

# MARTEN TRANSPORT Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2015



## 2015 Expected to be a Productive Year

*Home time and job creation are the focus for Marten Transport in 2015*

It's hard to believe, but another exciting and innovative year has come and passed. Marten Transport is poised and ready for another productive year in 2015. Marten takes pride in the creative ways we've addressed the challenges our drivers face while out on the road, and in 2015 we'll continue removing more of the road blocks and detours that keep our drivers from the quality of life they strive to achieve.

In 2014 we made significant changes that impacted our drivers. First, we implemented a ground breaking pay plan that compensates our drivers after their 1st hour spent loading or unloading. **Marten drivers are the first in the industry to receive detention pay after just one hour!**

Second, we're happy to

report that **the average amount of time our drivers spent at docks was reduced by 50 minutes in 2014!** We know that you get paid best while your wheels are turning and they'll turn more this year! Third, we amended our holiday pay schedules to maximize equipment utilization and driver requested time off. These combined changes coupled with our comprehensive pay package helped us move **our driver's average weekly pay from \$875 to almost \$1,100!** These great improvements to our pay package provide a great selling point for you when recruiting new drivers to join the Marten team. You'll receive \$1,000 in bonus pay for each driver you refer who is hired by Marten and employed for 180 days!

As we move into 2015, our

management team continues to focus on how to improve quality of life for our drivers. We know a large part of this means getting you home more often, and making sure you are home on time for appointments or family commitments.

In 2015 we have made it our goal to do both of these things. Help us reach these goals by completing the correct home time macros (complete a macro 62 to request home time and a macro 63 following the home time to tell us about your experience). We use the data we receive from drivers to find ways to improve operationally, and get you home when you need to be there.

Another way we're attacking home time is by **building networks that create jobs for our drivers while also meeting home time requests.**

These jobs operate similar to dedicated jobs. The difference is that they are created by utilizing predictable, yet different, shippers and lanes that help us deliver home time commitments we make to drivers. In 2014 we added 82 jobs of this type and we plan on adding many more this year.

Thank you for all the dedication, hard work, and service you provided our customers in 2014. This service is extremely valuable, and we at Marten know that our drivers deliver 100% of that service. As we drive into 2015, **please continue to operate safely and pull over when conditions aren't good for driving. Remember, Marten is the only company in the industry that will pay you \$20 per hours in layover pay to keep you safe!**

# Changes Ahead for Tractors and Trailers

*Automatic tractors, thicker trailer insulation part of latest equipment updates*

The Maintenance Department continues to make improvements that are cost effective and make things easier for our drivers. Two changes to look forward to in 2015 are an additional half inch of insulation being added to our trailers and the introduction of automatic trucks to our fleet.

The additional insulation will result in a total of two inch insulation in our trailers. This addition will improve the cooling efficiency of our trailers, and as a result decrease fuel expenses. This improvement will become especially evident during the warm summer months when our drivers will find

themselves fueling trailers less often. The Intermodal Department will see a major cost improvement in that they will see a decrease in the number of times trailers will need to be checked and fueled by an outside source along rail routes. We will now be able to put a frozen load on the train from Chicago to California without having to refuel the trailer along the way!

Of the 600 new trucks Marten will add to the fleet in 2015, 300 will be automatics. These trucks will be more cost effective, and make things easier for our drivers. Rather than focusing on shifting gears, drivers in these automatic trucks will be able to

focus their attention on other aspects of their driving. The trucks will have the option to switch into a manual mode if necessary. Marten has had numerous drivers test out the automatic truck, and they have had some great reviews. These reviews and performance as well as advancements in automatic truck technology have encouraged Marten to add the trucks to our fleet. Some of the features and benefits of these automatic transmissions include:

- **Fuel Savings:** The automatic averages 6.82 mpg vs. other trucks in the fleet at 6.75 mpg. 1/10 mpg more may not seem like a lot, but it makes for a **\$3,000 savings**

**per truck per year.** With 300 trucks in our fleet **we will see a \$900,000 savings!**

- **Quiet, smooth shifting:** auto selects the ideal gear, and bypasses those that are not necessary.
- **Excellent Jake brakes**
- **Hill Start Aid:** when stopped at a grade of 6% or more the truck is prevented from rolling backward or forward.
- **Creep Mode:** improves low-speed maneuverability. This makes it easier for a driver while guiding through tight traffic or while backing up to a dock.

