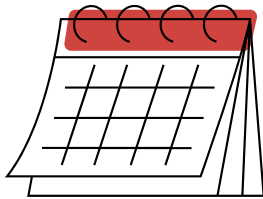


ADMIRAL MERCHANTS NEWSLETTER

JANUARY 29, 2026 | VOLUME 18



Mark Your Calendars



IMPORTANT DATES:

- SAVE THESE DATES!
 - April 10-12, 2026 - Award's Banquet in Indianapolis, IN. Invites have been sent!
 - August 22, 2026 - Driver Appreciation BBQ in London, OH.

Happy New Year

CURRENT TRUCK COUNT: 386

Download the Fuel App to
see current Fuel Discounts:
Code 8500



Please leave a positive
review on Google!



Make sure to "Like"
us on Facebook

Admiral Merchants Motor
Freight, Inc
215 South 11th Street
Minneapolis, MN 55403

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2025 Top Contractors

Please note monthly totals are cumulative, not computed individually each month.

Top 10 Teams

1. Tracy & Danny Hawkins
2. Malissa & Mario Salas
3. Amber & Josh McKinney
4. Cheryl & Timothy Shull
5. Dawn & Glenn Creason
6. Nola & Sherwood Brown
7. Tracey Avery
8. Lorna & Kevin Waldrip
9. Cindy Jones & Deusibon Dielce
10. Debora & William Ramsey

Top 10 Individual

1. Ron Kent
2. James Murphy
3. Ronald Baird
4. Michael Hendrix
5. Tracy Rolf
6. Billy Miles
7. Tejinder Gill
8. Erik Poulsen
9. Roy Murphy
10. Mike Dubinsky

2025 Top 10 Agents

Please note monthly totals are cumulative, not computed individually each month.

1. LDM Enterprises, Agent 2048
2. Gary Fellure, Agent 3017
3. Allan Brown, Agent 4007
4. T&M Transportation, Agent 2248
5. Monds Trucking, Agent 4138
6. Dustin D Cole, Agent 4189
7. Trucking Agents LLC, Agent 3631
8. Wild Rover Freight, LLC, Agent 3452
9. Ivy Rose, Agent 3429
10. Robert M. MacKay Co., Agent 3168

December Contractor of the Month

Congratulations to Danny and Tracy Hawkins on being named our December Contractors of the Month.

They consistently go above and beyond through their hard work, professionalism, and reliability. Their dedication, teamwork, and positive attitude make them a pleasure to work with and a strong example of what it means to be true owner operators.

Thank you, Danny and Tracy, for the high standard you represent and the commitment you bring every day. This recognition is well deserved.



Danny and Tracy Hawkins

Leadership and Employee Updates

Dave Rymanowski, our Chief Financial Officer, will be retiring, with his last day on January 30, 2026. Since joining Admiral Merchants in 2021, Dave has been a steady and trusted presence in the organization. He brought clarity and consistency to the financial side of the business and was known for his calm and understanding nature, along with his wit and humor. Dave has been a respected leader and a valued part of the Admiral Merchants team, and he will be missed.

We are pleased to welcome **Tim Flanigan** as our new Chief Financial Officer, who began his role on January 26, 2026. Tim grew up in a farming and trucking family, loading trailers and working in the shop, and brings a deep, first-hand understanding of the transportation industry. He has held executive leadership roles in a variety of trucking and logistics organizations and brings both operational and financial leadership to the role. Tim also holds an MBA with a supply chain focus, strengthening his ability to support the continued growth and stability of Admiral Merchants. A Minneapolis area local, Tim is a proud girl dad with three daughters and two one-year-old mini goldendoodles. In his free time, he enjoys hunting, hiking, and traveling.

We thank Dave for his contributions and wish him the very best in retirement, and we are excited to have Tim as part of the Admiral Merchants leadership team.



Dave Rymanowski



Tim Flanigan

Leadership and Employee Updates

We are pleased to welcome **David Phillips** to Admiral Merchants as a member of our Sales Team, where he will be supporting our agent network in the Southern region.

David has spent his entire career in transportation and brings extensive experience in agent development, business growth, and sales leadership within the agent-based trucking model. Based in Alabama, David will be focused on supporting agents throughout the South, providing regional coverage, relationship support, and business development resources. Transportation runs deep in David's family. His father, brother, and son have all worked in the industry, making this truly a lifelong profession. Outside of work, he enjoys college football and golf, and he is married to his childhood neighbor, whom he has known since the age of seven.

All agents transferring to David's support have already been personally contacted. We are excited to have David join the team and look forward to the value he will bring to our agent network and the broader Admiral Merchants organization.



David Phillips

CSA Scores

December

Basic	Through 10/31/25	Through 11/28/25	Through 12/26/25	Thresholds	Basic Status
Unsafe Driving	35%	36%	36%	60%	
Hours-of-Service (HOS) Compliance	72%	68%	68%	60%	Alert
Driver Fitness	<5 HM veh. Insp.	<5 HM veh. Insp.	<5 HM veh. Insp.	75%	
Controlled Substance and Alcohol	0%	0%	0%	75%	
Vehicle Maintenance	74%	74%	74%	75%	Alert
Hazardous Materials (HM) Compliance	0%	0%	0%	80%	
Crash Indicator	69%	67%	68%	60%	Alert
Insurance/ Other	N/A	N/A	N/A	N/A	

Permit Update

Inclement Weather Updates:

If we are notified by a specific state of Permit Offices being closed, or we are notified that specific routes are shut down, we will inform you as we are informed.

