the military has never set one foot in Iraq or Afghanistan."

SOURCE: Army Times. Tom Vanden Brook reports for USA Today.

President Honors Top SDDC Civilian

Patricia M. Young, an Air Force Senior Executive serving as deputy to the commander, Military Surface Deployment and Distribution Command (SDDC), has been named a Meritorious Executive in the Presidential Rank Awards for 2008. President George W. Bush announced recipients of the prestigious awards Oct. 6.

Each year since the establishment of the Senior Executive Service (SES) in 1978, the President has conferred the ranks of Distinguished Executive and Meritorious Executive on a select group of career members of the SES who have provided exceptional service to the American people over an extended period of time. The Meritorious Executive rank is awarded to leaders for sustained accomplishments. Only 5% of SES career members may receive this award, a silver pin, and a framed certificate signed by the President.

Her dedication during a time of transition for SDDC and its employees was instrumental in Young's recognition by the President.

"I am deeply honored and humbled by this recognition," Young said. "The accomplishments of the past few years would not have been possible without the confidence of my leadership and the hard work of our military and civilian workforce."

As deputy to the SDDC commander, Young is responsible for facilitating continuous improvement and innovation in the development of distribution policies, plans and programs supporting their global mission. These responsibilities impact joint service force deployment and logistics operations.

Young entered federal service in 1985 through the Palace Acquire Career Program with the Air Force Materiel Command, Wright-Patterson AFB, Ohio. Before being assigned to SDDC, Young was assigned to US Transportation Command from 1993 to 2005. She joined SDDC as deputy to the commander in 2005.

SDDC provides global surface deployment and distribution services to meet the nation's objectives. SDDC deploys and sustains more than 90% of the Department of Defense's equipment and supplies by leveraging the capability of commercial industry and other military services.

Bill Proposes National Container Fee

Rep. Laura Richardson (D-CA) recently introduced a bill that directs the Secretary of Transportation to implement a national container fee.

HR 7002, the "Movement Act of 2008," proposes that within 180 days after enactment the secretary should "establish a national container fee to be collected on each cargo container that is imported into the United States or exported out of the United States in commerce at a covered seaport."

The beneficial cargo owner would be responsible for the \$25-per-TEU fee. If there is more than one beneficial cargo owner of cargo within a container, each beneficial cargo owner would be responsible for payment of an equal portion of the fee.

Half of the fees collected, after administrative expenses, would be doled out to states according to the amount of cargo that moves through state seaports, and the remaining funds used by the secretary for discretionary grants.

In both instances, the bill specified that 80% of the funds would be available only for eligible goods movement improvement projects, 10% for eligible homeland security projects, and 10% for eligible environmental projects.

SOURCE: American Shipper

Shippers Seek Elimination of Antitrust Immunity

Organizations representing shippers in North America, Europe and Asia have called for a further reduction in ability of ocean carriers to collectively discuss rates and services.

The Global Shippers Forum, in a joint declaration after its annual meeting in Montreal, called for the end of carriers' antitrust immunity in the United States, and urged the governments of China and India to apply their antitrust laws to liner shipping.

The GSF hailed the termination of antitrust authority for liner conferences in Europe, effective Oct. 18.

"GSF members strongly believe that European reforms repealing the liner block exemption as well as changes brought about in North America would provide comparable benefits for Asian countries, resulting in less influence by conferences and discussion agreements over rates and services," it said.

The statement encouraged Asian governments to "introduce market-based principles as they apply to liner shipping.

"Competition . . . rather than collusion, will result

in efficiencies and customized services for their customers that are not possible where prices are determined by liner carriers in government-sanctioned cartels," the group stated in its declaration.

Noting that this year marks the 10th anniversary of the passage of the Ocean Shipping Reform Act, the shipper group encouraged the US "to undertake a comprehensive review of its own shipping laws to determine whether an antitrust exemption should continue to exist for liner carriers. GSF believes that antitrust immunity as it relates to the ability of liner carriers to benchmark, discuss, set or fix rates, service terms and/or surcharges is not necessary and should be terminated."

The forum is composed of the Asian Shippers' Council, European Shippers' Council, Japan Shippers' Council, the Canadian Industrial Transportation Association and the US-based National Industrial Transportation League.

The shipper group also expressed its opposition to scanning 100% of all containers bound for US ports.

The GSF statement said surcharges should be temporary and should reflect only actual unexpected cost increases or decreases faced by suppliers. It expressed strong support for the inclusion of all surcharges and ancillaries in the total price paid for freight, to permit the proper recovery of all costs associated with the transport.

It said the application of surcharges and ancillary charges should be solely determined by an individual carrier. The group also called for strong efforts to keep shippers up to date on the global investigation of price-fixing of air cargo rates and fuel surcharges, and the remedies available to shippers.

The GSF said both government and industry attention must be focused on maintaining critical and vital infrastructure necessary for supporting international supply chains.

Revenue from transport user charges and taxes should be directed to the transportation purpose for which they are collected, it said.

The group also called for "sustainable steps to protect the environment without compromising the efficiency of freight transport."

Governments should develop and actively support programs that reward best practices, adopt technology or develop infrastructure that reduces the environmental impact of transport. "Punitive charges on transport users is not the proper method to protect the environment from the effects of freight transport," the statement said.

The GSF called for a review of possible modifications to Incoterms (officially known as International Commercial Terms) and a campaign to increase general awareness of the terms "to better define what charges fall to which parties' responsibility under which terms of sale." The statement said the goal of the review would be "to resolve conflicts and uncertainties between consignors, consignees, third parties and carriers."

The International Chamber of Commerce is already conducting an extensive review of Incoterms, which it sets and monitors. Frank Reynolds, a trade consultant who represents the US on the ICC committee, said input from the shipper groups would be welcome "if it's a worldwide effort."

"The door is already closed to national comments or we'd be doing this forever," he said. The ICC committee hopes to cobble together a first draft at a meeting in Helsinki in May. At that point, it will be sent out to the 130 countries that participate in the International Chamber of Commerce.

Reynolds said the chamber is looking at 2011 as a realistic implementation date for the revised Incoterms.

The complete declaration of the Global Shippers Forum can be found online at www.globalshippersforum.org.

Senate Approves Marad Authorization

The Senate approved the spending authorization for the Maritime Administration as lawmakers rushed to the end of a fall session with the massive economic bailout and the political campaigns overshadowing legislative work in Congress.

The Senate by unanimous consent included the Marad authorization for the next fiscal year in the National Defense Authorization Act.

It includes a provision clarifying rules surrounding cargo preference provisions by specifying that cargo preference applies to any person or organization receiving federal funding, unless they are otherwise exempted. The bill also amends the federal Small Shipyard Assistance program to improve and broaden the grant process. And it allows the maritime administrator to transfer Marad employees to the US Merchant Marine Academy and hire temporary professors at the Academy.

