

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter



◀ FEATURE STORY

FOURTH QUARTER, 2013



MARTEN HOSTS SPECIAL VISITOR:

Wisconsin Governor Scott Walker (left) stands with Randy Marten in the trailer shop of the Mondovi Terminal on Thursday, September 19. The Governor stopped by during National Truck Driver Appreciation Week to meet with employees, talk about the state and national economy and to applaud the efforts of drivers and employees at Marten Transport.

Wis. Governor Pays Marten a Visit

Mondovi Terminal hosts Gov. Scott Walker during Driver Appreciation Week

MONDOVI, WI -- Wisconsin Governor Scott Walker took a moment to recognize National Driver Appreciation Week, held September 16-20, by dropping by the Marten Transport terminal in Mondovi, WI.

Governor Walker arrived at the trailer shop late in the morning on Thursday the 19th. After a conversation with Randy

Marten, Governor Walker addressed Marten employees as they gathered for lunch.

During his speech, Walker discussed the economic condition of the state of Wisconsin, and how businesses such as Marten Transport are helping to push the state in a positive direction. He thanked the employees who were assembled for all of their

hard work, and commented on the positive impact Marten Transport is making nationwide.

After concluding his remarks, Governor Walker wrapped up his visit to the Mondovi terminal by socializing over lunch, shaking hands and taking photos with employees.



◀ BENEFITS DEPARTMENT

► Earn Your Holiday Bonus!

The holiday season is rapidly approaching! While non-refrigerated carriers will have delivered their holiday freight to retailers by mid-November, and begin to see their freight opportunities drastically slow down through mid-January, Marten trucks will continue to stay busy delivering those items necessary to create Thanksgiving dinners, holiday feasts and bowl party spreads all over the country! This means steady work and solid paychecks for our drivers through the holiday season.

Earn up to \$500.00 in Holiday Pay!

- Every company driver is eligible to earn a \$150.00 holiday bonus for working Thanksgiving and New Year's. Simply be available for dispatch the day before, day of, and day after Thanksgiving and New Year's.
- Earn up to \$200 for the Christmas bonus! If interested please inquire with your fleet manager about how to take advantage of this opportunity.

Don't forget about our additional Bonus Opportunities!

- Monthly Safety Bonus of \$70.00. Being safe and continuing to do good pre and post trip inspections could earn you an additional \$210.00 these next three months.
- Monthly Performance Bonus of up to \$200.00 is within your reach as well; working one extra weekend each month could earn you up to \$600.00 over the next three months.

All together earn up to \$1,310.00 in bonuses between now and the end of January! The holiday season is a busy time for us, and miles are strong. We hope you will take advantage during this busy holiday season and qualify for all three bonus opportunities. Happy Holidays from the Marten Team!

◀ EMPLOYEE APPRECIATION WEEK



Employees gather at Phoenix, Carson and Wilsonville terminals to socialize, enjoy lunch and receive giveaways during Employee Appreciation Week.

Marten Celebrates Driver Appreciation Week

Flashlights come in handy as employee appreciation gifts; lots of fun activities

Marten celebrated Employee Appreciation during National Driver Appreciation Week, September 16-20. Each of Marten's terminals took the time to thank employees by providing lunch, breakfast, and other treats throughout the week.

If you stopped by the new Phoenix terminal you may have enjoyed an ice

cream social, and at the Tucker terminal you would have enjoyed meals provided by vendors such as Thermo King and Peterbilt; random drawings for truck washes and Pilot gift certificates were also awarded.

Flashlights were handed out as thank you gifts, and after receiving feedback

from both drivers and office employees, they have already been put to good use.

We would like to take this opportunity to once again say thank you to all our employees for all of your hard work throughout the year. We appreciate your efforts to make Marten Transport a name we can be proud of!

◀ MAINTENANCE DEPARTMENT

Grill Guards and Safety Precautions

Marten takes steps to help keep drivers and equipment safer and on the road

Marten Transport continues to invest money towards increasing our driver's safety and productivity. We are pleased to announce that our "Grill Guard" campaign is over.

In the past six months we have outfitted all of our tractors (with the exception of the Peterbilt 387) with grill guard units. We have had numerous deer hits over the past few months that would have resulted in thousands of dollars in physical damage and weeks of down time had our tractors not been equipped with grill guards.

Our grill guards are unique; they are fabricated out of steel and then powder coated to prevent rust. They are designed to mitigate impact from deer hits and prevent deer from getting hung up in the front steer tire. This is yet another equipment expenditure Marten has made to help our drivers be safe, productive and reduce down time.

Along with equipping grill guards on all our tractors, we continue to outfit all new tractors with "Collision Avoidance Systems". These have been two very successful programs in keeping our drivers safe and productive. Look for more information about Collision Avoidance Systems in the next Transporter.



During the past six months, nearly all Marten tractors have been updated with Grill Guards. The guards help protect against debris getting caught in the steer tire during collisions.

◀ OPERATIONS DEPARTMENT

MRTN de Mexico Expanding Services

New San Diego terminal to provide support for transport through Mexico

We at Marten are pleased to announce that MRTN de Mexico is now offering "door to door" transport services through Otay Mesa, CA and Tijuana, Mexico.

Our services include transport of general commodities on Marten Transport trailers via Mexican partner carrier

power units during transit within Mexico and via Marten Transport power units during transit within the United States.

We are extremely excited to provide this service, which promises to expand freight opportunities for OTR, Regional, and Intermodal Marten

drivers, meet the global needs of our customers, and create value for our shareholders. In conjunction with this service, we are proud to announce the opening of our newest terminal in San Diego, CA.

