

MARTEN TRANSPORT Transporter



◀ FEATURE STORY

THIRD QUARTER, 2014

Marten Receives a Unique Surprise

Utility Trailer Surprises Marten with Photo-History Wrapped Trailer

On July 18th, Utility Trailer presented Randy Marten with a striking trailer wrapped to display some of Marten Transport's history. Utility Trailer presented the trailer as a surprise to Randy at the trailer shop in Mondovi, WI.

Both Utility and Marten employees watched as a trailer revealing the evolution of Marten's trucks and trailers was unveiled. Utility Trailer has been providing trailer sales and services since 1914.

Over the years Marten and Utility have developed a strong working relationship, and in 2014 Marten purchased our 10,000th trailer from Utility Trailer!



ABOVE: Utility's Hal Bennett, Steve Bennett and Greg Brown along with Badger Utility's Richard Bloomquist, Todd Scheffler and Dave Batterman presented the trailer to Randy on July 18th. **BELOW:** Marten employees enjoy lunch at the trailer unveiling.



Detention Pay Increases Moved Up!

Marten drivers continue to see innovative changes in detention pay procedures



Marten's One Hour detention pay went into effect on June 1st of this year, and our drivers are already beginning to see the increases in their weekly pay! When the program was put into effect Marten promised to increase the first hour of paid detention from \$10 to \$12 on September 1st. However, we are proud to announce that effective July 1st we increased the first hour of paid detention from \$10 to \$15, **and effective August 17th detention pay increased from \$15 to \$20 per hour!**

In order to receive the detention pay drivers must follow all detention requirements including, arriving on time, sending in

the proper macros, and having times clearly documented on the BOL's at pickup and delivery.

If all requirements have been met drivers will be paid the \$20 detention for every hour following the first hour of being detained. Marten has already revolutionized the detention process, and plans to continue to strive for innovative changes and concepts to improve the way our drivers are paid! Marten's detention pay policy is just one element of our pay package that allows Marten's drivers the best, consistent pay each week!

Grill Guards Continuing to Prove Effective

Safety and repair cost reduction at the forefront of Marten's effort to implement program

Marten's "Grill Guard Campaign," finalized in 2013, continues to increase safety and reduce repair costs! Not only did the grill guard in the photo to the right reduce repair costs by thousands of dollars, it may have also prevented a serious accident.

Providing a safer truck for our drivers and the motoring public has been the greatest result of implementing the grill guards. As seen through the Grill Guard Campaign, our Collision Avoidance Systems, and our Sleep Apnea Program, Marten continues to strive to provide the safest environment for our drivers, the motoring public, and our customers' freight.

"As we all know, Marten is about better experienced, safer drivers and the best, safest equipment," says Tim Kohl, Marten President, "We should be proud of how we do our jobs so responsibly!"



GUARDS PROTECT: The Grill Guard in the picture to the left saved thousands in potential repair costs by keeping damage to a minimum. It also played an important role in preventing a serious accident from occurring as well. Grill Guards increase safety and reduce repair costs!

◀ OPERATIONS DEPARTMENT

Marten Transport Continuing to Expand

Company adds new terminal locations in southern California and Clarksville, Arkansas

Clarksville Terminal

On July 7th Marten took ownership of the Wal-Mart Dedicated Refrigerated operation at DC 6082 in Clarksville, Arkansas. Following Wal-Mart 6072 New Albany, Wal-Mart 6082 is the second largest dedicated Marten operation to date.

The operation consists of a combination of owner operators and company drivers; the facility is nestled in the foothills of the beautiful Ozark Mountains. The facility is home to day time associates, evening coverage and maintenance for full service engagement. Not much different than New Albany, the Clarksville operation is delivering dry, chilled and frozen merchandise to Wal-Mart stores in Louisiana, Texas, Oklahoma, Missouri and of course Arkansas.

One noticeable difference is the geographic area. Located in the Northwest Arkansas area, the facility is responsible for servicing stores in the bustling cities of Fayetteville and Bentonville, home to Wal-Mart's headquarters. This leads to heightened visibility and more scrutiny on service. In addition to that, the Ozarks are littered with mountainous road hazards; drivers need to take extra precaution when traveling these roads. Acquiring such an opportunity will continue to drive Marten's momentum, increasing growth and driving success and profitability.



The new Clarksville Terminal services stores in the heart of Walmart's headquarters, which could lead to higher visibility and opportunity for Marten Transport

Mira Loma Terminal

Marten is pleased to announce that we have acquired a new facility in Southern California! Just a few miles from our current site in Ontario, we have purchased a 23 acres site in Mira Loma. This facility will provide a much needed upgrade from our current facility. Mira Loma comes to us almost entirely paved and complete with an existing maintenance facility. When finished the shop will include seven bays and be home to a small office. Driver facilities on site will include a portable class room, washers and driers, vending machines, showers, and satellite TV. We are expecting to have the site up and running by early Fall 2014.



