

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2014



Opportunities to Earn Income!

Bonuses and Holiday pay offer drivers multiple options for extra income

Throughout the year Marten strives to make sure our drivers are the best compensated in the industry! Our comprehensive pay package ensures that Marten's drivers are receiving consistent pay each week. As part of this comprehensive package, Marten offers drivers the opportunity to earn several bonuses throughout the year. Here is a look at some of these unique programs that help keep additional money in your pocket:

- **Monthly Safety Bonus:** Stay safe, have clean inspections, and watch the monthly safety videos to earn an additional \$70 per month!
- **Monthly Performance Bonus:** Having no overdue inspections and meeting specific mileage requirements can result in an additional \$200 per month!
- **Holiday Pay:** So far this year drivers have had the opportunity to earn an additional \$450 for working Memorial Day, 4th of July, and Labor Day!
- **Referral Bonus:** Referring one driver per week could result in an additional \$52,000 per year at Marten! Drivers are

eligible to earn \$1,000 in referral pay for each driver candidate they refer who is hired by Marten and is employed for 180 days.

- **Driver of the Month and Quarter:** Each month drivers are nominated by their Fleet Manager for the Driver of the Month award. Recipients of this award receive a \$25 bonus as well as are nominated for Driver of the Quarter. Each Driver of the Quarter receives a \$100 bonus and a \$50 gift certificate to the company store.

Earn an Additional \$1,310 in Bonus Pay this Holiday Season!

The holiday season is rapidly approaching, which means business will be booming at Marten! While non-refrigerated carriers will see a decline in freight after delivering holiday freight to retailers, Marten drivers will remain busy through the holiday season stocking grocery stores with the food and beverages for Thanksgiving dinners, holiday feasts, and parties all

over the country! **This means steady work and solid paychecks for our drivers right through the holiday season!**

Holiday Bonus Opportunities!

- Be available for dispatch the day before, day of, and day after Thanksgiving and New Year's Day to earn \$150 per holiday!
- **Qualify for a \$200 bonus and still be home for Christmas!** Simply be available and run December 15th – December 24th, and then be available for dispatch again on December 29th.
- Don't forget about the Safety and Monthly Performance Bonuses—Earn an additional \$810 between November and the end of January!

The holiday season is a busy time for all of us, and miles are strong. We hope you take advantage of the opportunities for additional income during this busy season.

Preventing Trailer Fires

It is critical for drivers to apply proper technique when navigating downgrades

At Marten we take pride in our drivers' efforts to ensure safety. When proper technique and procedures are not followed the results can be costly as well as deadly. Marten expects our employees to take necessary steps to avoid unsafe conditions. Please review the information concerning proper technique driving on downgrades and trailer fires.



TRAILER FIRES DON'T NEED TO HAPPEN: Research suggests 99% of all trailer fires are preventable! Driver error on a downgrade resulted in this \$164,000 loss.



The driver on this load left shipper with a flat tire—15 minutes later this was the result. Being attentive and following safety procedures can drastically reduce the chances of being caught in this situation.

Causes of Trailer Fires

- 1. Not completing a thorough Pre-Trip Inspection**—A flat/underinflated tire or an oil or grease leak are some of the most commonly missed issues on these inspections. An inspection needs to be completed each morning and every time you pick up a new trailer.
- 2. Inattention to mechanical issues while in-route**—Watching your mirrors and looking back at your trailer frequently will help you spot blown tires and other mechanical issues that may arise while driving.
- 3. Poor driving habits, specifically on steep downgrades**—Not following proper procedure driving on downgrades can result in serious consequences. You must allow for the pull of gravity on your rig when going downhill!

Follow the procedures to the right to help ensure safety for you, the equipment, and the motoring public in downgrade situations.

Proper Downgrade Driving Technique

- Make sure your brakes are properly adjusted.
- Use your engine as the primary way to control your speed.
- The braking effect of the engine is the greatest when it is near the governed RPMS and the transmission is in a lower gear.
- **Never shift into neutral and coast! It is illegal and unsafe!**
- Observe the safe speed.
- Get into the correct gear.
 - One to two gears lower than what you were in on the ascent of the grade.
- NEVER down shift.
- Go slow and observe proper braking technique.
 - Apply the brakes just hard enough to feel a definite slowdown.
 - When your speed has been reduced to approximately 5 mph below your safe speed, release the brakes. The brake application should last about three (3) seconds.
 - When your speed has increased to your safe speed, repeat the steps above.