Hamburg Investors Buy Hapag-Lloyd

A Group of Hamburg investors has bought Hapag-Lloyd for E4.5 billion from TUI after a bid from Neptune Orient Lines lapsed.

The Hamburg group, led by Klaus-Michael Kuehne and the city government, is paying E4.45 billion for Hapag-Lloyd, with TUI then buying back a 33% stake for E700 million.

“Despite an adverse environment, the price we have achieved for container shipping reflects its fair value even under normal market conditions,” said TUI chief executive Michael Frenzel.

“Selling only two thirds of Hapag-Lloyd has made this price possible,” he said, adding that the Hamburg consortium had submitted the better offer.

The only other bidder left in the running pulled out, saying that

its offer had lapsed.

“The sale to the Hamburg-led consortium is a positive outcome for the shareholders of TUI AG, for Hapag-Lloyd and its employees and not least for Hamburg and for Germany,” Frenzel said.

The bid from the Hamburg consortium came in reaction to strong political objections to Hapag-Lloyd coming under foreign ownership.

TUI shareholders will receive a special dividend from the sale at the end of the year; the amount is yet to be determined.

SOURCE: Lloyds List

APL Cuts Capacity on Major Trade Lanes

APL has announced it is slashing vessel capacity on the major east-west shipping lanes and restructuring its network in response to what it called “increasingly challenging conditions in the major container trades.”

The subsidiary of Singapore-based Neptune Orient Lines, and the eighth-largest global liner company, said the capacity reductions would amount to 25% on the Asia-Europe trade and 20% on the trans-Pacific.

“The traditional seasonal softening of demand in the main container trades has been compounded by the global financial crisis and economic slowdown,” said APL President Eng Aik Meng.

SOURCE: American Shipper

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SBA's Moutray Examines Opportunities, Challenges Facing Small Businesses

Recently, Small Business Administration Chief Economist Chad Moutray was in Springfield, Mass., to attend the Western New England College Law and Business Center for Advancing Entrepreneurship's conference, "Entrepreneurship in a Global Economy," he participated in a panel discussion on politics and entrepreneurship, citing five challenges and five opportunities facing small business:

Challenges

- Small businesses continue to struggle in the economic downturn, and it policy leaders must get the economy moving again.
- Business conditions have a fundamental impact on entrepreneurial activity, and moving forward, it will be important for policymakers to consider the impact of taxes and regulations on small business owners and would-be entrepreneurs.
- Finding ways to control the cost of providing health insurance to employees and increasing coverage will remain a priority for our national and state leaders.
- Small firms continue to struggle in their ability to attract and retain a quality workforce. This is made harder by the disparity in total compensation and demographic trends.
- American businesses face competitors on a number of fronts,

both at home and abroad. When selling overseas, there are some structural disadvantages that make our products less competitive, and many businesses have reduced their costs by outsourcing some processes and tasks abroad.

Opportunities

- Small businesses are leading the way toward new inventions, processes, and products. This is something that should continue to be encouraged, especially since there are such strong linkages between innovation, entrepreneurship, and regional economic growth.
- Local communities should work to promote and nurture existing small businesses in their communities. Proponents of "economic gardening" argue that grooming these firms can ultimately lead to huge payoffs in terms of employment and growth.
- One of the strengths in our current economic climate is the export sector, and international trade represents an opportunity for small businesses.
- Policymakers should find ways to promote greater business ownership among women, minorities, immigrants, and veterans (especially those veterans and service-disabled veterans returning from Iraq and Afghanistan).
- Small business owners should look at education not just as a means of retraining their workers, but also as methods of building new skills, developing new human talent, and preserving employee morale.

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IATA Launches E-Freight Program

Efforts to reduce the cost and improve the speed and reliability of air cargo in North America took an important step forward when the International Air Transport Association launched its e-freight initiative at New York's Kennedy International Airport on Oct. 21 and at Chicago's O'Hare International Airport in early November.

The air cargo industry produces enough freight documents each year to fill 39 Boeing 747-400 freighters. With e-freight handling and processing many of those documents associated with air cargo, paper is no longer necessary. Besides saving costs, other benefits include shorter waiting time, better tracking of cargo, unified quality management standards and reduced paper consumption, according to Cargo Network Services, the US. cargo subsidiary of IATA.

CNS has worked actively with the IATA e-freight team in developing working relationships with Customs and Border Protection, the Transportation Security Administration and the Census Bureau's Office of Foreign Trade to assist in the issues related to this important initiative.

SOURCE: Shipping Digest

Expand Your Search Options

The Firefox Web browser now has a free add-on called Hyperwords. If you highlight a word on a Web page, a menu pops up that lets you search Google, translate the word into other languages, find pictures, and more. For example, if you highlight the name of a person, you will see a menu with links to related videos, Wikipedia pages, news articles, etc. If you highlight a book title, the menu may have links to Amazon.com, reviews, etc.

For more information, see <http://hyperwords.net>.

Skip Web Site Intros

On the search results page at Google, pay attention to the options in brackets to the right of the results. If you see "Skip Intro," you can click on that and get into the site immediately instead of having to sit through an animated introduction.

SOURCE: Bottom Line Personal

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Web sites created by academics have credibility because they're usually unbiased and have reliable information. When you find a site like this that has been around for a long time it has even more credibility, because the site has stood the test of time. Everything International (<http://faculty.philau.edu/russowl/russow.html>) was created and maintained by Dr. Lloyd C. Russow, of Philadelphia University, and it's been around since 1996. It's a no-frills site that has up-to-date links to international business information. Dr. Russow says on the home page that every hyperlink is verified for accuracy every ten days, so you know there are no broken or dead links. You won't get overwhelmed by the amount of links here, but every one is worth bookmarking for its wealth of information and accuracy. Plus, if you do nothing else, click on the "Village of 1,000" link. It's a fascinating set of statistics that shows what the world would look like if it were a village of 1,000 people.

These items are copied from the newsletter Really Useful Sites for International Trade Professionals, a free, biweekly e-mail publication of FITA—The Federation of International Trade Associations.

NIT League Allies with ATA in Port Trucking Suit

By Bill Mongelluzzo

The National Industrial Transportation League has sided with the American Trucking Associations, filing an amicus brief in the ATA's lawsuit seeking a preliminary injunction against the Los Angeles-Long Beach trucking concession requirements.

The case involves a measure that took effect on Oct. 1 requiring motor carriers to sign concession agreements with the ports of Los Angeles and Long Beach. The concession requirements are an important part of the ports' clean-truck plans.

In September, ATA sought a preliminary injunction against the concession requirements, saying they violate federal law and are burdensome on motor carriers. The US District Court in Los Angeles denied the preliminary injunction and ATA appealed that decision to the 9th Circuit Court in San Francisco.