The new Mira Loma facility is a 23 acre site located just a few miles from our current Ontario Terminal. It is scheduled to open in the Fall of this year.

◀ HUMAN RESOURCES

Drivers of the Quarter Named

Congratulations to the following drivers, who have been selected as Drivers of the Quarter for 2nd quarter 2014. Drivers of the Quarter will each receive a gift certificate to the company store as well as a \$100 cash prize.

Jack Abel—OTR East
 Kevin Gadowski—OTR West
 Vlado Keskic—Upper Midwest
 Sandra Welch—Kansas City Regional
 Brain Read—Northeast Regional
 Michael Hrovat—South East Regional
 Anthony DeCarlo—Great Lakes Region

Reginald Barnhart—Western Regional
 Anthony Murphy—Mid-Atlantic Regional
 Jodie Pilsner—So. Central Regional
 Fred Loven—Robert Wolfe
 Robert Browning—Wal-Mart Dedicated New Albany
 Wesley Baggett—Intermodal
 Pisaga Saau—Phoenix Regional

Important Information Regarding Your Health Care Plan

It's important to know where you should go to receive medical treatment. The cost of care can vary greatly and as good consumers we need to make sure we are making the right choice.

Beginning August 1, 2014 emergency room visits on the Marten health plans will be limited to six per year.

Do you know where go to for care?

Care Options	Days/Hours	Type of Care
NurseLine (free) 1-877-950-5083	Available 24hrs a day, 7 days a week	Direction on where to seek treatment, common health problems
TelaDoc (\$38.00) First visit and registration is free 1-800-Teladoc	Available 24hrs a day, 7 days a week	Consult with a physician on minor ailments such as colds, flu, sore throat, allergies, etc.
Convenience Care Clinics Located in many Walgreens, CVS and Supermarkets	Hours vary	Health Screenings, colds, flu, sore throat, allergies, minor sprains, strains, headache, etc.
Primary Care Physician To locate a PCP in your area visit www.umar.com	Normally Mon - Fri (8-5pm)	Wellness, immunizations, non life-threatening care
Emergency Room	Available 24hrs a day, 7 days a week	Emergency rooms should be used for serious illnesses or injuries such as: Chest pain, major broken bones, major burns, spinal injuries, shortness of breath, heavy bleeding, severe head injuries, large open wounds, sudden weakness or trouble speaking, sudden change in vision.

OPEN ENROLLMENT

November 12 - 21

Open Enrollment is scheduled for
November 12th – 21st!

Detailed information will be distributed to trucks and employees' homes in the next couple of months.

Please review this information in preparation for Open Enrollment!

◀ HUMAN RESOURCES



McKissick Retires After Two Decades

After nearly 24 years of service, Brenda McKissick (at right, above) has retired her post as Driver Payroll and Settlement Supervisor. Brenda began her career with Marten in 1990 in the payroll department and worked her way to becoming a supervisor. Brenda plans to spend her retirement fishing, biking, gardening, and spending time with loved ones. Congratulations on your retirement Brenda!

◀ HUMAN RESOURCES DEPARTMENT

We've Got Your Back Campaign!

Marten drivers tell stories about company support and dedication to their success

Every department within Marten is here to support our drivers! Whether it's by working with a driver on a payroll issue, dispatching a load, inspecting a truck in the Safety Lane, or one of the other countless ways we work with drivers every day. Remember, we are here to support you any way we can!

◀ A Sampling of Driver Comments on The Ways Marten Has Had Their Back ▶

"Honestly, I can't see myself working for a different company...with Marten I'm getting better miles, better paychecks, better equipment, better everything."

—Mid Atlantic driver; with Marten since 2014

"...not every day and not every load was sunshine, but Marten has been there for me many times...keeping their word on home time, miles, open communication, and great equipment."

—South East driver; with Marten since 2011

"My Fleet Manager is the greatest! He works with me, he gets me miles, and he gets me home to my family."

—Mid Atlantic driver; with Marten since 2014

"The Indy crew supported me through the most difficult, emotional times of my life. They busted their butts to get me to my family when I needed it most. They didn't have to go out of their way, but they did it anyway, time and time again."

—Great Lakes driver; with Marten since 2004

We'd love to hear from you! Please send feedback to retention@marten.com



Changes in Driver Referral Program Really Pay!

Marten speeds up referral bonus payment for its drivers; contest details to come shortly



It's often said that drivers checking out a company to work for should always speak with that carrier's drivers. Here at Marten we agree whole heartedly! Many Marten drivers are happy to speak with and refer drivers to us. These drivers qualify for our driver referral bonus of \$1,000.00. We want more of you to do the same so we are changing our driver referral program to speed up the bonus payment to you!

Effective September 1, 2014, current drivers who refer a driver candidate to Marten, that we hire, receive \$250.00 one week after the referred driver is "hired" by Marten. They also receive an additional

\$250.00 once the referred driver has completed 90 days of employment with Marten and \$500.00 once the referred driver has been with Marten for 180 days for a total possible payout of \$1,000.00! As with our current referral program, both drivers must be actively employed with Marten at the time of payment.