Inclement Weather Downtime Pay:

Should you encounter poor road conditions due to a winter storm with snow and ice, where travel is not recommended, simply find a safe place to park until road conditions improve. Marten will pay drivers \$20 per hour up to \$100 per day for inclement weather downtime. Drivers will receive alerts from our Safety Department when winter storm warnings and travel advisories are posted. Our priority is your safety!

Appreciation Week Celebration

Wisconsin Governor, Scott Walker visits Marten's Mondovi Headquarters

National Driver Appreciation Week was held September 15th-19th this year. Marten joined in the celebrations to thank our employees for all of their hard work throughout the year.

Each Marten terminal provided meals and other treats to staff throughout the week. If you had the opportunity to stop by the Tucker terminal you would have enjoyed meals provided by vendors such as Peterbilt and CS Repair. In Memphis drivers and office staff were treated to the grilling skills of Foreman Cole Raymond, and delicious BBQ prepared by Director of Regional Operations, Angel Rivera.

On September 16th, Wisconsin Governor Scott Walker made a visit to the Mondovi terminal. Governor Walker addressed Marten's employees as they gathered for lunch at the trailer shop. Walker thanked the employees for their dedication to their work, and commented on the positive impact Marten Transport is making nationwide. Governor Walker took some time to socialize with employees and enjoy lunch before having to leave for his next speaking engagement.

Throughout the week, random drawings for truck washes, Pilot gift cards, and company store items were awarded to drivers while duffel bags and hats were handed out as thank you gifts.

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



ABOVE: Wisconsin Governor, Scott Walker, speaks to employees during Appreciation Week. **BOTTOM RIGHT:** Director of Regional Operations, Angel Rivera prepares a meal at the Memphis terminal. **BOTTOM LEFT:** Terminal cookout at Wilsonville.



Lowthorp, Jernigan Team Say "Goodbye"

Jernigan Team, Lowthorp combined for 70 years of driving service with Marten



Mark Lowthorp receiving Trucker Buddy Ambassador award.

Marten driver, Mark Lowthorp retired this year after 26 years of service to Marten Transport. Mark received his Three Million Mile award in 2013, and was actively involved in the Trucker Buddy program for nearly 20 years. In March, Mark was honored at the Mid-Atlantic Trucking Show with the Trucker Buddy Ambassador of the Year award. Marten thanks Mark for his dedicated years of service and wishes him the best of luck in the future!



Larry and Linda celebrate with Fleet Manager Camilo Velasquez and Terminal Manager Jeff Hilliker at the Wilsonville Terminal.

Linda and Larry Jernigan retired this fall after 44 years of combined service to Marten. Both Larry and Linda were inducted into the 3-Million Mile Club in 2014. They began their retirement by taking the trip they were awarded for their 3-million safe miles. We appreciate the years of dedication Larry and Linda have given to Marten, and wish them a happy retirement!

Helping to Make a Difference

Marten Transport employees volunteer in their communities



LEFT: Local Boy Scouts try to pull a Marten Trailer in Indianapolis as part of a Transportation-themed event they hosted. **BELOW:** Phoenix terminal employees walk for autism.



Marten's employees are always looking for ways to get out and volunteer in their communities. Whether through donations of items or their time, Marten employees continue to step up. Here are just a few examples of what Marten employees have been up to lately:

- **Indianapolis—A local Boy Scout chapter hosted an event with transportation as the theme.** Marten provided a truck for the event. Kids were given

the opportunity to view the truck up close, and even participate in a tractor pull!

- **Backpack Drive**—Accounts Payable Supervisor, Melissa Kreibich, combined her experience as a "Thirty-One" Consultant and fundraising skills to supply a local school with 26 backpacks filled with necessary school supplies for students in need this fall.

- **Target Time**—Mondovi staff were awarded the "Sun-

shine Award" by a local T.V. station in September for their dedication to the Mondovi Target Time program. Staff members donate their time once a week to volunteer at the local school.

- **Mondovi Backpack Program**—Mondovi employees joined together to raise money and provide snack items to a local program that sends breakfast, lunch, and snacks home with those students in need.

- **Phoenix**—Marten donated to the Walk Now for Autism Speaks event held October 25th. Employees at the Phoenix terminal participated in the walk to help raise awareness and funding for autism research.

