

# MARTEN TRANSPORT Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2015

## Million Mile Drivers Honored

*More than 150 attend induction ceremony for Million Mile Drivers*



**MILLION MILE INDUCTEES** (Left to Right): Robin Walker, Dale Froman, Brian Hights, Randy Hudson, Ken Goldsberry, Jerry Wattenburg, Glen Gregory, Allen Zaverl, Michele LeMasters

Marten takes pride in announcing the induction of our newest Million Mile Club members! This year 10 million mile, 6 two million mile, and 2 three million mile drivers join the elite group of Marten drivers who have dedicated themselves to safe driving.

This year's induction ceremony took place on May 9th in Eau Claire, WI with more than 150 people in attendance. Marten welcomed drivers and company representatives from all over the country to honor the Million Mile Inductees. 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.



**TWO MILLION MILE INDUCTEES** (Left to Right): David Vaillancourt, Ken Thede, Robert Lewman, John Lattig, Neil Adams

**THREE MILLION MILE INDUCTEE:** Charlie Tederman



**Desi Jones - 2015 Driver of the Year**

The Company Driver of the Year was also announced at this year's banquet—Desi Jones was honored for his overall performance and the way he represents himself and Marten Transport while on the road.

Marten extends our sincerest appreciation for the commitment and professionalism of our Million Milers and Driver of the Year.



# Marten's Comprehensive Pay Package

## *Driver compensation is about more than just cents per mile*

While other carriers have sat back and refused to address the challenges posed to drivers by new hours of service rules, delays at customers and the impact of electronic logs, Marten has tackled them head on. That is why today, Marten drivers are among the best compensated drivers in the industry!

Driver compensation is about more than just cents per mile. It's about the total compensation package that pays our drivers even when their wheels aren't rolling. The additional pay our drivers receive for detention time, trailer downtime, and inclement weather shutdown really impacts their earnings. Marten's comprehensive pay package results in an average driver compensation rate of \$0.54 per mile!

Our ability to continue to enhance our pay package is largely due to the efforts of our drivers. Your efforts to help us reduce costs and keep the roads safe have made a big impact. Your cooperation in Marten's initiatives has provided the savings that have allowed Marten to pass on pay increases to you. Thank you for your hard work and dedication to Marten!

### Marten Gains S&P SmallCap 600

Marten was recently added to the S&P SmallCap 600. This is exciting as it recognizes Marten's steady continued growth over the years. This accomplishment would not have been possible without the commitment and hard work our employees put in every day. Thank you all for your dedication to Marten's continued success!

## Marten Driver Salary \$10,000 More Than National Average...

In 2014 the average compensation for Marten's active company drivers was \$53,865/year (includes taxable wages and nontaxable per diem). According to the Bureau of Labor Statistics the average wage for a heavy and tractor-trailer truck driver in May 2014 was \$43,180/year. In 2014 Marten drivers made, on average, \$10,000 more than the national driver average salary! Another reason why the grass is greener at Marten! -- Source: <http://www.bls.gov/oes/current/oes533032.htm>

## Retirement Savings Made Easy with 401(k)

### *Auto Enrollment Planned for November 1st*

Participating in Marten Transport's 401(k) plan is one of the easiest ways to save for retirement! **Plus, you'll gain the benefits of the company match of \$.35 cents on the dollar up to 6% of pay that you contribute! THIS IS FREE MONEY!**

In order to help our employees secure a better financial future, employees who are not currently participating or those deferring less than 6% will be automatically enrolled. *This means if you are eligible and you are contributing less than 6% to the 401(k) Plan, you will be automatically enrolled for a pre-tax contribution of 6% of your gross pay. Look for the Transamerica packet of information in the mail!*

Auto enrollment plan changes will take effect November 1, 2015. For those who don't want to be automatically enrolled or if you would like to change your contribution percent, please contact Transamerica between Sept 28th – Oct 28th at 1-800-755-5801 or log on to [marten.trsuretire.com](http://marten.trsuretire.com).