The NIT League, which represents about 700 importers, exporters and other transportation interests, in its Oct. 20 filing charged that the district court erred in turning down the request for a preliminary injunction for security reasons.

Federal law preempts state and local entities in regulations involving international maritime commerce and intermodal transportation. The ports sought an exemption from the federal preemption on the grounds that the concession requirements promote safety.

The NIT League brief also said the lower court should not have broadly interpreted motor carrier safety to include national security.

Furthermore, the federal government has been the sole regulator of international maritime commerce dating back to the 1916 Shipping Act. That law was amended by the 1984 Shipping Act and the Ocean Shipping Reform Act of 1998, which extended maritime commerce to intermodal-through service by rail and truck.

The NIT League agreed with the trucking association in charging that the port concession requirements illegally regulate motor carrier rates, routes and services with restrictions on hiring decisions, truck routes, parking, operations and financial reporting.

Also, the League stated, the concession requirements contradict the Ocean Shipping Reform Act's goal of promoting competition, efficiency and non-discriminatory treatment of service providers.

The Los Angeles plan, for example, would disenfranchise the owner-operators who now work in the harbor by phasing in a requirement that motor carriers utilize only employee drivers.

Bill Mongelluzzo reports for The Journal of Commerce Online.

Managing Cash Flow—for Movers

By Kathy Albertini

Recent months have tested businesses all over the world. Slow housing and unsteady credit have reduced the number of people and businesses using moving and relocation services. The new “normal,” when we get there, will not look like the old “normal.” Managing cash flow during times like this is critically important for a business to get through to the new normal in a positive state and ready to take on new challenges. The cyclical nature of the moving and relocation industry offers an opportunity. When the slower months arrive, it is a good time to review important functions like cash management.

During Profit Enhancement Group (PEG) meetings in the moving industry, the non-competing CEOs who gather to review the host’s business spend a lot of time talking about profit and growth. Recent developments have spotlighted how unpredictable cash flow can put a business into trouble very quickly. PEG meetings provide members opportunities to share the tools and strategies they have developed to monitor cash flows and to anticipate crunches. Conducting international business and/or maintaining branches in other countries require strong cash management procedures and the discipline to monitor the business’s cash consistently. It’s much more difficult to do this when cash suddenly becomes tight and systems are weak or nonperforming.

The cash flow statement is the formal accounting mechanism for looking at a company’s cash situation. At a basic level, PEG members monitor those numbers on a daily or weekly basis. The frequency of monitoring may vary depending on the company’s cash status. With this information they create flash reports. Flash reports may contain: bank account balances, cash received and not deposited, outstanding checks, projected payments to vendors and banks, and projected cash expected in the next period based on accounts receivable patterns. Using daily or weekly flash reports and monthly cash flow statements allows CEOs to see patterns of cash fluctuation and anticipate them before they get to a critical level giving CEOs a regular, reliable, consistent way to monitor cash. Combining this information into a cash budget that anticipates cycles in the business allows a CEO to use outside resources like lines of credit and other short term borrowing vehicles and minimize costs.

Just as important for good cash management is to develop tactics for cash-critical situations. In good cash times consider setting aside a reserve. The cash budget helps to anticipate critical cash situations. Developing a list of cost cutting tactics to implement at various levels of cash allows the CEO to be proactive. If you are able to implement cost cutting slowly at the first signs of cash shortage, you are in the driver’s seat and can change course whether cash levels improve or

continue to dwindle. With good employees being such an important asset to companies, this approach prevents companies from doing reactionary layoffs during critical cash periods. One PEG member used his cash management information to initially reduce staff by not rehiring when employees left. In addition, he chose a group of willing drivers to test speed monitors on the vehicles and track the resulting gas saving. Before the gas prices peaked, he had a team of drivers using the monitors and saving 8% on their fuel. As gas prices climbed, it wasn’t difficult to convince the other drivers to follow the plan. He took these steps first. As the housing market continued to decline, he took the next steps of reducing staff and eliminating inefficient equipment.

Finally, review your cash management and improve it frequently. Do the tools that you use to monitor cash give you the right information? Is a reasonable time spent creating the monitoring tools? Is the information easy to understand and act on? What’s missing or excessive? Did the cost cutting actions provide the anticipated cost reductions? Are there other actions to add to that list?

This link at *Inc. Magazine*’s lists several articles on cash: www.inc.com/guides/start_biz/20675.html. The 1998 article by Jill Andresky Fraser, “Riding the Economic Roller Coaster,” contains more ideas.

Kathleen Barry Albertini is the CEO of Management Growth Institute, Inc. (MGI). MGI runs Profit Enhancement Groups (PEG) for moving company CEOs and CEOs in other industries. Web site: www.managementgrowth.com

What is a PEG?

Simply put, a PEG is a group of non-competing CEOs who run businesses in the same industry. They meet two times a year at one of the member’s businesses. PEG members work together for a number of years visiting the member businesses. MGI structures each visit using a process to guide the visiting CEOs in collecting information about the host company. The objective of the information collection is to give the host company recommendations to improve the company’s profit and operations. Each CEO brings a unique perspective to the companies they visit. They all share the common industry knowledge. MGI has run PEGs in the moving industry since 1989.

The Alarming Lack of Workplace Interaction

By Sarah L. Sladek

In just two years, when 40% of our workforce is eligible to retire, there is certain to be a lack of talent if more collaboration doesn't occur within our workforce.

The annual 2008 World of Work survey found that the four generations now in the US workforce—the Traditionals, Baby Boomers, Generation X, and Generation Y—rarely interact with one another. That lack of communication is keeping key institutional job knowledge, largely held by the Boomers, from filtering down to younger workers.

The isolation among workforce generations is credited to a lack of recognition of the others' skills or work ethic. In other words, the Boomers think the Xers and Ys are incompetent and irresponsible, and the Xers and Ys think the Boomers are old-fashioned and arrogant.

Well, it's time to put stereotypes aside, recognize one another for your differences, and get down to business.

Given the current scenario, America's businesses are faced with an ever-widening talent gap and absolutely no succession plan. This is a crisis situation that will surely wreak havoc on our economy if it isn't remedied soon. Here are some tips for tackling the problem:

- **Team up.** Find ways to work together—not as mentors or by titles, but as co-workers. Collaborative projects give value to employees' efforts as they work together to reach a common goal and also cultivate respect and trust between workers.
- **Be flexible.** The key to attracting and retaining talent of all ages is the ability to create a customized work environment that enables them to perform at optimum levels. Each age group is at a different stage of life, and each stage comes with different challenges to their careers and personal lives. Find ways to be flexible and open to new work environments and preferences.
- **Teach.** Fostering an attitude of learning from and about others can break down barriers to interaction. Provide mentoring programs where mentors and mentees can learn from each other, set up a rotation for employees to have lunch or coffee with a different co-worker every week, and encourage job shadowing among employees to teach employees about different jobs and the company as a whole.