Please also make sure you are being proactive and looking at each states road closures and shut downs through the states 411 websites. If you have any questions regarding how to find these websites Google: Arkansas Road Closures Website or whatever state you are inquiring about.

Awards Banquet Info

This year the Annual Awards Banquet will be held in Indianapolis, Indiana April 10-12.

Invitations will be going out within the next week, with RSVPs due by February 16th. Please remember that you not only need to have the revenue goals but also have to be in the clear on major safety violations like those also listed on the next page.

If you think you there has been an error, you can always contact your freight coordinator for clarification.

Agent and Contractor Council

We want to share a quick overview of our Agent and Contractor Council, as some drivers and agents may not be familiar with this program.

The council is a small group of volunteer agents and drivers who help bring real-world feedback to leadership. The goal is simple: to make sure the voices, concerns, ideas, and experiences of agents and drivers are heard and represented in company discussions and decisions. The council meets twice per year, one in-person at the Awards Banquet and once virtually in the fall.

Council members help by:

- Sharing feedback, concerns, and ideas they hear from others in the field
- Providing input on business and operational changes
- Offering perspective before and after key meetings and decisions
- Serving as a communication bridge between leadership and agents and drivers

If you ever have a concern, question, suggestion, or even a compliment that you would feel more comfortable sharing through a peer, these council members are available to listen and help represent those voices. Their role is to bring that feedback forward so it can be discussed and addressed.

The council will meet again at the Awards Banquet in Indianapolis on April 10 and will be prepared to represent feedback from across our agent and driver network.

2026 Council Members



Contractors Wayne Smith, Freight Coordinator: Tony Tom Quinton, Freight Coordinator: Bonnie Niels Mortensen, Freight Coordinator: Kory

Agents Chris & Anna Laroche, Harold Sparkman & Gary Monds

We appreciate the time and commitment of those who serve on the council and the value they bring to communication, alignment, and improvement across the company.

Awards Meeting Criteria

Qualifications:

Terry Bramer Circle of Excellence and Tom Seitz Million Dollar Agent Criteria

We are announcing the Criteria for Terry Bramer Circle of Excellence and Tom Seitz Million Dollar Agents.

Terry Bramer Circle of Excellence Revenue Criteria: Single Driver

- Platinum Level \$335,000 Line Haul Revenue
- Gold Level \$250,000 Line Haul Revenue
- Silver Level \$200,000 Line Haul Revenue

Terry Bramer Circle of Excellence Revenue Criteria: Teams

- Platinum Level \$385,000 Line Haul Revenue
- Gold Level \$310,000 Line Haul Revenue
- Silver Level \$255,000 Line Haul Revenue

Terry Bramer Circle of Excellence will recognize those drivers attaining the line haul revenue criteria listed within a 12-month period (calendar year) while operating according to Admiral's safety standards and in compliance with federal and state laws and regulations and company policies.

This includes:

- No serious company policy violations.
- The cost of all preventable accidents combined must be below \$1,000 total.
- The cost of all cargo claims combined must be below \$1,000 total.
- No pending claims.
- No more than one out of service, no more than one moving violation, and be in good standing in all areas of safety and compliance.
- Satisfactory CSA scores.
- Not placed on a final warning for any reason during the calendar year.

Tom Seitz Million Dollar Agent Criteria

Platinum Level will be awarded to those agents producing \$5,000,000 or more.

Gold Level will be awarded to those agents producing \$2,000,000 – \$4,999,999.

Silver Level will be awarded to those agents producing \$1,000,000 – \$1,999,999

Upcoming 2026 McLeod Training

All agents should have received an email about upcoming McLeod training sessions taking place within the next month. Additional email notifications will be sent as training times are scheduled so you can join if you'd like.

If you did not receive the email, we likely do not have your correct email on file. Please contact your salesperson so we can update your contact information.

Planned live training topics include:

1. **Finding a truck:** Live demonstrations and planning board setup/configuration
2. **Brokerage:** Entering and dispatching brokerage loads (specifically agent brokerage when you find your own truck)
3. **Sending trip information to a driver:** Sending a dispatch sheet or texting/emailing trip details to a driver

Agents can reply to the training email to participate and request additional training topics. Sessions will be scheduled within the next few weeks as part of our continued focus on improving communication and operational efficiency in 2026.



Credit Department

Do I have the Right Customer Number?

Having the correct customer number is key to Admiral getting paid for the work we all did. We are focusing on the two ways to look up a customer number in McLeod.

