

# MARTEN TRANSPORT Transporter



THIRD QUARTER, 2012

## ◀ FEATURE STORY



Changes in Bonus Programs are making the goals for safety, maintenance and performance more easily achievable for drivers.

# New Enhancements to Driver Pay

*Updates making it easier to obtain monthly performance goals*

We are very excited to announce that effective August 1, 2012 our current quarterly driver performance bonus will be replaced by a new, more achievable monthly driver performance bonus. We made these changes in order to bring our bonus more in line with achievable miles operating in today's regional environment with electronic logs. The bonus is tiered so that more drivers will qualify and those that run more miles will receive a larger bonus. And because it is a monthly bonus instead of quarterly, you'll get that bonus money in your hands more quickly!

**Monthly Driver Performance Bonus:** Solo Drivers earn \$50 payment for 9,500 to 9,749 miles, \$100 for 9,750 to 9,999 miles and \$200 for 10,000 or more miles.

Team Drivers will earn \$50 for 19,000 to 19,499 miles, \$100 for 19,500 to 19,999 miles, \$200 for 20,000 to 24,999 miles and \$300 miles for 25,000 or more miles.

Miles will be based on audited delivered miles in a calendar month. Bonus payments will

be issued the first pay period after the 15th of the following month (August bonus will pay out September 17th). To qualify, drivers and contractors must achieve the minimum miles AND have no overdue Inspections.

**New Safety Bonus:** We replaced the old quarterly bonus with a new \$70 monthly driver safety bonus. We made these changes in order to reward our drivers more quickly for operating safely and professionally. The new bonus represents a 5% increase.

Drivers have the ability to earn an additional \$840 a year.

Here is how the new bonus system works. Drivers must meet the following requirements to qualify:

• *Drivers must watch the monthly training video via Qualcomm starting August 1st. For the month of July; we have waived the safety video requirement. We will be providing more information on how to access the videos.*

• *No log violations that have or will result in any type of written*

*warning during the month*

• *No preventable accidents or incidents during the month*

• *No roadside inspections that result in 20 or more CSA points in the month*

• *Drivers must be actively employed or leased to Marten at time of bonus payout*

• *Independent contractors must turn in monthly maintenance reports by the end of each month*

**Drivers must also meet minimum monthly mileage requirements or, in case of local and dray drivers, minimum days worked, to qualify for the bonus.**

Minimum requirements are:

• *Full time OTR and Regional Drivers- 7,500 miles per calendar month*

• *Teams - 15,000 miles per calendar month (7,500 per driver)*

• *7/7 Flex Fleet Drivers - 5,000 miles per calendar month*

• *4/4 Flex Fleet Drivers - 6,000 miles per calendar month*

• *Local and Dray Drivers - 22*

*work days per calendar month*

**Maintenance Layover & Holiday Pay:**

• *Maintenance layover pays \$100 per day. Our layover pays out after 24 hours and for every subsequent 24 hour period thereafter.*

• *Holiday bonus pays an industry leading high of \$150 a day. That's a threefold increase from the old rate of \$50. To qualify for the new holiday bonus, drivers must be available for dispatch the day before, the day of and the day after the holiday. The holidays are: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving and Christmas.*

**Detention Pay:**

• *Detention pays of \$20 per hour and \$20 per hour for trailer maintenance downtime.*

All company drivers and independent contractors are eligible. We appreciate the job each and every one of you do every single day. We hope all of you participate and qualify for these new bonuses.

# Time to Look at Your Flex Account

*Get more information about the differences in MyBenefits and MyCash accounts*

Now that we are midway thru 2012, it's a great time to look at your Flex balance and see if all reimbursements have been made.

Your TASC card has two accounts on one card. They are MyBenefits and MyCash.

• **MyBenefits:** Rather than paying out-of-pocket and waiting to be reimbursed, the TASC Card allows you to pay for eligible expenses when the service is provided.

• **MyCash:** Unless you elect direct deposit,

reimbursements will be deposited in the cash account on your TASC Card.

Funds in the cash account can be spent anywhere VISA debit cards are accepted. MyCash funds can even be transferred to a personal bank account or withdrawn at the ATM. Money in the MyCash account can be used for any kind of purchase, not just medical.

Paying medical bills is simple. When you receive your bill from the provider (after insurance has paid their

portion) call the provider and give them your card number. Also when picking up prescriptions just give the pharmacy the card. The balance will be applied against your unused funds.