This is an excellent opportunity for you to share what you like about Marten with other drivers and put extra cash in your pocket! One driver referral a week has the potential to earn you an additional \$52,000.00 per year!

Want to get in the game?

Referral cards are available at all terminals. These cards have a space for you to include your name and driver number. And don't forget about the referral form found on the Marten Smartphone Application. Simply complete the information and hit "submit."

We hope all of our drivers will take advantage of our new referral program to help us find more great drivers like you! And in the next couple of weeks, we will be sharing details on our new company wide referral contest that will include drawings for fantastic prizes!

◀ HUMAN RESOURCES DEPARTMENT

Marten Employees Give Special Gifts

Request for needed donations, leads to generous response for Kyrgyzstan orphanage



LENDING A HELPING HAND: U.S. servicemen interacting with the children at the orphanage in Kyrgyzstan where Marten's donations were received.

Jacob Larson, son of Recruiting Manager Jill Larson, was serving in the U.S. Military in Kyrgyzstan this year where he began working at an orphanage. When he witnessed the extreme poverty of the area he contacted friends and family to ask for donations to be sent to the orphanage. Marten's staff responded by collecting clothing, school supplies and toys. The donations were shipped to Jacob and presented to children at the orphanage earlier this year.

As a thank you for their generosity the Marten staff received an American flag and certificate presented by Jacob's base in Bishkek. The flag and certificate have been put on display at the Mondovi terminal.

◀ HUMAN RESOURCES DEPARTMENT

► 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.

RANDOLPH L. MARTEN

SCHOLARSHIP RECIPIENTS

Exceptional Students Picked for Scholarships

Marten awards 10 outstanding young people with grants to further their education

MONDOVI -- Marten Transport is proud to announce the recipients of the 2014 Randolph L. Marten Scholarship Program. In order to be eligible for this scholarship, the applicant must be a dependent child of a Marten employee who has been with the company for at least a full year.

This year Marten increased the number of recipients from 8 to 10 and the scholarship amount from \$1,500 to \$2,000. **Since its inception in 1998, the program has awarded 138 scholarships totaling 180,000!** Marten is proud to introduce the 2014 recipients:



• **Dainger Adams** will be attending the University of Utah in Salt Lake City this coming fall. He will be studying Chemical Engineering. Dainger is the son of Greg and Debra Adams of Wilsonville, OR.

• **Tyler Baier** will be attending the University of Wisconsin-

Madison this coming school year. His major will be Computer Science. Tyler is the son of Randy and Debbie Baier of Chippewa Falls, WI.



• **Quinn Buchholz** will be attending the University of Wisconsin-Eau Claire. His field of study will be Physical Therapy. Quinn is the son of Rory and Wendy Buchholz of Mondovi, WI.



• **Donald Finch** is enrolled at Grand Canyon University in Phoenix, AZ. He will be majoring in Justice Studies. Donald is the son of Donald and Roxanne Finch of Peoria, AZ.



• **Andrew Gregory** is attending the University of Wisconsin-La Crosse. He is majoring in Computer Science. Andrew is the son of Wayne and Cindy Gregory

of Eleva, WI.

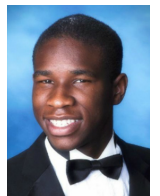
• **Dennise Leatherman** is attending Dominican University in River Forest, IL where she is studying Legal Studies. Dennise is the daughter of Alejandro and Maria Leatherman of Phoenix, AZ.

• **Elizabeth Norlin** attends the University of Wisconsin-Stevens Point. She is studying Early Childhood Education. Elizabeth is the daughter of Tim and Lisa Norlin



of Mondovi, WI.
• **Maegan Olson** attends the University of Wisconsin-Eau Claire. She is majoring in Kinesiology. Maegan is the daughter of Dave and Wendy Olson of Mondovi, WI.

• **Victor Sims** will be attending the University of South Florida in St. Petersburg, FL this fall. His field of study will be IO Psychology. Victor is the son of Ronald and Violet Sims of Winter Haven, FL.



• **Jessica Turner** is attending the University of Wisconsin-Eau Claire. She has not yet declared a field of study. Jessica is the daughter of John and Fawn Turner of Eau Claire, WI.



◀ 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.: _____

Driver Appreciation Week

National Driver Appreciation Week is scheduled for September 15th-September 19th this year. Marten will celebrate our drivers throughout the week. Swing into a terminal that week for giveaways, meals, and other onsite activities!

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

◀ SPOTLIGHT

New Company Store Officially Open For Business!

Marten is excited to announce the launch of our new company store! The new store officially opened on September 2 with new clothing options and a more user friendly website.

On site stores are currently located at the Indianapolis, California, and Tucker terminals as well as the Mondovi Corporate Office; however, we would like to encourage employees to view options and place orders on our new website! Marten is now also taking credit cards and Comdata cards as payment at the terminals.

Visit www.marten.excelimage.com to view the new marten gear!