

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

# Transporter



◀ FEATURE STORY

FOURTH QUARTER, 2012

## Retirement Savings Plan Updated

*Company retirement savings accounts switches from EMJAY to Diversified*



Diversified focuses exclusively on retirement savings, developing a wealth of expertise in a variety of plans.

Over the last few weeks, newsletters were mailed out notifying employees of the transition of our retirement savings account from EMJAY to DIVERSIFIED.

For more than half a century, Diversified has been dedicated to providing retirement solutions. They have developed proven expertise and an array of

innovative strategies for helping clients maximize their retirement benefits.

The Retirement plan itself is primarily the same except for these few enhancements;

- Employees will be automatically enrolled after three months of employment!
- Deferral changes can be made at any time; no more

waiting until the start of the new quarter!

- Free employee financial planning. Speak to an advisor about your future retirement forecast!
- Increased communications; helping employees understand and plan for their future!

Participant account information is now available via website

at [www.divinvest.com](http://www.divinvest.com). You may also contact the call center at 800-755-5801 to speak to a representative about your account.

Marten Transport is proud to provide a solid, diverse retirement saving plan for our employees. The earlier you start participating the better retirement you'll have down the road. Consider increasing your contribution by 1% or maybe more ... odds are you will never miss it.

Remember ... the company matches \$.35 on the dollar up to the first 6% of gross earnings. Take full advantage of this free money ... where else can you get a guaranteed 35% return on your investment?

◀ DRIVER APPRECIATION WEEK

## Marten Says "Thank You" During Appreciation Week

We would like to take this time to say thanks to all of our employees and contractors who help make Marten Transport a name that we can be proud of. Throughout the year it seems we never have enough time to stop, think and thank all the people it takes to make Marten Transport run smoothly.

We celebrated driver appreciation in September at all of our terminals. Marten Transport, as well as the rest of the nation, set aside this week to honor and thank drivers everywhere for all the work they do.

During this week long celebration, various gifts were handed out daily to our employees at each of our terminals. Random drawing for drivers, consisting of truck washes and Pilot gift certificates were also mailed home to the daily winners. If you were lucky enough to stop at Tucker, you might have enjoyed competing in a game to win prizes.

In addition to the activities, all drivers and non-driver employees were able to enjoy cookouts, ice cream socials, pizza, and breakfast goodies along with much more.



This week provided a relaxed and fun atmosphere for all Marten employees. Again, we would like to thank everyone for the hard work, professionalism and dedication they show each and every day!

◀ B E N E F I T S



## Something to Chew On: Insurance Benefits

*As a self-insured entity, many factors affect company coverages and earnings*

Every day we hear about the rising cost of benefits ... but how does that affect employees or Marten Transport? Our company is self-insured, which means we are “the insurance company”. Marten pays all the claims and administrative costs for over 4,000 covered employees and family members.

To give a quick snapshot of the cost through October, Marten has paid over \$12.7 million dollars in claims this year. By year end we expect to reach over \$15 million. This is money coming straight out of our pocket, not a third party insurance company. Many factors affect our company’s earnings. As these numbers portray,

health care costs substantially carve out of the company’s profits as well. Marten is proud to offer a comprehensive plan as part of your total compensation as an employee. Yet, we ask that employees remain mindful of their health choices and unnecessary spending as it does impact the bottom line.

◀ D R I V E R   B O N U S E S

## More Drivers Earning Performance Bonus

*Drivers earning bonuses up 10 percent; more than \$163,000 paid in September*



We are extremely pleased to announce that 45% of our drivers qualified for a performance bonus in August, up 10% from July! We appreciate your hard work to attain this bonus. The company paid out just over \$163,000 in performance bonuses in September to our drivers! These results are again proof that the monthly

bonus program is working and our top performers are being rewarded for their hard work and dedication.

This bonus program also shows our commitment to you, our valued drivers, in this new era of trucking. Since December of 2011, our bonuses, detention pay and other accessorial pay increases have had

the effect of raising our driver wages by three cents per mile! But we realize that driver earnings are more than just the high cents per mile you receive. It’s a combination of strong earnings, removing the roadblocks to driver productivity such as detention and layover, and providing you with quality, well maintained and reliable

equipment that allows you to do your job. Our monthly bonus programs reward you for all your hard work. It’s what we call the Total Package to make our drivers some of the top compensated drivers in the industry!

Again, congratulations to our bonus earners for a job well done!

# Options Available for Diabetic Supplies

*Consumer Reports lays out pricing for over the counter test strips and meters*

If you or someone in your family struggles with diabetes consider a recent magazine article that identified how much money diabetics can save when buying over the counter blood glucose meters and test strips. Certified phlebotomists tested 21 different meters and test strips to see how easy they were to use and how accurate the readings were. They looked at the cost of the meter and a year of the test strips (costs based on four a day) and came up with the best performers. The top three store brands are listed below. All three meters were found to be small and very accurate.