• **Did you forget and pay some of your medical bills/prescriptions the old fashion way? You can still get reimbursed for these charges. Simply go online to [www.tasconline.com](http://www.tasconline.com) and follow the "Request for Reimbursement Wizard" and print Veriflex Coversheet link**

*from your reimbursement tab. Make copies of receipts on a letter-size (8.5" x 11") sheet of paper. Fax them to (608) 245-3623 or mail coversheet and receipts to Flex System.*

*Take some time and go online to [www.tasconline.com](http://www.tasconline.com) to manage your account, check balances and request for reimbursements.*

*The customer service phone number is (800) 422-4661 if you have questions or need additional cards.*

## Is it Time to Look at Investing in Your Future?

*Marten offers lots of options for employees based on their own comfort levels*

Marten Transport offers an advantageous retirement plan for our employees. Our plan is designed so employees can comfortably and easily invest, all while knowing Marten is also investing in their future! Below are a few reminders and benefits of our plan:

- Marten matches \$ .35 on the dollar up to 6% of gross earnings – that's a guarantee of 35% return on your investment!
- Deferral changes can be made quarterly or suspended at any time.
- Employees can choose to defer pre-tax or after tax.
- Employees are auto enrolled at 6% after 1 year of employment.

***Remember, investing does not have to be a gamble, invest based on your comfort level. To speak to someone regarding our plan or to make changes to your 401K, contact EMJAY at 888-365-2926.***

### Investment Example:

*(Driver – deferring 6%, claiming single, one exemption)*

- Weekly Gross Pay: \$615.00
- 6% 401(k) Savings: \$36.90
- Marten Match: \$12.92
- Tax Savings with 401(k): \$8.22
- Investment = \$49.82
- Employee Cost = \$28.68
- Annualized Investment = \$2,590
- Annualized Cost = \$1,491

***That's a 74% Return on Your Investment!***

◀ 2012 RANDOLPH L. MARTEN SCHOLARSHIP WINNERS

RANDOLPH L. MARTEN

# SCHOLARSHIP RECIPIENTS



► Marten Transport has established a scholarship program to assist company employees' 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.

The scholarship program is administered by Scholarship Management Services, a department of Citizens' Scholarship Foundation of America, Inc. (CSFA). CSFA is a national non-profit educational support and student aid service organization that seeks to involve and assist the private sector in expanding educational achievement. Awards are granted without regard to race, color, creed, religion, age, gender, disability or national origin.

## Exceptional Students Picked for Scholarships

*Marten awards seven outstanding young people with grants to further their education*

MONDOVI -- Marten Transport, Ltd. is proud to announce the recipients of the 2012 Randolph L. Marten Scholarship Program. In order to be eligible for this scholarship, the applicant must be a dependent child of a Marten Transport, Ltd. employee. The following recipients will receive a \$1,500 award to use towards furthering their education.



Acosta

• Jason Acosta is attending Keiser University in Fort Lauderdale, FL. Jason's field of study is Video Game Design. Jason is the son of Yvette and Leovijildo Acosta of Port Saint Lucie, FL.



Burr

• Kelsey

Burr is attending the Chippewa Valley Technical College in Eau Claire, WI. Her field of study is Medical Assistant.



Graham

Kelsey is the daughter of Vicky and Frank Burr of Mondovi, WI.

• Chelsea Graham is attending Northern Arizona University in Flagstaff, AZ. Her field of study is Secondary English Education. Chelsea is the daughter of Kendall and Timothy Retzlaff of Topock, AZ.

• Samantha Gregory is attending the University of Wisconsin-La Crosse in La Crosse, WI. Her major field of study is Psychology. Samantha is the daughter of Cindy



Gregory

and Wayne Gregory of Eleva, WI.

• Michael Hicks is attending Vanderbilt University in Nashville, TN. His major field of study is Criminal Justice. Michael is the son of Billy and Pamela Howard of Cleveland, TN.



Hicks



Trolinder

• Ashley Trolinder will be attending Ball State University of Muncie, IN. Her major field of study is Nursing. Ashley is the daughter of Tammy Dickson and Jeffery Trolinder of Saint Paul, IN.

• Julia Turner is attending the University of Wisconsin-Eau Claire in Eau Claire, WI. Her major field of study

is Nursing. Julia is the daughter of Fawn and John Turner of Eau Claire, WI.



Turner

Marten Transport, Ltd. holds a strong belief that education and hard work will make a difference in the future. Since the inception of the Randolph L. Marten Scholarship Program, the company has presented over 112 students with educational scholarships.

Marten Transport would like to congratulate all of the recipients on this achievement, and may they have continued success in their chosen fields of study.

◀ MAINTENANCE DEPARTMENT

# Making Driver's Jobs More Safe & Rewarding

*Marten Adding Collision Avoidance Systems and gift certificate rewards*

Marten Transport is pleased to announce that all new power units purchased will be outfitted with Collision Safety Systems. These systems are designed to address rear end accidents by detecting objects in the vehicle's path, managing the distance between them, and automatically intervening with braking and throttle controls until the driver can respond.

It is estimated that 90% of all rear end collisions can be eliminated if the driver has just one additional second of reaction time.

The system will detect when a rear end collision is about to occur and supplies the driver with a strong audible and visual warning.

If the driver takes evasive action by braking or steering around the vehicle of concern, the system will disengage. However, if the driver does not take

the appropriate corrective action, the system will automatically de-throttle the vehicle, apply the engine brake, and aggressively apply the foundation brakes.

Marten Transport is committed to offering the safest most reliable equipment to our drivers and outfitting our tractors with these systems represents a significant investment in the latest safety technology.