## Updated Hours of Service Regulations

*New rules for 34-hour restart*

December 2014 brought changes to the hours of service regulations. Make sure you have familiarized yourself with these changes, regarding the 34 hour restart:

1. The 34 hour restart no longer requires two periods from 0100-0500.
2. The requirement that drivers must wait 7 days after completing a restart before starting a new restart has been lifted.

With these changes, any 34 hour period off duty will give drivers a fresh 70 hour clock. These changes are expected to remain in effect until at least September 2015.

## Pay Increased for Hauling Hazmat

*Reimbursements now available*



Marten drivers are now receiving \$30.00 to pick up and \$30.00 to deliver for a total of \$60.00 per hazmat load!

Don't have your hazmat endorsement? No problem! Marten will reimburse drivers for the cost of the background check and license upgrade to add the hazmat endorsement to their CDL. Contact the Safety Department to set up the reimbursement.

\*See the "Hazardous Material Procedures" section of the Driver Employee Manual for additional information regarding hazmat loads.

# Review of 2015 Health Plan Highlights

2014 ended with higher than projected health claims for Marten. Overall we experienced a 12% increase in claims compared to 2013. As a company Marten has worked hard to keep healthcare costs low for our employees. Some things to keep in mind for 2015:

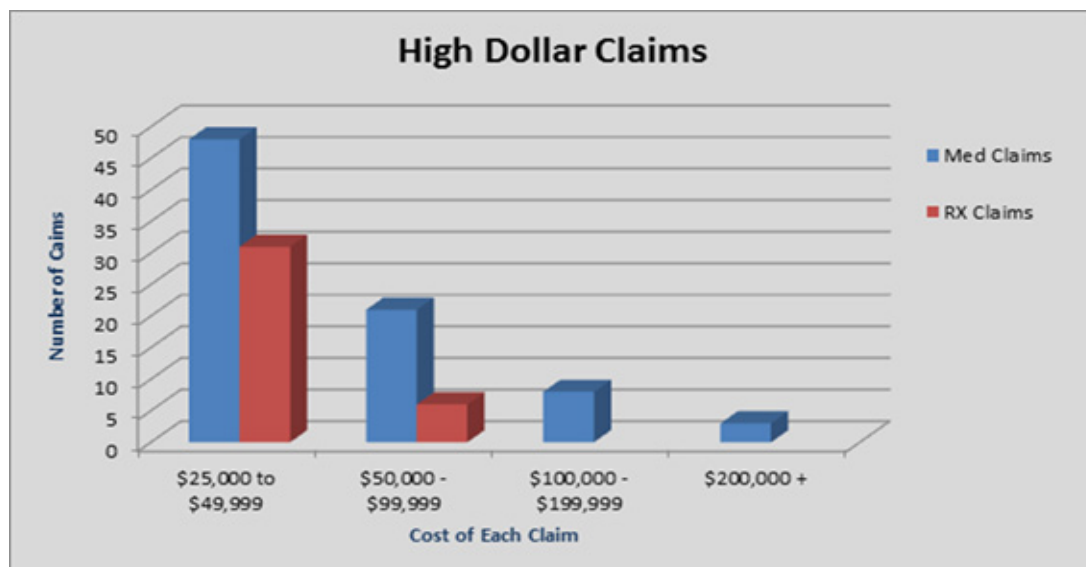
- **Co-pays for prescriptions will now count towards your out of pocket deductible!**
- **Aetna, our new vision provider,** offers more coverage and low copayments on exams, frames, lenses, and contacts!
- Our Comprehensive Wellness Plan helps to ensure good

health at any age with **free annual exams and immunizations in network.**

• **Premium Designated Providers (PDPs)**—these providers have been earmarked for **high quality service and lower employee costs.** Find out if your physician meets PDP require-