- Relion Micro, price \$15 and 4 strips a day for a year is \$569, sold at Walmart
- Up & Up, price \$9 and 4 strips a day for a year is \$818, sold at Target
- TrueResult, price \$18 and 4 strips a day for a year is \$1,051, sold at Walgreens, CVS, Rite Aid

These store brands were compared to other name brand monitors which were also top picks, however, the cost was substantially more. The lowest name brand monitor was \$20 but the test



**INFORMATION SOURCE:** Consumer Reports, 2012 ShopSmart Magazine

strips for a year were \$1,708. The highest name brand was \$84 and the test strips were \$1,752 for the year.

The next time you are purchasing diabetic supplies, take time and consider your options. Purchasing the supplies over the counter then using pre-tax flexible spending dollars is a great way to substantially lower your diabetic costs.

# Health Insurance an Important Benefit

*Credits offered for employees and spouses who complete health risk assessment*

Health care coverage is one of the most important benefits Marten Transport provides for employees and their families. Over the years we have been ahead of the benefits curve in terms of coverage and minimal rate increases. We're proud to be able to continue these strategies for 2013.

We continue to think outside the box and implement enhancements to help limit our exposure while keeping a comprehensive plan. This year, we are offering an incentive for employees (as well as spouses who are covered under our plan) to complete an

on-line health risk assessment. Most employees have done an excellent job helping reduce costs over the years. However, we continue to see unnecessary costs due to employees using out of network providers or not addressing potential health risks. While the company continues to insulate employees from continually increasing medical costs, there will be a slight increase to premiums for 2013. That said, the following changes will be in place for 2013;

- A minimal 5% increase to premium rates, still far below national averages.

- Employees are encouraged to complete an on-line health risk assessment to better understand their health numbers and how they can improve in the future. Employees (as well as spouses covered under our plan) who choose not to complete an assessment will have an additional cost of \$10.00 added to their bi-weekly premiums.

- **Out of network medical coverage will no longer be offered. Medical coverage will only be provided to individuals who use in-network providers. Individuals who**

**choose to use a provider that is out of network will be responsible for 100% of the cost and will not be applied to a deductible.**

For a listing of in-network providers go to [www.umr.com](http://www.umr.com), call 800-826-9781 or check with your provider.

- Wellness initiative offers 100% paid coverage on eligible wellness items such as ... annual physical exams, colonoscopies, mammograms and immunizations. We are confident these changes will enhance our plan to further promote wellbeing and cost savings to our employees!

# Teladoc Provides Convenient Alternatives

Not feeling the best? Consider Teladoc as an option to get physician care for a fraction of the cost of an urgent care or regular visit. Teladoc is a benefit service offered to those who carry Marten's benefit plan. It provides access to licensed Primary Care Physicians, over the phone, 24 hours a day, 7 days a week. Once you are pre-registered, you will be able to speak with a national network of board certified, licensed Primary Care Physicians that can diagnose illnesses, recommend treatments and prescribe medications when necessary. TelaDoc is a convenient, cost effective alternative for minor medical problems and a current solution for the health care issues of cost and access. The co-payment is \$35.00 for each TelaDoc visit, which can be reimbursed if you have Flex Spending funds available. It's great for people on the road, but also a great fit for families at home.

Pre-register now at [www.TelaDoc.com](http://www.TelaDoc.com)! To talk to a licensed physician call 1-800-TelaDoc or 800-835-2362.

# Longtime Employees Bid Marten Farewell

*Geffe, Olson combined for more than half a century of service at company*



Above, Bruce Platter presents a crystal Marten truck to Bernie Olson. Right, Lois Geffe recently retired after 27 years with Marten.

When Lois Geffe started working for Marten Transport in 1986 there were less than 10 office employees. A lot has changed since then. Today there are more than 600 non-driver employees. In her 27 year tenure here at Marten, Lois was involved in many departments within Accounting, most significantly Accounts Payable.

We hope she will enjoy her time reading books, volunteering at the local nursing home, providing companionship for those she visits, and most importantly; spending time with her grandchildren!

Bernie Olson is retiring after 25 years with Marten Transport. She started in March of 1987 and her last day was October 12th.

During her employment she had many positions within the Operations Department. Bernie's plans for retirement are to spend more time with her kids and grandchildren. You will also be able to find her relaxing by doing gardening or yard work.

Marten would like to thank both of these employees for their years of service and wish them the best of luck in their retirement.



