

MARTEN TRANSPORT Transporter



SECOND QUARTER, 2014

◀ FEATURE STORY

Drivers Honored at Million Mile Banquet

Total of 23 drivers cited for excellence, safety and professionalism



MILLION MILE INDUCTEES: Million Mile Inductees: Front Row: Harold Lawson, Warren Brown, Joy Conner, Matthew Conner, Todd Carpenter. Back Row: Charlie Orr, Johnny Hill, William Varble, Charles Whitlock, Doran Strange. Not pictured: James Tomsic Jr., Shaun Brinker, Brian Fell



TWO MILLION MILE INDUCTEES: Kevin Taylor, Kenneth Buysman, Jerry Roberson, Chad Robbins. Not pictured: Melvin Keller



THREE MILLION MILE INDUCTEES: Left to Right - Greg Mosier, Terry Gandy, Jerome Wade. Not pictured: Linda and Larry Jernigan

Marten takes pride in announcing the induction of 13 million mile, 5 two million mile, and 5 three million mile drivers into the Million Mile Club in 2014.

This year's induction ceremony took place on April 12th in Eau Claire, WI with

approximately 100 people in attendance to honor our drivers.

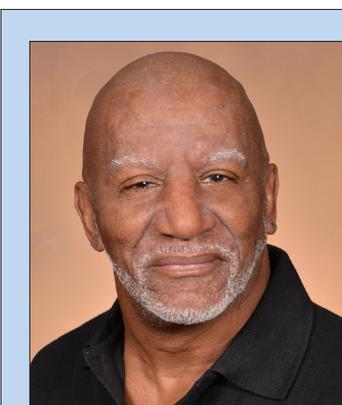
Marten is proud of the dedication, attention to safety, and loyalty these drivers have shown over the years, and is happy to add these drivers' photos to our

Hall of Fame in the Mondovi terminal.

This year the Marten Company Driver of the Year was also announced at the banquet—Jerome Wade, also one of this year's three million milers, was honored for

his overall performance and representation of himself and Marten Transport while on the road.

Marten extends our sincerest appreciation for the commitment and professionalism of these drivers.



DRIVER OF THE YEAR

Congratulations to Jerome Wade, this year's Marten Transport Driver of the Year.

Wade is a 3-Million Mile Club member who was honored for his professionalism and conduct representing Marten while on the road.



This year Marten Transport was given the opportunity to use the NASDAQ tower in Times Square, New York City. Previous million mile inductees' banquet photos were shown on the tower along with a thank you for their dedication to safety while on the road. Marten is proud to congratulate our drivers in such a unique way!

Marten Drivers Honored by WMCA

More than a dozen company drivers recognized for safe driving and service

On Saturday February 22nd, several Marten drivers were honored at the Wisconsin Motor Carriers Association banquet in Stevens Point, WI. Fifteen drivers were honored with membership in the President's Safe Drivers Club. The criteria for this award includes: drivers must have 36 continuous months of service with the same employer, no accidents in the past year (on or off duty), a clean Motor Vehicle Record with no citations (on or off duty), be dispatched out of Wisconsin, and drive a minimum of 10,000 miles in the state of Wisconsin. This year two Marten drivers were also honored as Drivers of the Month. Kenneth Zilinger and Jeffery Stanton's were awarded this honor based on their safety record, outstanding service, acts of heroism, community service, and everyday performance in their job.