1. Looking up the Bill-To Customer in Order Entry.

Code	Name	City	State
4968	TUCKER CO WORLDWIDE *	HADDONFIELD	NJ
36122	VENTURE WORLDWIDE INC *	NAPLES	FL
51176	VIN WORLDWIDE TRANSPORT	ISELIN	NJ
38383	WORLDWIDE AIRCRAFT RECOVE.	BELLEVUE	NE
37419	WORLDWIDE EXPRESS *	DALLAS	TX
31305	WORLDWIDE HOLDINGS & LOGI...	ELIZABETH	NJ
21806	WORLDWIDE LOGISTICS PARTN...	CRYSTAL LAKE	IL
32054	WORLDWIDE LOGISTICS SOLUTI...	GROVEPORT	OH
42359	WORLDWIDE PIPE & SUPPLY *	PASADENA	TX
34436	WORLDWIDE SPECIALTY LOGISI...	PACE	FL

In this example, we are looking for customers who use Worldwide in their name. LME lists all customers who have Worldwide in their name. It is important to know the customer's billing city and state to select the correct customer in this case.

2. Looking up the Motor Carrier Code in the Customer file for a Broker.

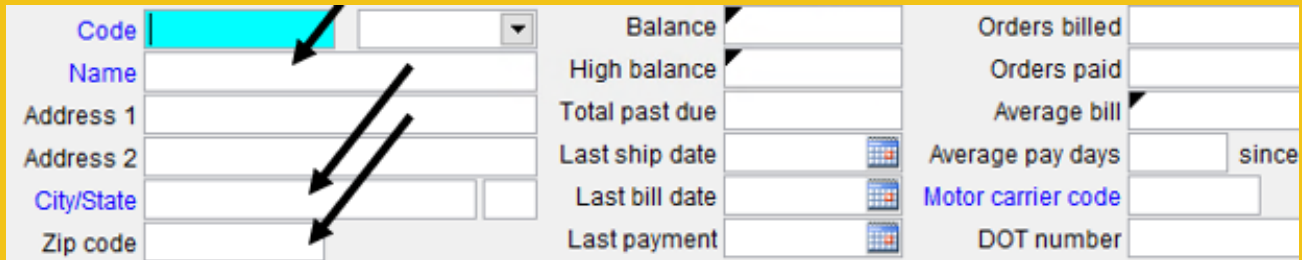
Code		Balance		Orders billed	
Name		High balance		Orders paid	
Address 1		Total past due		Average bill	
Address 2		Last ship date		Average pay days	since
City/State		Last bill date		Motor carrier code	
Zip code		Last payment		DOT number	

In this example, the Motor Carrier Code appears in blue. Type the MC# in this field. You do not need to enter any preceding zeros. This is most accurate way to look up the customer number for the broker you are working with

Credit Department

Do I have the Right Customer Number?

3. Looking up the customer record using their Name, City, State, or Zip Code.



The image shows a screenshot of a customer record search form. The form is divided into three main sections. The left section contains search criteria: Code (highlighted in cyan), Name, Address 1, Address 2, City/State, and Zip code. The middle section contains financial and shipping information: Balance, High balance, Total past due, Last ship date, Last bill date, and Last payment. The right section contains billing and payment information: Orders billed, Orders paid, Average bill, Average pay days, Motor carrier code, and DOT number. Three black arrows point from the search criteria section to the Name, City/State, and Zip code fields, indicating that these fields are used for searching.

In this example, we can enter full or partial names, cities, or zip codes to locate a customer with those criteria. If entering the full name, LME will return only those customers with an exact match.

One of the most powerful search tools is the wild-card search. This is done by simply placing an asterisk (*) in front of and/or after the word or partial word you are searching for. For example, the search Worldwide* will give me all customer names that start with Worldwide, but if I search *Worldwide* I will receive all customer names that have Worldwide anywhere in the name. The Wild-Card search works in any field in LME.

Using these search techniques, you will find the correct customer for the trip you are working with.

Thanks for all you do!
Karen Preusser

CONTACTS

SALES

Tim Burke (West & W. Canada): 612-843-8201

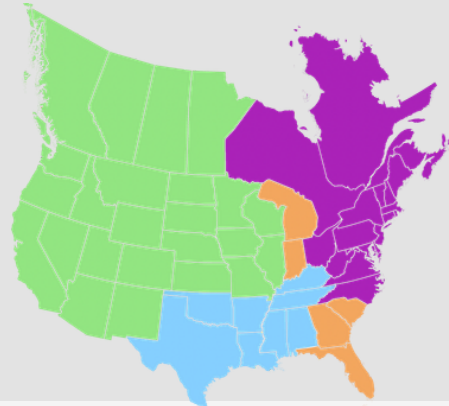
Karen Kieffer (Central & SE): 612-843-8199

Larry Nestor (NE & E. Canada): 612-843-8197

David Phillips (South Central): 612-843-8203

Brandon Pesta: 612-843-8134

Group Email: SalesTeam@ammf.com



OPERATIONS

Ops Phone: 612-843-8273

Group Email: Ops@ammf.com

After Hours Ops Emergency: 612-865-4411

After Hours Claims Emergency: 612-991-5923

MORE SUPPORT

Billing: 612-843-8112

Credit: 612-843-8277

Claims: 612-843-8191

Contractor Services: 612-843-8275

Permits: 612-843-8270

Safety: 612-843-8276

Settlements: 612-843-8263