**\* If you are currently contributing 6% or higher, you will not be affected by the auto enrollment. Don't shortchange your future! Participate in the plan, receive the Marten match and watch your money grow!**



# Dedicated Business Continues to Grow at Marten

## *Increasing opportunities bringing long-term, stable jobs for our drivers*

Marten continues to strive to create long term, stable driving jobs for our drivers. One way we are doing so is by expanding our dedicated business. Dedicated accounts allow drivers more predictable schedules to help balance their home and work life as well as create constant freight, ensuring our drivers are moving on their scheduled days. Marten started 2012 with 112 dedicated trucks; with our recent awards by Coke and Walmart, Marten is expected to roll into fall with more than 700 trucks on the road! As our dedicated operations increase throughout the U.S., more and more customers are reaching out to Marten regarding dedicated solutions. We are excited to be bringing these long term, stable jobs to our drivers, and are proud to say that the driving force behind our dedicated growth is the dedication and hard work of our employees. Keep an eye open as more dedicated operations could be starting in your regional area of operation soon!

### CURRENT DEDICATED BUSINESS

- |                    |                                 |                          |
|--------------------|---------------------------------|--------------------------|
| • Abbyland         | • General Mills                 | • Sam's Club             |
| • Ashley Furniture | • Kroger                        | • Santa Monica Seafood   |
| • Axalta           | • McDonalds                     | • Save a Lot             |
| • Bozzuto          | • McLane                        | • Sprouts—Farmers Market |
| • Coca-Cola        | • Midwest Refrigerated Services | • SweetWater             |
| • Dean Foods       | • Mondelez                      | • Transplace             |
| • DeLaval          | • Ondeo Naico                   | • Walmart                |
| • Dow              | • Pro's Ranch Markets           | • Worcester Dairies      |
| • Ecolab           | • Restaurant Depot              | • Zentis                 |



## Walmart Tomah Dedicated

Walmart has awarded Marten another dedicated operation! This May, Walmart announced that Marten was awarded their Tomah, WI distribution center. This new fleet has added 110 tractors, 120 drivers, and a maintenance/operations team of 20 employees to our company. Marten's reliable service and hard working employees are what make this continued growth with Walmart possible.

## Coke Dedicated



Coca-Cola has awarded Marten a 145 truck fleet operation in the Ohio, Indiana, and Michigan markets! The operation also includes the addition of 15 office personnel. This spring Marten was also awarded the "Most Progressive Carrier" award by Coca-Cola. It is obvious that the hard work Marten employees have put into their daily interactions with Coke are paying off. Thank you to all Marten staff for making this possible!

# The Grass is Greener on the Marten Side!

## *Marten drivers share their personal experiences with the company*

Here at Marten we are continuously striving to ensure our employees' experience is the best the industry has to offer. Other companies try to entice applicants with sign-on bonuses and big promises that they can't fulfill; here at Marten we keep our promises of great benefits, industry best compensation for downtime, and consistent rewarding weekly pay checks. Recently, Marten asked drivers to tell us about their experiences at Marten, and why they think, "*the Grass is Greener on the Marten side*." Here are some of their responses:

"Marten respects their drivers and employees. Marten really cares about its people and that's what makes me care about Marten. As a driver, I have confidence that when I call in my support team, they will listen and do what they can to assist time and time again. I have never been let down. Marten is a forward motivated company and that's where I want to be."

– **Northeast Regional Driver**  
(1 year of service)

"I saw a 50% increase in my pay on day one with Marten, and I've received a one cent per mile increase every year since! Soon I'll be at Marten's highest pay rate, and I get all the miles I can legally run. Most companies drop your mileage once you reach a certain pay per mile, not Marten—if they're going to pay you the big bucks, they're going to get you the big miles too!"

– **Ashley Dedicated Driver**  
(3 years of service)

"Just look at my pay checks!! Awesome crew in Kansas City and the staff up in Mondovi are awesome too!! I will stay here at Marten until the wheels fall off or I retire. Thank you Marten!"

– **Kansas City Driver**  
(5 years of service)

"Nice well maintained equipment, good mileage pay, bonus and detention pay that you actually receive!"