This isn't an "us vs. them" argument anymore. Simply put, the knowledge and experience of every generation is invaluable and essential if we're going to prevent a talent gap and compete in a global economy.

Sarah L. Sladek is president and CEO of Limelight Generations.

Low-Confidence Leadership

You're not sure what it is—maybe it's that what they've told you would happen hasn't come true for about the 10th time, or maybe it's just their poor choice of ties and accessories—but whatever it is, you and your workforce don't have faith in your leaders. You're not alone. Confidence in leaders is at a 10-year-low, according to the *2008-2009 Global Leadership Forecast*, a bi-annual study conducted by Development Dimensions International (DDI), a global human resource consulting firm. Here's what DDI has noted about the way many of you feel about your company's leadership:

- Since 1999, when the Leadership Forecast first measured organizations' perceptions of their leaders, **HR confidence in leaders has declined steadily**, with only 35% citing high confidence in the most recent survey. "This deterioration of confidence is a sign leaders aren't meeting the needs of the organization," says Rich Wellins, senior vice president at DDI. "Business leaders need to take note of this if they want to grow their organization."
- **Leaders are dissatisfied with their development.** Two out of five leaders don't feel they're getting the development they need, which is a key obstacle to leadership confidence. Leaders want more opportunities to learn on the job, but senior management seldom takes responsibility for making this happen. "Great leadership doesn't happen by accident," says Wellins. "Organizations need to start listening to their leaders and make the right development investments if they want different results than they're getting now."
- **CEOs aren't sending the right messages to leaders.** Innovation and global acumen represent two large gaps in leaders' and CEOs' priorities, according to research from the Global Leadership Forecast and a recent DDI/Economist Intelligence Unit study. Leaders don't feel they're respected for innovation or the ability to work across cultures—while CEOs rated these high on their list of what is needed. "The message isn't clear if CEOs think these are the traits they need in the next five years, but leaders don't think these are respected," says Wellins. "Leaders are focused on the bottom line because that is the message they are hearing loud and clear."
- **The United States lags behind most of the world in succession planning.** Globally, only half of organizations have succession plans for their leadership team, and US organizations were lower than the global sample. "This is scary, considering the high rate of retirements we're expecting over the next 5 to 10 years," Wellins says. "Organizations will have empty seats in key leadership roles if they don't begin planning for their future leadership."
- **Leaders who cross borders are unprepared.** As organizations expand their global footprint, 20% of all leaders have some multinational responsibilities. But these leaders are ill-prepared for the roles ahead of them, as three in five multinational leaders consider their development for this role poor or fair. "We're sending leaders into key roles in rapidly growing industries and geographies without the tools they need," Wellins says. "They're facing new cultures and ambiguous environments without much preparation."

SOURCE: Inside Training

Holiday Time Exclusion

One in 10 employees has felt excluded during annual holiday celebrations in the workplace, according to a national telephone survey by Novations Group, a global consulting organization based in Boston. Twelve percent of men and 9% of women report being left out or ignored at holiday time, but the findings show no significant differences by age or race. Employees in metropolitan areas are twice as likely to feel excluded.

SOURCE: Inside Training Magazine On-line

Are Your Employees Micromanaged?

More than one in three workers complain of being micromanaged by a supervisor, according to a telephone survey of 524 employed Americans by global consultant BlessingWhite. Asked if they felt micromanaged by their boss, 37.4% said they were, frequently or at least occasionally. Men were somewhat less likely (34.9%) to complain than were women (40.6%). Older employees were less likely to report being micromanaged. And while more than 40% of those under age 34 felt micromanaged, only 27% of those over 55 made the same complaint.

SOURCE: Inside Training

Value of Customer Training

Customer satisfaction is the leading reason organizations implement and maintain customer training, according to “Optimizing Customer Training,” an August 2008 study by Expertus and Training Industry, Inc. Eighty-two percent of respondents expected improved customer satisfaction from their customer training; some 93% reported results in this area: 53% realized strong benefits, and 40% realized moderate benefits.

SOURCE: Inside Training

78 WAYS TO SAVE MONEY NOW

Timely Advice
www.insidecrm.com/features/78-ways-save-economy-101408
<http://newsletters.fita.org/ct.jsp?uz663502Biz7476166>

The economic news may be grim lately, but there’s no reason for a defeatist attitude. There are plenty of strategies to keep your company afloat even in the grimmest of economic times, and one of the best is simply to cut costs. That’s why *78 Ways For Your Small Business To Save Money In This Economy* (<http://newsletters.fita.org/ct.jsp?uz663502Biz7476164>; www.insidecrm.com/features/78-ways-save-economy-101408/) is a site you should visit. It has lots of great suggestions and idea starters to help you reduce your expenses. There are tips for saving money on your cell phone bill, Web hosting, software, rental cars, insurance, bank fees, payroll costs, printing, and much more. Also, don’t miss the comments at the bottom of the page. Readers have left even more suggestions for saving money, and some of them are definitely useful.

This item is copied from the newsletter Really Useful Sites for International Trade Professionals, a free, biweekly e-mail publication of FITA—The Federation of International Trade Associations.

Air Cargo Shippers Drive Reform of DoD Rule

By *Patrick Burnson*

As a consequence of shipper initiatives and input, the US Department of Defense has clarified some nettlesome—and very expensive—procedures for transporting military cargo. The Air Forwarders Association, American Trucking Associations, and independent freight forwarders wrote to US Transportation Command earlier this year in an attempt to change Air Mobility Command's interpretation of the policy from mode-specific to mode-neutral.

President Bush's recent signing of the Duncan Hunter National Defense Authorization Act (NDAA) for Fiscal 2009 was greeted as a "victory" for military vendors, personnel, and taxpayers, said Chris Alf, founder and principal of freight forwarder National Air Cargo in Buffalo, N.Y.

"The previous inconsistencies in the Department of Defense and the Air Mobility Command Freight Traffic Rules Publication 5 (AFTRP 5) regulations resulted in vendor confusion and inefficiency," said Alf. "US Transportation Command's new Defense Transportation Coordination Initiative (DTCI) recognizes that the government saves money when it allows the commercial sector to pick the mode of transport in order to meet mandatory delivery dates."

The current DOD regulation states that components moved by air freight forwarders for the Department and the military services should use the same mode-neutral, time definite delivery model successfully being used by the commercial transportation industry.

"However, some people in government interpreted the Air Mobility Command publication to 'require' air freight forwarders to ship cargo by air even when it made little economic sense and contradicted governing regulations," said Alf.

In addition to clarifying these inconsistencies in the transportation regulations, the law requires that the Secretary of Defense provide specific definitions for the various transportation carriers, and additional guidance and training to ensure that commercial best practices are used when shipping department cargo.

