

Safety SIG: Rising Cargo Theft and the Best Defense for Warehouses

This month's Safety SIG took a deep dive into strategic cargo theft. [Zach En'Wezoh](#), Co-Founder & CEO, [Indemni](#), led the discussion to unpack current cargo theft tactics and the countermeasures warehouses can put in place.

Why Theft Is Growing

Fraudsters use forged IDs, falsified documents, hacked emails, spoofed GPS, and even AI-generated paperwork to impersonate legitimate carriers. En'Wezoh points out, ***"You can close one fraud door, and the bad actors just move to the next surface area; it's a cat-and-mouse game."*** Many incidents go unreported, and insurance claims are frequently denied because theft is excluded from standard policies. Hot spots remain CA, TX, FL, IL, and NY, with TN climbing.

Members discussed how new case law and legislation could put more responsibility on shippers and warehouses if they cannot prove strong validation procedures. One SIG member shared, ***"For 3PLs, cargo theft issues can have an immense impact on not just our bottom line but the reputation of our company."***

Best Practices the Group Agreed On

- Use multi-factor verification for CDL, VIN/plate, MC/DOT, and shipment reference number. En'Wezoh adds, ***"The best solution... verify the CDLs... at the point of pickup, validate that they are who they say they are... Get photos of the license plate, MC/DOT, VIN... and validate those photos in real life when the driver shows up."***
- Layered protection rather than "one tool to fix it."
- Build an audit trail every time.
- Avoid loadboard tendering for sensitive freight. When the load is posted publicly, fraudsters can collect enough data to impersonate a carrier or driver.
- Review strategic theft insurance endorsements with your broker.

"Everybody's being hit. The biggest thing we've learned is just layering those defenses... What are you doing from an active monitoring standpoint, and what are you doing to validate specific trucks at the VIN level or specific drivers at the CDL level?" shares another SIG member.

Marketing SIG: Indexes, Insights, and Innovation

Although March's meeting was low intended, we made the most of the time by reviewing how members applied key learnings from last month. So we posed the question, ***how do we leverage an IWLA index powered by the thought leadership of our subject matter experts?*** This is one project the SIGs will continue to pursue.

Next we discussed the agenda for our [Marketing Workshop](#), taking place this July at IWLA's new corporate offices in Schaumburg. Our theme is ***Marketing that Moves: Know the Customer, Own the Journey***. The event will feature [Kara Smith Brown](#), CEO of [LeadCoverage](#) and Best Selling Author. This event is shaping up to be a can't miss event for anyone involved in 3PL sales and marketing. Register [here](#).

HR SIG: Preparing Team, Swapping Shifts, and Background Checks

Our HR SIG members shared insights on preparing teams for visits from DHS, preferred vendors for background checks and which ones to avoid, and shift-swapping. It was too much for one corner, read more here.

Additionally, we discussed the agenda for this summer's [IWLA HR Summit](#). Our theme for this year's summit is ***Strengthening Logistics Through Innovative HR Leadership***. At the summit, HR professionals will gain insights on finding unicorns for executive recruiting, use cases for AI in HR, take a tour of the DHL Innovation Center, and tackle operational challenges for HR and work together to solve them together. Register [here](#).