We have installed another positive program at Marten Transport in our maintenance centers. We have been distributing gift certificates to drivers who have been taking good care of their equipment.

Service Managers, foremen, and safety lane operators have been identifying drivers within our fleet who have taken extra pride in keeping their equipment clean and well maintained.

Once the drivers are identified they

are given a gift certificate to the Pilot truck stops in recognition of their performance.

Having a clean and well maintained tractor is critical for many reasons. It's the first thing DOT inspectors look at when determining whether they will inspect and what level of inspection to make. Make sure to keep your tractors very clean and decrease all clutter especially on your dash.

Please remember to watch air pressure very closely in these summer months and going forward. The high heat will be very hard on a tire that doesn't have proper air pressure.

We require all wheel positions to have 100PSI. So be sure to keep your tractor tidy and in good mechanical order. It could just pay off for you the next time you enter one of our inspection bays or terminals!

◀ EMPLOYEE RETIREMENTS

# Group of Million-Mile Drivers Say Goodbye

*Drivers retire after more than 100 years combined service to Marten Transport*

Marten Transport recently said "So Long" to a group of Million Mile Drivers.

These five individuals had combined to drive for more than a 100

years for the company - seeing it grow from a regional hauler into one of the nation's leading time and temperature sensitive transportation companies.

Dean Holliday, Mark Hrynyk, Ronald Sovick and James and Linda Darlene Rice retired after long, productive and safe careers with Marten.

Holliday was hired in November of 1992 and retired in January of this year.

He joined the Million Mile Club in 2000 and

2006.

Sovick was hired in May of 1987 and retired this past June. He became a Million Mile Club member in 1997

status in 2000 and reached the Two Million Mile Club in 2008.

While its hard to say goodbye to a group who has served the company in such a professional and productive manner for so many years, Marten wishes each of them the best on their retirement and expresses deep gratitude for their commitment to the company.

Good luck on your retirement from all of us at Marten Transport, Ltd.



**Holliday**



**Hrynyk**



**Sovick**



**L. Rice**



**J. Rice**

reached Two Million Mile Club status in 2008.

Hrynyk served from November 1990 to May of this year. He joined the Million Mile Club in 2002 and the Two Million Mile Club in

and a Two Million Mile Club inductee in 2004.

James and Linda Darlene Rice drove team for Marten from December 1990 through June. They were awarded Million Mile Club

◀ OPERATIONS DEPARTMENT

# New Colonial Heights Terminal Up & Rolling

*Facility includes shop & wash bays, lots of updated amenities for drivers*



Marten's newest terminal is located in Colonial Heights, VA just off Interstate 95. It features easy access and improved areas for drivers to enjoy.

Marten Transport is excited to announce the opening of our new Virginia terminal at 800 Port Walthall Drive, Colonial Heights, VA. Located off of I-95 at exit 58 (right down the road from Pilot fuel stop), the Colonial Heights terminal will include operations, a four-bay shop including an inspection bay and wash bay for

tractors and trailers and a fully secured parking yard. Drivers will have access to the driver's lounge, restroom, showers and laundry facilities 24-hours a day, seven days a week. This is a great improvement from our current amenities!

The Operations department is managed by Joe O'Neal, the

Regional Operations Manager, and is open Monday thru Friday from 8 a.m. to 5 p.m. Eastern Time. The Shop is open Monday-Friday from 7:30 a.m. to Midnight and Saturday and Sunday, 7 a.m. to 7 p.m.. The Day Foreman is Bear Wharton. Murphy Fountain is the weeknight Foreman and Lee

Harvey is the Leadsman on the weekends.

This brand new facility will allow us closer proximity to our customers, convenient fueling at the Pilot, easy access on and off the interstate and better amenities for our drivers.

We look forward to seeing you soon.



## Driver Appreciation Week September 16-22

**Watch for events at each terminal**

Marten Transport extends its heartfelt appreciation to all those who drive its trucks and haul freight across the country for its customers. Your dedication to professionalism and commitment to safe operation is key to our success.

## ◀ FEEDBACK

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

## ◀ SAFETY DEPARTMENT



# CSA Maintenance Violations

Violation	No. of Incidents	Pct
Inoperative head, tail, stop, turn and required lamps	94	23%
Flat tire, fabric exposed, audible air leak, tire underinflated, tire depth less than 2/32 of inch, tire ply or belt exposed	63	15.4%
Brake tubing and hose adequacy, brake hose or tubing chaffing and/or kinking, failing to secure brake hose/tubing against mechanical damage	45	11.05%
Brake connections with leaks/constrictions, inoperative defective brakes, brakes out of adjustment	43	10.5%
Tire-load weight rating/under inflated	29	7.1%
Inspection/repair and maintenance parts and accessories	24	5.8%
ABS-malfunctioning lamps, ABS-malfunctioning indicator to cab	18	4.4%
Adjustable axle locking pin missing/disengaged	16	3.9%

**The top 3 violations account for 50% of all violations**