In an interview with Logistics Management, Glen Joerger, a retired air force colonel and former US transportation commander, said that this development is "precedent making."

"There has been historically more cooperation between the ocean carriage private sector and government than with the air carriers," he said. "The air cargo forwarding community is changing that."

Patrick Burnson is executive editor of Logistics Management

Biometric Scans for Foreign Visitors Halted

A recent continuing resolution bill (HJ Res A52) contained a provision that prohibits the Department of Homeland Security (DHS) from implementing a regulation requiring airlines to collect the biometric information of foreign nationals.

In April, DHS issued a notice of proposed rulemaking that would establish biometric exit procedures at all US air and sea points of departure. The cost and responsibility for collecting this biometric information would fall to the commercial airlines and cruise lines, which would then have 24 hours to transmit the data to DHS. A number of travel industry and other organizations in a June letter supported a working biometric system that does not place the financial and logistical burden on the airline industry.

The CR requires DHS to examine the practicality of either the airlines or US Customs and Border Protection being charged with collecting the data. The research must be completed by Jan. 31, 2009, after which it will be transmitted to the Government Accountability Office (GAO) for review.

"We are pleased that President Bush has signed this key law, which stops DHS from placing a government function on the backs of the airlines," said Air Transport Association President CEO James C. May.

SOURCE: ASAE Public Policy News

International Air Traffic Plunges

By Thomas L. Gallagher

Global air traffic dropped at an alarmingly fast pace in September, according to the International Air Transport Association.

Cargo traffic dropped 7.7% compared to the same month in 2007. International load factors tumbled 4.4 percentage points from August to 74.8% in September, IATA said. Also, the Association of European Airlines said cargo traffic for its carriers fell 7.2% in September.

"Even the good news that the oil price has fallen to half its July peak is not enough to offset the impact of the drop in demand. At this rate, losses may be even deeper than our forecast \$5.2 billion for this year," said Giovanni Bisignani, IATA's director general and CEO.

This is the worst decline in cargo traffic since the technology bubble burst in 2001, said IATA. Declines in airfreight have slowed year-to-date growth to 0.1%, with all regions except the Middle East and Africa reporting negative results. The most alarming drop was with Asia Pacific carriers—the largest players in the market. The region's carriers reported a 10.6% decline.

Europe and North American carriers, which had seen flat growth through August saw cargo traffic fall 6.8% and 6%, respectively.

SOURCE: Traffic World

US Extends Visa Waiver Program

President Bush announced recently that citizens of the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Slovakia, and South Korea would be included in the US Visa Waiver program, allowing for citizens of those countries to more easily enter and exit the United States.

The Visa Waiver Program allows citizens of certain countries to travel to the US for short-term business or pleasure stays without obtaining a visa. Established in 1986, the program eliminates unnecessary travel hassles and encourages tourism to the US.

Currently, 27 countries (not including the recently announced seven) participate in the Visa Waiver program. The president also announced at the same press conference that Bulgaria, Cyprus, Greece, Malta, Poland, and Romania were now "road-map" countries whose participation in the program is being evaluated.

*SOURCE: American Society of Association Executives
Inroads newsletter*

TSA Unveils Cell Phone Ticket Plan

The Transportation Security Administration (TSA) announced recently that the agency and some airlines will expand their testing into paperless boarding passes at airports.

Instead of paper, passengers who sign up and fly eligible airlines from certain airports would have an e-mail sent to their cell phones or personal digital assistants (PDAs, such as Blackberry) that when opened would have a barcode containing their name and flight information. TSA agents at security checkpoints would then scan the barcode on the device as they would a paper boarding pass. Identification, such as a driver's license, would still be required. TSA must approve each airline's plans to use the paperless system before implementation.

US airlines such as Delta and Alaska Air already have a limited system in place, and the European airlines Air France and Lufthansa allow paperless passes on an even greater number of flights.

*SOURCE: American Society of Association Executives
Inroads newsletter*

Pricey Program Not Always Best

The Registered Traveler program is not the best way to avoid airport hassles, warns travel expert Peter Greenberg. The government's program, which costs about \$100 annually, is intended to speed prescreened travelers through airport security. However, it is up and running at only about 20 airports. Also, while the lines for registered travelers might be shorter than the regular security lines, registered travelers still may be subject to thorough searches.

The best way to avoid airport hassles: Print out boarding passes beforehand, and take only carry-on luggage.

SOURCE: Bottom Line Personal

DOJ OKs Delta/NWA Merger

The US Department of Justice will allow a proposed merger between Delta Air Lines and Northwest Airlines to proceed, potentially clearing the way for the creation of the country's largest airline.

"The proposed merger between Delta and Northwest is likely to produce substantial and credible efficiencies that will benefit US consumers and is not likely to substantially lessen competition," the agency said in a statement Wednesday.

The proposed merger, worth roughly \$3.1 billion, has faced opposition from Democratic lawmakers, but the DOJ found the deal would create cost savings in several areas, including "supply chain economics" and that consumers would likely benefit as well.

With opposition from the DOJ out of the way, industry observers say the merger is likely to proceed, but seniority issues between the two carriers' pilots would most likely need to be resolved first.

SOURCE: Traffic World

A look at the people and events shaping HHGFAA member companies

APPOINTMENTS



Camguilhem



Lorimer

Grospiron Relocation Services has appointed **Stephane Camguilhem** (GMS) as its new business development manager for agent relationship and relocation services. He will serve as clients' direct contact for any question related to the company's French destination market.

Prior to joining Grospiron in its Paris office, Camguilhem spent the past 5 years with Santa Fe Relocation services in Malaysia and Singapore, where he acquired strong experience in relocation and household goods services. The company said Camguilhem's Asian experience in such a reputable company will help Grospiron strengthen its delivery services and increase its market share.

Camguilhem has lived most of his life overseas, including in England, Chile, Libya, Egypt, Indonesia, Malaysia, and Singapore. He is fluent in French, English, and Spanish.



UK-based international removals and storage firm **Clark & Rose** has appointed a new business development manager to build on its existing client base in the northeast and further afield.

Graeme Lorimer joins Clark & Rose's Aberdeen office from Sterling Relocation, where he was an account manager also responsible for business development. He will be responsible for overseeing the progression of the company in Aberdeen and throughout Scotland.

Lorimer, who has 25 years' experience in serving customers, aims to use his extensive experience in the removals and storage sector to develop and maintain new corporate business in the northeast and central Scotland. Other responsibilities will include developing bookings and relationships with agents, as well as processing internet and telephone inquiries and reviewing sales practices.



The **Crown Worldwide Group** has named **Thomas Szende** Crown Czech Republic's new country manager.

Szende undertook his new responsibilities after working nine years in the relocation and international moving business. Most recently he was regional vice president of International Account Management. Szende is fluent in English and Hungarian/Magyar and has skills in Czech and Slovak.