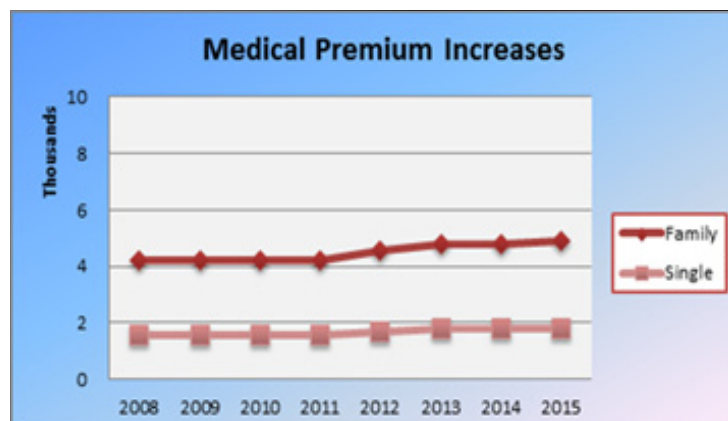
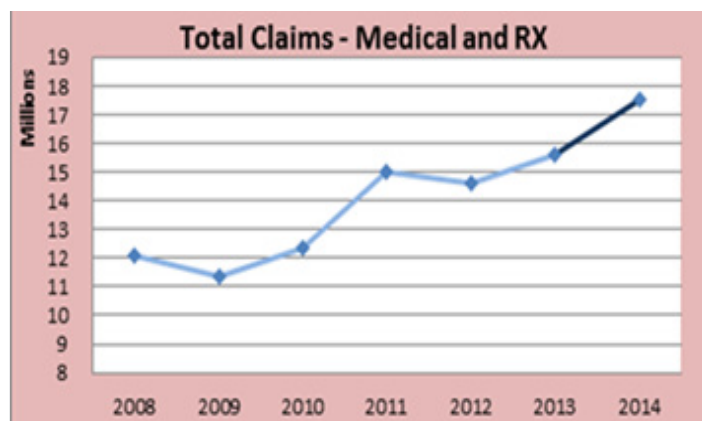
ments, but completing a simple search at UMR.com

• Take advantage of **Teladoc**—available 24/7, 365 days a year; care for common conditions from your own home or truck. **Your first appointment is free** and only \$40 per call after that.



Last year Marten paid **\$76,147 claims (\$20,934 medical and \$55,213 RX) totaling over \$17.5 million!** While the majority of claims cost under \$500, we had 4,093 claims that cost between \$1,000-\$24,999. Yet there are many that are considered High Dollar Claims; exceeding \$25,000. At left is a breakdown to give some insight as to how the high dollar claims were reported.

**Although claims have dramatically increased since 2008, premium rates essentially remained flat.**



## There's Still Time For You to Use Flex Dollars!

Even though 2014 has ended, you are still able to use any money you still have in last years' flex spending account. Medical and dental expenses must have incurred between January 1st, 2014 and March 15th, 2015. **You have until June 13th, 2015 to send in requests.**

To find more information on your flex account, or to obtain a claim form, log on to [www.tasconline.com](http://www.tasconline.com). If you have any further questions feel free to contact 1-800-422-4661. Tasc cards can be reloaded each year.



# Marten Helping “Pay it Forward”

## *Children’s Mercy Hospital in Missouri receives gift from Marten Transport*

In 2013 Marten decided that rather than sending gifts to our customers over the holiday season we would use those funds to fund an infusion room at Children’s Hospitals and Clinics of Minnesota.

In 2014 Marten continued to pay it forward with a donation to the Children’s Mercy Hospital of Missouri Nephrology Department to help children who are facing kidney disorders. The leading secondary issue these children face is cardiac complications. The funds Marten has donated will go toward the purchase of children’s blood pressure kits that monitor heart function throughout the course of the day.

The nephrology program at Children’s Mercy Hospital of Missouri is ranked in the top six nephrology programs in the nation by U.S. News and World Report. Marten is proud to make this donation in both our customers’ and employees’ names. It is the hard work and dedication of all of our employees that have made this donation possible. Marten would like to thank our employees for the hard work done year round to keep our business running smoothly, and make opportunities such as this possible.



# Marten Employees Give Back During the Holidays

## *Company employees join together to volunteer and donate in their communities*



This holiday season Marten employees joined together to give back to their communities. Donations were made to provide toys, food, and other necessities to several organizations.

• **Toys for Tots:** Marten’s Indy, Tucker, and Phoenix terminals all collected toys for the Toys for Tots Foundation. Drivers, office, and maintenance

staff dropped off gifts in November and December; the donations were collected by the Marine Corp established foundation to be distributed to underprivileged youth in the community.