◀ OPERATIONS

## Drivers + APUs = Reduced Idle Times

*Latest fleet summary shows Marten dipping to all-time low idle percentage*

Idle time numbers are in for October and we have an all-time record low of just 1.63%! And if that wasn't good enough, idle time for the first week of November dipped to 1.36%! For the first three quarters of 2012, our idle time was 2.21%, down from 4.38% in 2011. We owe these fantastic results in large part to our drivers! These numbers are so incredible, even the APU manufacturers are astounded and other carriers are in disbelief!

Every hour of engine idle uses one gallon of diesel fuel. At \$4.00 per gallon, that adds up quickly. Our APUs use just one pint per hour. That is why it is so critical to inform your fleet manager and our maintenance team immediately if your APU malfunctions. APU repairs are a top priority to make sure drivers are comfortable and also to reduce engine idle. It's how we've achieved these low idle numbers and we need your help to continue to outperform.

It is cost saving measures like this that have allowed Marten Transport to make increases to our driver pay package in the form of higher hourly detention pay, maintenance downtime pay and monthly bonuses. So keep those APUs running and the big engine shut down.



## Thank You Drivers - Great Job!

## ◀ EMPLOYEE RECOGNITION



EJ Funk (left) and Steve Ottinger (right) have together been part of the Marten family for seven decades.

## Still Going Strong!

*Ottinger, Funk celebrate combined seven decades at Marten Transport*

Steve Ottinger started at Marten Transport in 1972 washing trucks. At that time he did not yet have a driver's license so he and Randy would ride their dirt bikes from Modena to work. When he was finally old enough, he became a driver for Marten hauling bulk milk and gasoline. His driver number is 100. His next position with Marten was in the maintenance department. Most people know Steve as the Trailer Shop Foreman at the Mondovi Terminal!

Steve has a book full of memories working with Roger, Florence and Randy and continues to make memories at Marten Transport. Congratulations Steve!

Congratulations to EJ Funk who started with Marten Transport in 1981 as an Independent Contractor. EJ was inducted into the 3 Million Mile Club in 2008. He was in the first group of inductees for 3 million miles of safe driving. Today EJ continues as a contractor leased on with Marten Transport.

Thank you for 30-plus years of driving!

## ◀ INTERMODAL

## Doubling Up

*New containers allow double-stacking and decrease operations costs for Intermodal*

Last year, Marten Transport purchased 200, 53 foot intermodal containers to compete in a new arena, non-temperature controlled freight. These containers were manufactured at CIMC in China and brought in at the Port of Los Angeles.

After a few initial challenges such as learning the difference between moving containers on chassis and our trailers, we began shipping in November of last year. This couldn't have been done without the dedication of all our intermodal drivers. The Ontario Terminal was also a huge part in getting this set up as they installed all the GPS units and made adjustments to 5th wheels to allow for the different sized chassis.

The main difference between our containers and our trailers (aside from not having a refrigeration unit) is that the containers are completely separate units from the wheels. The containers are mounted on and lifted off the chassis at the railroad and are lifted on double stack trains, thus the term COFC, which stands for "Container On Flat Car". Double Stack trains allow the railroad to fit more shipments on a single train and cut down on the transportation and the fuel cost.

Another difference, since railroads do not allow most carriers to have their own 53' chassis, is that we rely on TRAC leasing for our chassis on a trip by trip basis. This adds a challenge, since the last driver that used the chassis may not have reported any damages when they brought it back with their container load. Pre-trip inspection and securement of the container to the chassis is top priority when picking up loads at the rail ramp. All repairs are done on-site, 24 hours a day at most of the rail ramps, at no additional cost to Marten.

The COFC Intermodal department of Marten Transport LTD, is based in Westchester, Illinois and the Operations department is managed by Rob Swyter. Daily Operations and Customer Service is handled by Peter Fribert. Operations Coordinator is Dorie Broderick Duffy.

As the number of customers using our new service grows, we will continue to increase the size of the fleet and also continue to provide excellent service to all customers!

## ◀ HUMAN RESOURCES

## Employee Manuals Now Available Via Online Access

*Handbooks for drivers and for non-drivers plus supplements for each terminal*

Over the past few months, Human Resources has been updating the employee manuals. We have made policy revisions as well as structural changes to the manuals. As in the past, there will be one standard handbook for all drivers and a separate handbook for non-drivers. Additionally, there are now applicable supplements based on your assigned terminal location.

Please note you can view the driver manual and supplements by accessing Marten's public website:

- [www.marten.com](http://www.marten.com)
- click on "Drivers"
- then select "Driver Handbook"

Your user name is your driver number.

Your password is your authorized payroll password that you give to your payroll representative when you call in.

This is a different password than the one you use to review your weekly payroll information.

Non-driver employees can access their manual/supplements through share point. If an employee transfers to a different terminal, it is their responsibility to read their applicable supplement for that terminal location.