With the Holiday Season approaching fast, Marten's staff will be reaching out to their communities to volunteer. Look for opportunities to give back at your terminal during the next couple of months!

HISTORY HITS THE ROAD:

The special wrapped trailer, detailing Marten Transport's history that was presented to Randy Marten from Utility made its way to the Tucker terminal to be used on the Sweet Water Brewery Dedicated lane.



Drivers of the Quarter Named

Congratulations to the following drivers, who have been selected as Drivers of the Quarter for 3rd quarter 2014. Drivers of the Quarter will each receive a gift certificate to the company store as well as a \$100 cash prize.

James Wright—OTR E
Ashley Clark—OTR W
Charles Lightfield—Upper Midwest
Janis Dunn—Kansas City Regional
Louis Diaz—Northeast Regional
Thomas Sumwalt—Tampa Regional
Desilany Jones—South East Regional
James Wooten—Great Lakes Regional

Cary Goble—Western Regional
Matthew Wilson—Mid-Atlantic Regional
Michael Mosley—South Central Regional
Bruce Daniels—Memphis Regional
Richard Porter—Wal-Mart Dedicated-New Albany
Kevin Kohout—COFC-Chicago
Jose Vasquez—Phoenix Regional

▶ 2015 Benefits Open Enrollment ◀

Summary of benefits available for you and your family members in 2015

Benefits at a Glance:

- * New vision provider offering more coverage and low copayments on exams, frames, lenses and contacts!
- * Co-pays for prescriptions will count towards your out of pocket deductible.
- * Premium Designation Providers (PDP's)—earmarked for high quality and lower employee cost.
- * Teladoc—available 24/7 365 days a year, care for common conditions, first appointment is free, only \$40 per call after that.
- * TASC Flexible Spending Account—set aside pre-tax money for predictable medical and prescription expenses.

- * Comprehensive Wellness Plan—ensure good health at any age with free exams and immunizations in network.
- * 401(k) plan offering the Marten Match of \$.35 up to 6% of gross salary – free money!!

Reminders...

- Open enrollment is mandatory regardless if you elect benefits or not.
- Take opportunity to update your beneficiary information.
- Employees will need to confirm social security numbers for all dependents when signing up for benefits.

OPEN ENROLLMENT DATES

NOVEMBER 12-26TH

Call (855) 235-8707 Monday – Friday (8 a.m. to 5 p.m. CST)
to Speak to an Enroller

TASC - Flex Spending Account (FSA)

Most of us can anticipate medical, dental and vision expenses for the upcoming year. Planning ahead allows you to set aside pre-tax dollars to cover qualified expenses that you would normally pay out of your pocket with post-tax dollars. Employees can flex up to \$2,500 towards healthcare and \$5,000 for dependent care. Flex accounts are designed to save employees up to 40% on the health care they need and already pay for out of their own pockets!

Questions to ask yourself when planning ahead...

- * Will I meet my medical deductible this coming year?
- * Will I have prescription costs this coming year?
- * Do I have ongoing health issues that I will be seeing a doctor for?
- * Will I have dental and vision costs this coming year?

Some examples of reimbursable items...

- Medical / Dental Bills • Prescriptions • Surgery • Glasses/Contacts/Lasik • Orthodontia • Maternity/ Birth control pills • Smoking Cessation • Chiropractic • Physical / Speech Therapies

An example of the possible savings with a TASC-FSA...

An employee earning \$30,000, claiming married – 1 on his taxes, puts \$1,000 pre-tax into a flex account for expected medical or dependent expenses. *****By doing so this employee will receive \$285 in tax savings next year!**

Once you determine the amount you anticipate spending for 2015 and sign up for TASC – Flexible Spending, that amount will be deducted in equal amounts from your paycheck before taxes are calculated next year.

Pledging your contributions can only be done during Open Enrollment!

Complete your CHRA between December 1st, 2014 and December 16th, 2014 to reflect a credit effective January 1st. Any CHRA's completed after December 16th, 2014 will be not be credited until the following month.

Clinical Health Risk Assessment

Online Registration Instructions for Medical Plan Members

Take an active role in improving your overall health! Start by completing a clinical health risk assessment (CHRA). To access the CHRA, simply follow the instructions below!