– **Phoenix Regional Driver**  
(3 years of service)

**Tell us why you think the Grass is Green on the Marten side**  
—email us at [retention@marten.com](mailto:retention@marten.com)

## Relay For Life: Marten Employees Give Back!

### *Marten team of fundraisers tops \$11,000 mark for American Cancer Society event*



At Marten we take pride in the generosity of our employees. Over the last couple of months Marten employees joined together to raise money for the American Cancer Society through Relay For Life. The Marten Blue Birds collected cash donations as well as held a Mother's Day plant and craft sale, bake sales, cookouts, and raffles to help get as many people at Marten involved in the fundraising as possible. Their efforts paid off, and the team raised a total of \$11,175.25!

Marten would like to thank all employees who participated in the fundraising events. We'd like to extend a special thank you to Mike Snow, Sr. Systems Administrator for taking the lead on these fundraising efforts. Mike goes above and beyond to dedicate a large amount of time each year to organizing the Blue Birds fundraising efforts.

## \*\*\* BENEFITS OPEN ENROLLMENT \*\*\*

Scheduled for November 3rd-20th! More information to come.

*Marten's health benefit plan grants employees access to UMR's Disease Management Program. The Disease Management Program offers access to UMR's professional nurse coaches who provide confidential and personalized support for employees who are facing specific health challenges. Registered nurses will assist you in setting health goals and discuss success strategies. If you have been diagnosed with one of the following conditions please visit [www.umar.com](http://www.umar.com), select "Health Center," and "Get a health coach." There is no cost to participate!*

- Asthma • Heart failure • Diabetes • Heart disease • Hypertension (high blood pressure)
- Chronic obstructive pulmonary disease

**Below is an example of a Marten employee's success story using the Disease Management Program...**

### 47 year old male:

This member began his participation in the disease management program for diabetes and hypertension in the spring of 2013. At that time, he was not following a healthy diet and was not exercising. Being on the road for long periods of time he found it difficult to make healthy choices and fit physical activity into his day. He expressed concern as he knew his average blood sugar and blood pressure were elevated and he was also overweight. He hoped to lower his blood sugar, lose weight and improve his blood pressure.

The disease management nurse:

- Explored ideas regarding how to fit exercise into his work day
- Discussed ways to improve his diet
- Provided education regarding his medications and the impact dietary salt has on blood pressure
- Sent the member educational materials regarding diabetes and hypertension
- Encouraged the member to set goals
- Addressed the importance of routine screenings such as an annual eye exam

The member:

- Began to make gradual, healthy changes to his diet during his travels
- Started to walk for exercise
- Reduced his intake of red meat
- Started packing healthy foods for his time on the road instead of eating out
- Began to track his daily calories
- Started to experience weight loss
- Scheduled his eye exam



The results:

- Instead of eating bacon and eggs for breakfast, he now packs skim milk and Raisin Bran in the refrigerator on his truck
- He now enjoys grilled chicken sandwiches instead of hamburgers
- He continues to walk for exercise when his truck is stopped
- His average blood sugar improved to a normal range
- At his most recent office visit, he was told his blood pressure was normal
- He completed his eye exam
- He has lost 39 pounds

During his time in the program, this member has made significant lifestyle changes. Not only has he improved his health, he now has the skills and knowledge to maintain his health going forward.

## ◀ 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 ▶ 3rd Qtr 2015

- Wayne Doel—Over the Road
- John White—Upper Midwest
- Jonathan Forer—Kansas
- Davane Gordon—Carlisle
- Glenn Denny—Tampa
- Daniel Morris—Tucker
- Chris Foster—Teams
- Joneta Glassford—Teams
- Bob Salerno—Indianapolis
- Serigne Dioum—Colonial Heights
- Doran Strange—DeSoto
- Matthew Flowers—Memphis
- Brad Heard—Walmart
- Roger Partain—Walmart
- Anthony Kaneer—Intermodal
- Emanuel Ayitey—Phoenix



# Celebrating Marten Employees

While appreciation week is celebrated during the month of September, Marten would like to thank all employees for everything you do year-round. You are what makes our continued growth and success possible!