◀ OPERATIONS



# Temperature Accuracy, It's Our Business

*New "customer lock" process helps ensure proper temperatures for loads*

Marten's mission is to provide temperature protective service to our customers, and our drivers deliver 100% of that service. Achieving that goal requires all of us to pay very close attention to temperature requirements. New advancements have been made to help us be very successful in monitoring this service.

The newest advancement is our customer lock process, which helps Operations make sure we are giving our drivers the proper temperature setting and mode of reefer operation. Temperature "locks" give account managers guidance on how to set the proper temperature and mode for every load. We set these locks by look-

ing at the temperature history of the customer, shipping facility, and commodity being hauled. This proactive measure eliminates data entry errors which reduces the risk of load loss.

The customer lock process also helps us confirm that the reefer units are running in the most efficient mode for fuel economy and commodity protection. When we enter it right and give our drivers the best information to deliver it right, we increase profits and quality customer service. It's improvements like this that help us secure the profits we need to afford the increases in pay we all enjoy.

# Driver Mentor Program Off to a Good Start

*Senior drivers available to help answer questions of any kind by cell phone*



Marten Transport's new Driver Mentor Program kicked off this past summer and has been getting a great response from our drivers and non-drivers. This program was developed to help our newer drivers have a successful career at Marten. Senior drivers were chosen from each fleet to be their Driver Mentor. The Driver Mentor is available via cell phone, which their Fleet Manager will provide, to answer questions from driver. Drivers can contact their Driver Mentor to ask anything from log book questions to locations of terminals and drop yards. No question is too big or small.

So far the program has been successful in helping new drivers transition into Marten Transport as well as helping existing drivers with questions. Bob Salerno the Great Lakes Regional Driver Mentor said "I've helped so many people, just by doing

what I do. This program really works".

A big thank you to all of our Driver Mentor's for making this program successful!

Fleet	Driver Mentor
Intermodal	Ramon Quesada
OTR	Wayne Doel
	James Hemphill
S. Central Regional	Robert Delana
Northeast Regional	David Lewis
Phoenix Regional	Warren Sims
Florida Regional	Stuart Gibbs
Great Lakes Regional	Bob Salerno
Western Regional	William Schumacher
Mid Atlantic Regional	Matt Wilson
	Joe Crouch
Memphis Regional	Calvin Jefferson
Southeast Regional	Wilma Hawkins
	Scott Rye
Kansas City Regional	Ken Thede

# Work Smart!

*Do you think a 13'6" truck would fit?*



Before going under a bridge make certain it's **AT LEAST 14 FEET**. If you are not sure or it's questionable, do not continue under it. Likewise, if you happen to miss your turn. Stop immediately and let the directions update so you can make it to your destination without incident. Thank you for your attention to this ... three topped trailers in 16 days is not the direction we can continue.

## FREE DOWNLOAD!

The TASC Mobile APP is available now as a free download from Apple iStore or Android Market!

### ◀ HUMAN RESOURCES

# Randolph L. Marten Scholarship Program

*Up to eight scholarships awarded annually for children of employees*

Marten Transport Ltd. has established a scholarship program to assist employee's children who plan to pursue post-secondary education in college and vocational programs. Scholarships are offered each year for full-time study at any accredited post-secondary institution of the student's choice.

**Eligibility:** Dependent\* children (up to the age of 24) of full-time Marten Transport Ltd. employees who have a minimum of 1 year with the company as of the application deadline date.

*\*Dependent children are defined as natural and legally adopted children or stepchildren living in the employee's household or primarily supported by the employee.*

High school seniors or graduates who plan to enroll or stu-

dents who are already enrolled in a full-time undergraduate course of study at an accredited two-four-year college, university or vocational-technical school.



**Awards:** Up to 8 scholarships of \$1,500 will be awarded each year. Awards are not renewable, but students may reapply to the program each year they meet eligibility requirements. One recipient per family per year.

**Application:** Interested students may pickup an application in the Human Resources Department starting January 1st, or go to our web site ([www.marten.com](http://www.marten.com)) to download an application. Completed applications and transcripts must be

post-marked no later than March 1st. Feel free to contact Nancy at 1-800-395-2031 with any questions.

## Employee Communication

We appreciate your honesty. Please use this form for comments, complaints, or suggestions. Your input helps make Marten the best possible workplace for all employees. Drivers may submit this form in a Trip Pak envelope, ATTN: HR - to be routed to the appropriate department for a response. Office and terminal employees should submit to HR for departmental routing.

**COMMENTS:**

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Name: \_\_\_\_\_ Driver No.: \_\_\_\_\_

Marten Transport, Ltd.  
129 Marten Street  
Mondovi, WI 54755



## Season's Greetings

*Have a wonderful holiday season  
from all of us at Marten Transport.*



## ▶ Truck Brings a Smile!

Sometimes it does not take a lot to make someone smile. This young man could not stop jumping for joy after receiving a model of a Marten truck and trailer.