Standing Left to Right: Damian Christie (FM), Lee Jankee (FM), Monty Sherman, Jeffery Stanton, Kenneth Zilinger, Chris O'Connell (FM), Michael Fields, Vern Jahsman, Paul Wiese, Don Franz, Jerry Larsen, Chad Christie (FM). Kneeling Left to Right: Joseph Cravillion, William Krenz. Not Pictured: Charles Brinkley, Roger Cook, Stanley Harris, Stephen Helfand, Kim Holten, Eugene Lemke

Marten Driver Named "Ambassador of the Year"

Lowthorp recognized for his efforts with Trucker Buddy student outreach program



Mark Lowthorp is presented the Ambassador of the Year award at the Red Eye Radio event in Louisville, KY on March 27th

Mark Lowthorp was named this year's Darrell Hick's Memorial Ambassador of the Year. Ambassadors act as spokespersons for the Trucker Buddy program and assist with recruiting other drivers to become involved in the program that matches professional drivers with classes of students (grades K-8) to mentor and educate children via a pen pal relationship. Mark was honored March 27-29th at the Mid-Atlantic Trucking Show in Louisville, KY. He has been involved with the Trucker Buddy program for almost 20 years.

For more information on the Trucker Buddy program please visit www.truckerbuddy.org

◀ PAYROLL DEPARTMENT

Another “Industry First”

Automatic detention pay after one hour established



When Marten established automatic detention pay, other carriers and drivers said it just couldn't be done. But we knew it was the right thing to do to take care of our drivers. We realize how important it is to keep you rolling, and when our customers don't cooperate by loading and unloading you quickly, your earnings can be significantly impacted! We refuse to let that happen to you. That's why we instituted automatic detention pay, so your earnings don't suffer! Marten drivers today are **averaging over \$1,000.00 per week!**

We started at \$10 per hour and gradually raised that amount to its current level of \$20.00 per hour as we secured detention charges from our customers. Today, Marten is the only carrier to pay its drivers \$20.00 per hour for detention. Now it's time to set the bar even higher! Starting Sunday, June 1st, Marten Transport drivers will receive

automatic detention pay on all loads after just one hour! Marten drivers will be the only drivers in the industry receiving detention pay **after just one hour!**

Here is how it will work. Drivers must follow the company's detention policy—including arriving on-time for pick up or delivery, sending the appropriate macros and having the arrival and release times documented on your paperwork. If you are not loaded or unloaded within an hour, your automatic detention pay kicks in.

On June 1st, the hourly rate for hour 1-2 will be \$10.00 per hour, paid in 15 minute increments. From hour 2 on, the rate will jump to the current \$20.00 per hour you are already receiving. On September 1st, we plan to increase the first hour rate again by at least \$2.00 to \$12.00 per hour with the 2nd hour and beyond remaining at \$20.00 per hour. We plan to gradually increase the first hour rate until it eventually reaches \$20.00 per hour. How quickly we can do this is dependent on our customers' agreement with our new detention parameters we will be implementing with them. This change in our detention program is proof once again that Marten Transport looks out for our drivers and provides the best driving jobs to the best drivers in the industry

◀ RECOGNITION

Making The Grade

Marten Named one of Forbes' Top 100 Most Trustworthy Companies

Marten Transport was once again named on the Forbes' Top 100 Most Trustworthy Companies list—one of only 4 companies to be named a 4th time in the last 5 years. Over 8,000 North American publicly-traded companies are reviewed to determine which companies will make the list each year.

Companies are rated on corporate integrity, clear financial reporting, and transparent corporate governance. Marten is proud to be selected for this elite list.



Per Diem Pay Increase Announced

Two different per diem pay increases mean more tax-free income for Marten drivers

As of May 1, Marten has a new Per Diem pay policy:

1. The per diem mileage rate increased from \$0.16 cents per mile to \$0.165 cents per mile on all loads delivered on or after May 1.

2. The maximum monthly per diem allowance increased to \$1,550.00 per month.

This means more tax free income for Marten Drivers! Drivers could see up to **an additional \$115.00 per month in tax free per diem** under the new program. Drivers will qualify to receive per diem until they hit the new monthly cap of \$1,550.00. At that point, all mileage rates become fully taxable for the remainder of the month. We are excited to be able to make this substantial change to the per diem program. Our drivers work hard for their money and Marten wants you to put more of that hard earned money into their pockets.