• **Christmas from the Heart/Alliance Bank Giving Tree:** Employees at the Mondovi terminal collected toys and winter hats, coats, gloves,

and snow pants for kids in need in the area.

• **Care Packages for our Troops:** Mondovi employees collected toiletries and food products to send to our troops serving overseas.

• **Feed My People:** The Mondovi terminal collected more than \$6,000 in donations for the Feed My People programs in Buffalo County. Employees

had the opportunity to decide whether their donations went to the local food pantry, the Feed My People general funds, or a local backpack program that provides take home food items to students in need.

• **Festival of Toys:** Wisconsin employees took time to help unload a truck full of donated toys for local children.

# After 60-Years Combined, Jankee, Hilliker Retire

*Both started as company drivers in the early 1980s; held multiple positions*

December 2014 brought the retirement of two long-term Marten employees. Jeff Hilliker and Dan Jankee each began their careers at Marten as drivers in 1983. Both eventually transitioned to office positions, and each gave 31 years of service to Marten Transport.

**Jeff Hilliker** drove for Marten for five years before becoming the Terminal Manager at the Aurora, Oregon terminal. In



the early nineties the Wilsonville terminal was purchased, and Jeff remained Terminal Manager there until his retirement in December. When reflecting on his time with Marten, Jeff recalls the growth the fleet. He estimates that when he began driving in 1983

there were about 100 trucks and only about 10 office employees. Jeff saw that increase to over 2500 drivers and nearly

800 office and maintenance staff during his 31 years of service to Marten. We greatly appreciate Jeff's dedication to Marten Transport, and wish him a happy retirement!

**Dan Jankee** began his career at Marten as an OTR driver. Following his years on the road and his induction into the Million Mile Club, Dan opted to take an office position managing trucks. He dispatched



drivers in the Northeast Region prior to transitioning to Marten's Extended Coverage Department; at the time of his retirement he held a supervisor position within the department.

Dan plans to spend his retirement traveling with his wife, and enjoying time with his family. Marten thanks Dan for his 31 years of service, and wishes him a happy retirement!

## *It's That Time!*

*Take a closer look - are your deductions correct?*



As each new year starts, we urge all employees to review your payroll deductions carefully to make sure that all appropriate charges are being made for your 2015 benefits.



## Great Employee Discounts!

Reminder that as a Marten employee you qualify for some great discounts!

**Verizon Wireless:** Visit your local Verizon store to inquire about a discount on your phone plan. Don't forget to bring your company badge to show your employment with Marten.

**Enterprise Rent-A-Car:** Simply call 800-Rent-A-Car and reference discount id number 03A1637 to receive a 5% discount on the price of the rental car.

**Fromyouflowers.com:** Save 25% by referencing Code 1170 at [www.fromyouflowers.com](http://www.fromyouflowers.com) or by calling 800-838-8853.

## ◀ EMPLOYEE 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**

# Driver's of the Quarter

## FOURTH QUARTER - 2014

- Cade Harp — OTR E
- David Vaillancourt — OTR W
- Jeremy Harris — Upper Midwest
- Janis Dunn — Kansas City Regional
- Scott Aruda — Northeast Regional
- Allen Zaverl — Tampa Regional
- Robert Ishee — South East Regional
- Jerome Wade — Kroger Dedicated
- Mike Bland — Mid-Atlantic Regional
- Mike Mosley — South Central Regional
- Ora Yancey — Memphis Regional
- John Potts — Wal-Mart New Albany
- David Moore — Northeast Intermodal
- Al Smith — Phoenix Regional

## 2015 Million Mile Club Inductees

*This year's Million Mile Club Ceremony will be held May 9th in Eau Claire, WI. We are excited to announce the induction of 12 One-Million Milers, 6 Two-Million Milers, and 2 Three-Million Milers.*

### One-Million Mile Club:

Gary Filkins  
Jerry Wattenburg  
Kenneth Goldsberry  
Susan Floyd  
Michel Lemasters  
Randal Hudson  
Robin Walker  
Jeffery Trolinder  
Dale Froman  
Brian Hights  
Allen Zaverl  
Glen Gregory

### Two Million Mile Club:

Neil Adams  
Robert Lewman  
Kenneth Thede  
Sam Johnson  
John Lattig  
David Vaillancourt

### Three Million Mile Club:

Charlie Tederman  
Mark Freeman