The facility is centrally located in the heart of the Free-Trade Zone, just a few blocks

from the Otay Mesa port of entry. The San Diego terminal will support MRTN de Mexico, serving as a through-trailer terminal providing safety and customer service functions including equipment inspection and shipment monitoring to and through the U.S. / Mexico border.

◀ SAFETY DEPARTMENT

New "Fuel Along the Way" System Cuts Costs

Qualcomm-enabled program provides drivers with efficient fueling options

In an effort to reduce fueling costs, Marten Transport has implemented a new program using the Qualcomm-Navigation system. Under this new system, drivers will use the option called 'FUEL ALONG THE WAY' in the Navigation system.

This option will provide drivers with all Marten fuel stops along their route, as well as fuel prices for each stop. This information will enable drivers to fuel at the stops with the lowest pricing.

POTENTIAL FUEL SAVING

130,000 gallons purchased daily (*estimate)*

- Saving \$.03 per gallon equates to \$3,900 saved daily
\$1.4 million yearly fuel savings
- Saving \$.05 per gallon equates to \$6,500 saved daily
\$2.3 million yearly fuel savings

Trio of Longterm Employees Bid Farewell

Brion, Norby and Leighton combined for more than a half century at Marten



ABOVE: Wilsonville Terminal Manager Jeff Hilliker presents Rodney Leighton with a crystal truck to recognize his retirement after a long career with the company. **UPPER RIGHT:** Mary Brion receives best wishes from Ed Accola. **LOWER RIGHT:** Mary Lou Norby.

Rodney Leighton began his driving career with Marten Transport in 1986. Leighton was inducted into the Million Mile Club in 1998 and the Two Million Mile Club in 2004.

In more recent years you could find him at the Wilsonville Terminal assisting with road testing, truck retrieval, and any other task in which his help was requested. He plans to

spend retirement enjoying life by spending more time with his family.

Marten would like to thank Leighton for his many years of service and wish him the best of luck.

• **Mary Brion** started at Marten Transport in the mailroom in February 1998. She did not stay in that position long, transferring to Freight Claims

in July 1998. Mary worked her way through Claims; she started as a Freight Claims Assistant and ended as a Freight Claims Representative. Throughout the years Mary wore many hats in the department. She was always the presenter in our Orientation classes because of her bright sunny personality. She was also the team lead (per say) of the Freight Claims department, and did most of the training when a new person joined the department. She was always dependable, and we were happy to have her as a part of the team for 15 years.

Mary's husband Dennis is also enjoying retirement. The two of them have three grown

children and grandchildren they will be spending time with as well as traveling.

• **Mary Lou Norby** joined the Marten staff in April of 2001, working in the Trip Entry Department. Her hard work and dedication

earned her promotions to Accounting Floater, Payroll Processor, Senior Payroll Processor and Payroll Team Lead. She was an excellent role model in the department, always treating drivers and non-drivers with courtesy, respect, and a special sense of humor.

Mary Lou plans to enjoy her retirement by traveling and gardening. We appreciate Mary Lou's 12-plus years of loyal service to Marten and wish her well!



◀ SOUTHWEST OPERATIONS

New Phoenix Terminal Up and Rolling

Arizona Terminal provides another option for maintenance and freight lanes



The new and improved Phoenix terminal is now up and running. Located at 2202 S. 55th Avenue in Phoenix, AZ, just minutes from the I-10, the facility has a fenced, fully secure paved yard and offers extended parking spaces as well as more collaborative work spaces for our mechanics and operations team.

The shop has upgraded the number of tractor and trailer bays to include a service pit, 6 tractor bays, 4 trailer bays, and 1 drive thru safety lane to better service our equipment and reduce downtime. The facility offers enhanced security with badge access that allows drivers 24/7 access to the driver lounge and shower facilities. It's not hard to see why everyone is excited to be part of Marten's growing team in the southwest.

2014 MANDATORY OPEN ENROLLMENT



ENROLLMENT DATES:

November 12 – November 22, 2013

- Meet with a knowledgeable and licensed Benefits Educator (face-to-face or by call center).
- Learn more about the Health Risk Assessment and how you can save money on your medical premiums.

NEW
this year

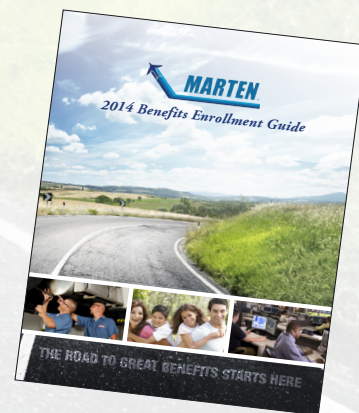
Choose Premium Designation Providers and save on your medical claims.

- Want to save money on your taxes? Set aside money on a pre-tax basis for medical, dental, vision and RX drugs with a Flexible Spending Account.
- Look at all the Wellness Benefits your medical plan includes for 100% coverage at no cost to you.

NEW
this year

Registration and 1st visit for Teladoc is waived.

- Look for your personal enrollment guide to arrive at your home during the third week of October.
- Be sure to have your personal information available before you speak with a Benefits Educator:
 - Social Security numbers for you and all eligible dependents
 - Beneficiary information



To schedule an on-site or call center appointment with a Benefits Educator, call 855.235.8707 or log on to www.enrollmentappointments.com/martenoe. Appointment assistance will be available from 8 a.m. to 5 p.m. CT.

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:

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.*

Marten Offers Scholarship Opportunities

Dependent children up to age 24 are eligible; Eight awards given each year*



Marten Transport has established a scholarship program to assist employee's children who plan to pursue post-secondary education 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.

**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 students 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 \$1500 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. Interested students may pickup an application in the Human Resources Department starting January 1st, or go to www.marten.com to download an application. Completed applications and transcripts must be post-marked no later than March 1. Contact Monica at 1-800-395-2031 with any questions.