One of his objectives is to expand Crown's fine arts business in the Czech Republic. He will explore new business opportunities, launch new services and improve operational efficiency.

Szende is based in Prague, the capital city, with a population of 1.2 million people, and the economic and cultural center of Czech Republic. It is one of the most beautiful cities in Europe, rich in the arts with its 1100 years history, and has become a wealthier place in the past 15 years. This makes it attractive for relocation, fine arts and records management services.

There are approximately 10 million people in the Czech Republic and the country plays an increasingly important role in Europe's economy.



Also at the **Crown Worldwide Group**, **Jurgen Zyderveld** has been named the company's regional director for Austria, Germany and Switzerland. Zyderveld is based in Zurich.

Crown had already established operations in Vienna, Frankfurt, Munich, Basel, Geneva, Lausanne and Zurich. Zyderveld's mission will be to continue the growth in the region and fill in some of the key cities where Crown needs to be present. Apart from moving and global mobility services Crown has established records management service centers in the region, too.

Zyderveld joined Crown in 1995 and graduated from the first Crown University (Crown's internal management program) program in 1997. He speaks several languages and his career has enabled him to serve in management roles in Singapore, Korea, Italy, and the Netherlands. Prior to this promotion he served as regional business development manager for Europe and then as country manager for Crown Switzerland. Zyderveld took over responsibility for Crown Austria in early 2008, and will now add Germany to his areas of responsibility.



Markus Jogl has joined **Lang Worldwide Moving** in Vienna, Austria. Jogl brings more than 16 years of experience with international moving companies and a broad knowledge of all aspects of worldwide relocation.

His responsibilities at Lang are business development and corporate accounts management, together with overseeing agents relations. He now heads the company's international department.

New Region 6 AMMB Representative Named

Karen Conover, vice president of sales and marketing at **Sourdough Express** in Fairbanks, Alaska, has been appointed a Region 6 representative of the Associate Members' Management Board. She replaces Glenn Stephenson, who has stepped down from that role.



Conover was born in Fairbanks, Alaska, where she attended public schools and graduated in 1983. She worked in the family-owned business, Sourdough Express, part time during her high school years in the company's household moving division.

Sourdough Express was founded in 1898 by Conover's great grandfather, Edward Hering, and was later owned by her uncle, Gene Rogge, and then by her grandfather, Leo Schlotfeldt. Her father, Richard (Whitey) Gregory, managed the company for many years.

Conover left Alaska and lived in Los Angeles from 1984 to 2001, working for various airlines and then as a sales representative for Epson Computers. "Living in Los Angeles for seven years made me really miss my small town of Fairbanks," Conover recalled, "so I moved back home in 2001." She returned to Sourdough Express the following year and has been working there ever since.

In addition to her responsibilities as vice president of sales and marketing, she assists in managing the daily household moving operations in Sourdough's Fairbanks office. Conover and her siblings, Debra Norum and Jeff Gregory—fourth generation Alaskans—now own the company.

Conover is active in civic organizations such as Rotary, PTA, and the American Heart Association.

"As our industry turns its attention to the unique challenges facing it today," she noted, "I look forward to representing Region 6 on the AMMB and working to address them."

EXPANSIONS

Asian Tigers Lane Moving & Storage in Jakarta recently moved into its new, purpose-built facilities in a new industrial park, Taman Tekno, just outside Jakarta. The modern warehouse, 3,000 square meters and 11 meters high, is set on a 5,000-square-meters lot and has a three-story office building in front. It features an air-conditioned sec-



Asian Tigers' New Jakarta facility.

tion, climate-controlled vaults for high-value items, extensive electronic security systems, stacked 20-foot container storage and soon a Customs Bonded area. "We have outgrown our previous facilities and needed far more space to cope with our recent growth and future prospects," said Gerry Lane, president.

In addition to the new Jakarta facility, the company has recently opened branches in Balikpapan and Bandung and will shortly open another one in Pekanbaru, Sumatra — "the first Sumatran Tiger," noted the company.



Move One has opened a new office at Kandahar Airbase, Kandahar City, Afghanistan, on April 27. This recent addition brings the company's total number of Afghanistan offices to six.

Move One/AES Cargo Kandahar's office is run by Operations Manager **Curt Sharp**, the former AES business development manager in Kazakhstan and Kyrgyzstan, and AES country manager in Iraq; he previously spent some 20 years with DHL. **Patrick McDonald** is operations coordinator in Kandahar.



Virginia Lane—honored as the "Best-Dressed Woman in the Philippines."

Belle of the Ball!

At the Annual Ball of the Philippine Cancer Society, there is always a special award for the "Best Dressed Woman in the Philippines." And who did the Society select recently to bestow this prestigious award upon?

Pictured above is **Virginia Lane**, wife of **Asian Tigers Lane Moving & Storage** President Gerry Lane. Apart from supporting the Cancer Society, the company is involved in many other charitable activities from alleviation of poverty to protection of the environment.



Sue Fuchtmann of the Day Companies was elected mayor of Norfolk, Nebraska.

HHGFAA Member Becomes First Woman Mayor of Norfolk, Nebraska

As it has in the nation, change has come to Norfolk, Neb. **Sue Fuchtmann**, a Norfolk businesswoman, became the first woman elected as mayor in the city's 142-year history. Fuchtmann received 5,816 votes to business owner Tom Schommer's 3,276 votes.

Fuchtmann said the idea that she was a woman running for mayor never came up during the campaign.

"Never," she said. "It just never did. I didn't even think about it until someone said it to me last (Tuesday) night. I think there are a lot of woman mayors possible out there and I would hope to encourage anyone who has a desire to run to do so."

Fuchtmann said she had the support of her company—the **Day Companies**, an HHGFAA member—to run for office; the firm not only supported her but gave her the time needed. The company's success has been similar to how Norfolk has grown and evolved with hard work, she said.

"It started with just two people in a basement (by John and the late Connie Day)," Fuchtmann said. "Now we're 55 (employees) strong."

Fuchtmann began her involvement in city government in 1995 when she was appointed to the Norfolk Planning Commission. She had also defeated Schommer in the May primary, in which third candidate received a fraction of the overall total in the officially nonpartisan race.

Fuchtmann said she did not know what to expect from voters on Nov. 4. "I can't tell you I was surprised," she said, "but that's because I had no clue what to expect. I was very pleased."

She and her husband, Glen, have been married for more than 37 years. He also works at The Day Companies.



Schoan Nahre, quality assurance manager, and Jo Donnar, principal of Reindeer.

Reindeer Logistics Continues On the Fast Track

Reindeer Logistics is celebrating another year of record sales. Recently, Reindeer attended a reception to be honored as one of the *Indianapolis Business Journal's* Fastest Growing Companies. Reindeer was No. 20 on the list and this is the fourth year in a row the company has made the list.