This type of positive change to drivers' earnings potential demonstrates Marten's commitment to being the industry leader in total driver compensation. Remember, driver compensation isn't just about cents per mile, it's about a total package of mileage rates, per diem, detention pay, downtime pay, inclement weather pay, and premium benefits at a reasonable cost. That is why Marten drivers are the best compensated drivers in trucking!

New Equipment Updates



New tractors have been arriving at the Marten terminals! They have some fantastic new features that will improve drivers' comfort and help avoid costly down time!

Fuel Tank Heaters

All new tractors for 2014 are now equipped with thermostatic operated in-tank fuel heaters to prevent fuel gel ups in extreme temperatures. The in-tank heaters circulate coolant piped through the tanks to provide heat to the fuel for optimal performance in cold weather operations. Anti-gel will still need to be utilized when temperatures get below 10 degrees. The addition of these in-tank heaters will result in less unscheduled downtime from cold weather events going forward.

Next Generation APUs

All new tractors are also outfitted with the newest style diesel powered APU (Auxiliary Power Unit) from Thermo King called the Evolution. The Evolution APU is designed to be more driver-friendly and provide more reliability in

the field.

Collision Mitigation Technology

All new tractors also are equipped with collision mitigation systems to increase overall safety for our drivers. These devices have already proved to be very valuable at helping some of our drivers avoid collisions. Eventually, all Marten tractors will be equipped with this new technology.

Improved Trailers and Reefer Units

Our trailer fleet continues to be upgraded to the newest model of reefer along with a more robust insulation package which provides fuel savings.

Marten continues to upgrade our overall fleet, both tractors and trailers, yearly to provide the best equipment possible for our drivers. Our equipment specs and capital investment allows Marten Transport to be the industry leader in overall tractor up-time. That translates to better productivity and higher earnings for our drivers!

Moving Forward: Collision Mitigation System



The Collision Mitigation System will warn drivers if they are following other vehicles too closely and of possible rear end collisions situations. 90% of accidents could be prevented if the driver recognized the situation 1 second earlier. At speeds above 15mph, the system will alert the driver with an audible and visual alert.

When drivers use cruise control, the system maintains a 3 second following distance by reducing throttle, engaging the engine retarder, or if necessary, applying the foundation brakes. When the following distance is less than 1.5 seconds, an audible alert and visual (yellow screen) occur. A haptic (1 second) brake application will occur and the display screen turns red. The Collision Mitigation System will apply a 50% brake application if a crash is imminent.

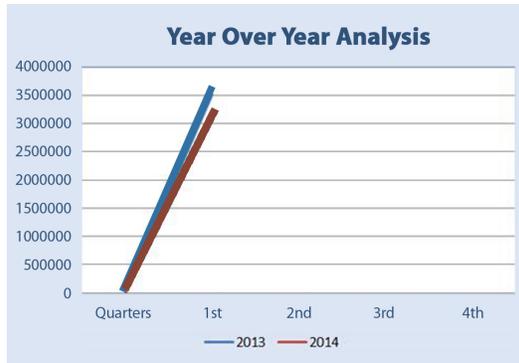
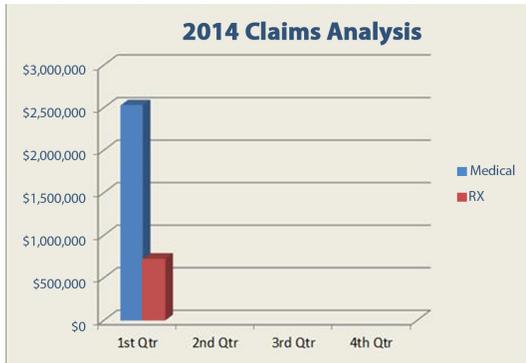
When drivers are issued a truck with the Collision Mitigation System, they are required to view a training DVD. 29% of Marten's fleet is currently equipped with Collision Mitigation System. By the end of 2014 46% will be equipped. All future truck purchases will have the Collision Mitigation System.

Fleets are reporting an **87% reduction in front end collisions, fatal accidents and a large reduction in the severity of accidents** as a result of using the Collision Mitigation System.