Register to Complete your Clinical Health Risk Assessment Online

1. Go to **fhs.umar.com**.
 2. Click on **Member**.
 3. If you have previously registered, enter your username and password in the TOP RIGHT CORNER of the page. Then skip to #6. First time users, click **New user? Register here**. If you do not remember your username and/or password, click on **Forgot username or password?** If you have not logged into your account for more than one year, you will need to re-register.
 4. Employees select **I am the employee/retiree**. Spouses select **I am the spouse or dependent**. Click **Continue**.
 5. Provide the following information: a) **First Name**, b) **Last Name**, c) **Member ID** (enter the number located on your Benefits ID card with no dashes), d) **Group Number** (no dashes), e) **Birth date**, f) **Gender**, g) **Email**. Select a username and password and choose two security questions. Record these for future reference. Click **Continue**.
 6. Click on the **Take a CHRA** tile, located towards to bottom of the page.
 7. Click on **Get started**, located on the right side of the page.
- PLEASE NOTE:** If you are not redirected, please check to see if a new tab or page has opened.
8. Click on **Start CHRA**, located in the **To Do** list on the right side of the page.
 9. Click on English or Spanish. The CHRA takes about 20 minutes to complete.

When you have answered all questions on the CHRA, click on **Submit**, located in the lower right side of page. **CHRA's that have not been submitted are considered incomplete**, and will not process your CHRA results. You may receive custom e-mail messages which are triggered by your online activities and/or CHRA results.

Your CHRA report

The CHRA report provides you with summary information about your health status, lifestyle habits and readiness to make changes, if needed.

Questions?

If you have any questions or need assistance registering, please call UMR Customer Service at 1-800-207-7680.

To get started

You will need:

1. Hip Measurement
2. Waist Measurement
3. Benefit ID Card
4. Email address

Important



Spouses need to create their own account when registering online.

Submit your CHRA

Remember to submit your assessment when you are done to receive credit for completion and to view your results.



A UnitedHealthcare Company

Open Enrollment - Diabetic Awareness

We are pleased to announce, as part of our Open Enrollment, Johnson and Johnson has teamed up with Marten Transport and is supplying employees with Diabetic OneTouch Verio IQ System Kits for free. These are available to all employees with a diabetic in their family. The kits will be available at all terminals. If you are in need of one just stop by and pick one up!

Do you know the Symptoms of Diabetes?

- Frequent urination
- Disproportionate thirst
- Intense hunger
- Weight gain
- Unusual weight loss
- Increased fatigue
- Irritability
- Blurred vision
- Cuts and bruises don't heal properly or quickly
- Itchy skin

Diabetes increases your risk for many serious health problems. The good news is that with corrective treatment and lifestyle change, many people with diabetes are able to prevent or delay the onset of complications.

OneTouch Verio IQ System Kit includes...

- 1-Touch Verio IQ Meter with rechargeable battery
- AC Adaptor
- Mini USB cable
- 1-Touch Delica Lancing Device
- 1-Touch Delica Lancets
- Owners Booklet and Guide
- Carrying Case

Designate Your 401K Beneficiaries



No one wants to think about what will happen to their retirement savings after they die. But if you don't take a few minutes to name your beneficiaries, your loved ones could face an extra burden down the road.

A will is not always the way!

While a will is a very important estate planning tool, the beneficiary designation you make in your will does not apply to your retirement savings plan account. Without suitable beneficiary designation, your retirement savings plan assets will be distributed according to the plan's provisions. So it's very important to establish and maintain a retirement plan designation that is separate from your will.

Keep your designation current!

Even after you've made your initial designation, don't assume that your designation will be appropriate the remainder of your life! Marriage, divorce, children, grandchildren, and other evolving life circumstances may warrant a change in your existing beneficiary designation(s), so be sure to review and update your designation on a regular basis.

Sign in to your account and follow the instructions there to designate or change your beneficiary today!



Please note that if you are married and you wish to designate someone other than your spouse as a primary beneficiary, consent from your spouse may be required by your plan. On and after June 26, 2013, same sex spouses will be considered spouses for plan purposes.

Marten Transport Retirement Savings Plan has selected Transamerica Retirement Solutions as your retirement plan provider, but there are no other affiliations between the two organizations.

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: _____ DriverNo.: _____

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; ten awards given out annually*



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 10 scholarships of \$2,000 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 go online to download an application at www.marten.com. Completed applications and transcripts must be post-marked no later than March 1st. Applications should be sent directly to Scholarship America.