Companies are ranked based on their revenue growth over a three-year period. Companies were eligible if the revenue increased each year, revenue exceeded \$1 million in fiscal year 2005, the company was not a subsidiary or division, and the company was based in the Indianapolis area.

Reindeer Logistics, also doing business as Reindeer Auto Relocation, and Reindeer International provides door-to-door relocation of automobiles, boats, and other commodities. The company offers shipping to all 50 states and internationally.

The company is located in Bennett Technology Park in Zionsville, IN. Reindeer employs over 50 people and has been in business since 1997. It is privately owned by Jo and Tim Donnar and Ritchie Shewmaker. Brad Willy is the vice president and general manager.

CEO Tim Donnar said, "We are so excited to be recognized the past four years and to have experienced the growth we have had especially with the economy the way it is. I attribute it to the hard-working, professional staff we have here at Reindeer."

Prudential Forum Highlights Industry Trends, Best Practices

Prudential Relocation, Inc. highlighted the major trends, challenges, and best practices in the relocation industry during their annual three-day Prudential Forum event in Scottsdale, Ariz. This year's event, themed "Rock Solid® Value, Rock Solid RelocationSM," brought together relocation and real estate professionals, relocation clients and service providers from the supply chain to gain insight into expectations, effective strategies and best practices in corporate mobility management.

"In today's declining economic environment and weak real estate market, it is more important than ever to understand the current challenges facing relocation professionals," said Earl Lee, president, Prudential Relocation.

Prudential Relocation offered several educational sessions examining the top trends and challenges within the industry, including *Innovative Approach to Pricing It Right*, which highlighted Prudential Relocation's cutting-edge market analytics tool eValuatorSM and a panel of industry experts discussing pricing fundamentals and successful business practices; *TRENDS—U.S. Domestic and International: Causes, Concerns, Changes and Remedies*, an interactive session that included tips on developing and implementing a successful global assignment program and information on domestic real estate trends; and *Global Transportation—Two Views from the Inside*, an overview from AMSA and Terry Head, representing HHGFAA, on the domestic and international trends in moving household goods, including the challenges of rising fuel costs and security impacts.

The company also announced the winners of this year's relocation awards. The following Prudential Relocation suppliers were recognized for outstanding performance and consistently demonstrating Prudential's core values:

- Spirit of Partnership Award: **Emigra**
- Spirit of Partnership Award: **BridgeStreet Worldwide**
- Client Trust Award: **Fidelity Residential Solutions**
- Client Trust Award: **U.S. Inspect**
- Respect Award: **Delahaye Moving**
- Winning Award: **United Van Lines**
- Worthy of Trust Award: Relocation Advisory Council (RAC) and Prudential Referral Services (PRS®) Mentors, a group of 25 real estate professionals within the Prudential Real Estate Affiliates, Inc. broker network.



Going ...

...and coming. HHGFAA President Terry Head's car now sports the initials of the Association's new name: The International of Movers.



Out with the Old...In with the New

HHGFAA President **Terry Head**, who has sported the Association's initials on his license plate, recently had to come up with a new "tag line" (if you'll pardon the pun).

With the Association's name change to **International Association of Movers** going into effect Jan. 1, 2009, Head has unveiled his new plate, bearing the initials IAM.

HONORS AND AWARDS

Rick Taylor, chairman of the **Canadian Association of Movers**, recently announced the honored recipients of CAM's awards for 2008 on Nov. 17 in Toronto:

- Distinguished Service Award: **Doug Auld**
- Innovators Award: **Michael Rathbone**
- Founders Award: **Vic Switzer**

SPOTLIGHT ON THE STATES

At its October annual convention, the **New Jersey Warehousemen and Movers Association (NJMWA)** presented awards to members who have distinguished themselves in the industry over the past year.

- **Jason Clayton** was awarded the 2008 Short Haul Driver of the Year Award. He has over 300,000 miles of accident free driving with **Classic Moving & Storage** in Toms River, N.J. Jason is also the operations manager for Classic. He has been awarded numerous employee awards and has outstanding work ethics and a perfect claim ratio. When not working, Jason dedicates much of his time to his church and the community.
- **Brian Cunningham** was awarded the 2008 Long-haul Driver of the Year Award. Brian has been in the moving industry since 1978 as a long-haul driver working throughout the 48 states and Canada. He has also worked as a warehouse supervisor, Director of Operations and commercial dispatch operations. In 1996 he joined **Atlantic Coast Moving & Storage**, Egg Harbor, N.J., as an owner-operator with his wife Darlene; she used to travel with him, now she also works for Atlantic Coast. He has received numerous accolades from customers through his accident-free career.
- **McCollister's Transportation** of Burlington, N.J., was named 2008 Mover of the Year. McCollister's was founded in 1945 by Daniel H. McCollister as a commercial cartage and distribution company. His son, H. Daniel McCollister took control in the late 1960s and built the company from a three-truck enterprise to a large fleet with international affiliations by developing a reputation for providing superior home relocation services. The company, which has been a United Van Lines agent for over 50 years, operates service centers in 16 major cities throughout the United States, providing a full range of storage, moving, and logistics services locally, regionally, nationally, and internationally.

- **AE Worldwide**, Mahwah, N.J., was named Associate Member of the Year. AE Worldwide was established by Gordon Graham in 1964 as a one-man company servicing the New York Metropolitan Area. AE Worldwide was the first third-party service company in the industry. AE, now headed by his son, Gordon, has since grown to a nationwide network servicing clients nationwide and internationally.
- **James Quigley** from **University Van Lines**, Rahway, N.J., was awarded The Bill Moynihan Special Service Award, which recognizes an NJWMA Board member for outstanding service. Quigley has served on the Board since 2003, currently as second vice president. He works diligently on legislative, paperwork and convention committees and attends numerous political functions on behalf of the association.
- **Doug Padla** of **Booth Movers**, Moonachie, N.J., received The Bruce Cooper Lifetime Achievement Award. Padla has been a Board Member for almost 17 years and has served in all levels of the association, a past president who has generously contributed his time to the association.
- **Ed Odell** of **Wade, Odell, Wade** in Midland Park, N.J., received the Past President Award. A board member since 1999, Odell was president from 2006 to 2008 and served on the executive committee as well. He has dedicated his time to many committees and causes to help build the association. He was recognized as “one of the most talented past presidents we’ve ever had.”
- **Kevin Carolan** was awarded a \$4000 scholarship at the NJWMA convention. He has worked with **University Van Lines** for the past three summers, packing and loading furniture. Carolan now attends Rowan University in Glassboro, N.J., where he majors in physics and education. His goal is to be a physics high school teacher. His father, Mike Carolan, has worked for University Van Lines in Rahway, N.J., for over 20 years.