◀ HUMAN RESOURCES DEPARTMENT

Medical and Prescription Trends

Claims are down in 2014, but considerations for reducing overall expenses are important



Marten's first quarter 2014 medical and prescription costs are trending comparable with first quarter 2013. Even though we ended the quarter with slightly less claims than in 2013, we are currently running

over \$41 more per employee per month on overall claims versus year end 2013. This is a concerning number as we have the rest of the year to go, and being self-insured, Marten directly pays every claim!

***When in need of medical attention, please consider the following to reduce medical expenses for yourself and the company;**

1. Use Premium Designated Providers (PDP's); get your claims

paid at 80% after deductible.

2. Sign up for mail order prescriptions for those used on a monthly basis; three months for the price of two!

3. Compare pharmacy prescription prices; not all pharmacy's charge the same price!

4. Use Teledoc; over the phone for common ailments, the first call is free and only \$38/call after that. Prescriptions are sent to your local pharmacy.

5. Use Minute Clinics; in person, fast, efficient and cost half the amount of a typical doctor visit.

6. Only use Emergency Room Visits for life threatening events!

IMPORTANT REMINDER!

All Flex Spending Claims Must be Filed by June 13, 2014

You have until June 13th, 2014 to file claims for your 2013 flex spending account. Medical and dental expenses must have incurred between January 1st, 2013 and March 15th, 2014.

To find more information on your 2013 flex account, or to obtain a claim form, log on to www.tasconline.com. If you have any further questions feel free to contact 1-800-422-4661. Please note if you currently have a Tasc card, keep this card as it will be used for 2014 flex spending.

◀ INFORMATION TECHNOLOGY DEPARTMENT

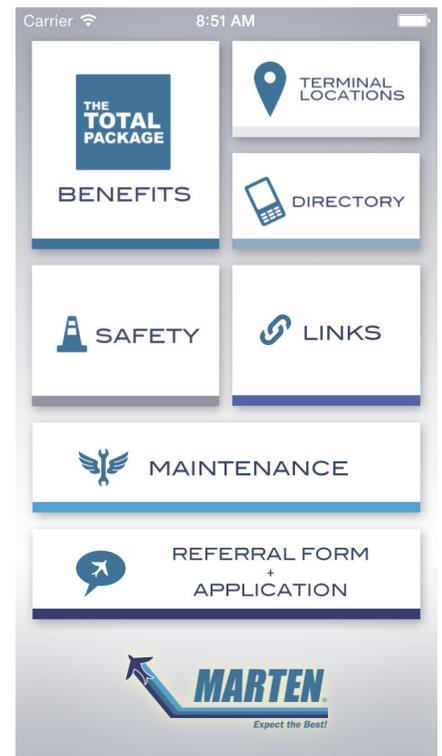
Marten Transport App

Info now available for "smart" devices

Marten has announced the release of the Marten Transport app for smart phones!

This application provides drivers and office employees with an easy to use, quick reference guide. The app includes a phone directory, terminal information, safety, as well as maintenance information, and driver pay and benefits information.

You can download the free app today by visiting the Apple or Droid App store on your smart phone!



◀ 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:

Name: _____ Driver No.: _____

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

◀ SPOTLIGHT

Terminal Drivers of the Year Named...

Marten is proud to announce the 2013 Terminal Drivers of the Year. This program was established to honor those drivers who meet Marten's expectations and continue to go above and beyond the call of duty.

Mondovi—Kevin Rowe (OTR)
Mondovi—Matthew Tilton (Upper Midwest)
Kansas—Raymond Lamb
Tampa—Harjan Sloots
Tucker—Larry Humbert
Indy—Jerome Wade
Wilsonville—Ken Scacco

Wilsonville—Ken Scacco
Colonial Heights—Robert MacNeill
DeSoto—Chad Moore
Memphis—Michael Nearing
Wal-Mart—Richard Dodd
Intermodal—Harold Conover
Phoenix—Chris Lee