WELCOME NEW MEMBERS



Randall Groger
AirLand Forwarders,
Inc.
HHGFAA Chairman

On behalf of the Household Goods Forwarders Association of America, Inc., I want to extend a warm welcome to those who are new to our organization.

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Post-Election Analysis and 111th Congress Preview

The transition to the Obama Administration is on its way in Washington, DC. President-elect Barack Obama will begin his Presidency with a larger Democratic majority in both the House of Representatives and the Senate, giving him greater opportunities to pass his agenda during the next two years.

The election landscape

Before looking at the agenda for the Obama Administration, it would be prudent to look at the coalition of voters that allowed Senator Obama to garner 52% of the popular vote and at least 364 electoral votes.

Building on Governor Howard Dean's use of technology and the Internet to raise funds and attract volunteers, the Obama campaign successfully raised \$750 million with an average donation of under \$100, exceeding the *combined* amount raised by the McCain campaign and Republican National Committee. With more resources available, the Obama campaign was able to open 770 offices and hire approximately 4,500 workers, thus extending his campaign beyond the battleground states and into other states that traditionally supported Republican Presidential candidates. As a result, the Obama campaign was able to win key states such as Florida, Ohio, and Virginia.

Furthermore, the Obama campaign was able to increase the number of Democratic registered voters. Since 2004, registered Democrats have increased by 2.9 million while registered Republicans have declined by 1.5 million, providing Obama with a larger political base of voters than Senator John McCain.

The Obama campaign was also able to increase turnout from two key demographics: young voters and Hispanic voters. Knowing the importance of the support of younger voters, the Obama campaign used technology such as Facebook, YouTube and text messaging to reach out to that constituency. In fact, the campaign announced its vice president selection through text messaging. The Obama campaign was able to win this demographic group by a two-to-one margin, resulting in an additional 2 million more young voters supporting his candidacy.

Additionally, Hispanic voters helped his campaign in Southwestern states such as Colorado, New Mexico and Nevada. In 2004, 44% of Hispanic voters supported President Bush's reelection efforts. In 2008, nearly 60% of Hispanic voters supported Senator Obama.

Overview

The economy remains at the top of the priority list for the new administration as it focuses on providing an economic stimulus package that includes infrastructure investment. In addition to this pressing issue, the new Congress plans to address tax policy, healthcare reform, energy policy, and assisting distressed homeowners. At the same time, unions, environmentalist groups, and other progressive groups that have been unsuccessful in passing their agenda on Capitol Hill over the past few years will have a better opportunity next year. Unions will again try to pass legislation that allows employees to form unions without requiring a secret ballot while environmental groups will press Congress on climate change legislation.

The House and Senate

President Obama's ability to develop consensus on these key issues depends on the coalition he is able to develop in Congress. As of this writing, the Democrats have at least 255 seats in the House and at least 57 seats in the Senate, a minimum pick-up of 20 new seats in the House and 6 seats in the Senate. While the 111th Congress will have more Democrats in the House, the newly elected representatives are much more centrist than their Democratic leadership and chairs of key committees. Many of the new centrists are from congressional

By Jim Wise
PACE, LLP



districts in suburban and rural areas rather than urban centers where Democrats traditionally dominate.

With Rep. Rahm Emanuel (D-IL) joining the White House and Rep. John Larson (D-CT) most likely replacing him in the House Democratic leadership, Speaker Nancy Pelosi's team will be much more progressive than the previous Congress. Furthermore, the challenges of Rep. Henry Waxman (D-CA) for Rep. John Dingell's (D-MI) chairmanship of the House Energy and Commerce Committee, and Rep. Ed Markey (D-MA) for Rep. John Boucher's (D-VA) chairmanship of the Energy and Air Quality Subcommittee reflect a tension between more progressive Democrats and conservative-leaning Democrats in determining the direction of energy and climate change policy.

Similarly, the new House Republican leadership will be much more conservative as current Minority Whip Roy Blunt (R-MO) and Republican Conference Chair Adam Putman (R-FL) are replaced in leadership elections. With a smaller and a more conservative minority, the Republicans will have a lesser role in developing national policies, but can still affect the political discourse and public opinion. With the potential for a more polarized House of Representatives between the leadership of both parties, centrists-moderate Republicans and conservative Democrats-could have a much more important role in shaping legislation.

Although it is still possible for Democrats to reach the 60 votes needed to overcome Senate filibuster rules, it is unlikely that all three remaining undecided Senate races will end with a Democratic victory. The outcomes of the recount in the Minnesota Senatorial race and the special runoff in Georgia will not be known until December.

In the past, bills passed in the House were significantly altered or failed to move in the Senate because neither party had sufficient votes to prevent a filibuster. As in the House, centrist Senators—moderate Republicans and centrist Democrats—will have more sway in determining compromises. Most likely, the Obama Administration and Majority Leader Harry Reid (D-NV) will reach out to moderate Republicans—Senators Arlen Specter (R-PA), Olympia Snowe (R-ME), and Susan Collins (R-ME)—to reach the filibuster-proof majority of 60 votes needed on certain legislation.

Federal agencies and judicial system

The Obama Administration will also change the landscape of federal agencies as key appointments are made in the coming months. Appointments in the Treasury Department, the Energy Department, and the Environmental Protection Agency will be critical in determining his economic, energy, and environmental policies. Obviously, the Department of Defense appointment will continue to be of utmost importance in continuing to address challenges to national defense and the war on terrorism.

Also of great importance will be the fact that the new president could change the federal judicial system. With five Supreme Court Justices beyond the age of 70, President Obama could appoint at least two judges in his first term. President Obama's appointments will unlikely change the balance of power in the Supreme Court if an appointment becomes available since progressive justices are most likely to retire in the next few years. Just as important will be President Obama's judicial appointments for Court of Appeals vacancies, which handle far more cases than the Supreme Court. Presently, only one of the 13 Appeals Circuit Courts has a majority of judges appointed by Democrats. There is a potential that 9 of the 13 Appeals Circuit Courts will have majorities appointed by Democrats by the end of Obama's first term.

Outlook

Much of the success of the Democrats' legislative agenda will hinge on the role of centrists from both parties in the House and Senate. The economy will dominate much of the political discourse in the coming months with discussion on an economic stimulus package. In a time of increasing federal deficits, centrist Democrats who are more fiscally conservative will balance progressive Democrats who want to make major changes. Consequently, most policy changes we are likely to see in the coming year will be incremental, with an eye toward fiscal soundness.

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September/October Issue.....September 3, 2009
(ANNUAL MEETING ISSUE)
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IAM (HHGFAA) 47th Annual Meeting
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September 12–15, 2011

IAM (HHGFAA) 49th Annual Meeting
Denver, Colorado

October 10–13, 2012

IAM (HHGFAA) 50th Anniversary Meeting
National Harbor, Maryland
(Washington, DC)

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