

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2015

## DRIVER PAY



### Marten Continues to Lead Industry

Company certified a "Top Pay Carrier" in multiple categories.  
**SEE PAGE 2**

## BENEFITS

### 2016 Benefit Plan Deadlines

**SEE PAGES 4-5**

## DRIVER APPRECIATION



### Appreciation Week Full of Fun

**SEE PAGE 6**

## RETIREMENTS

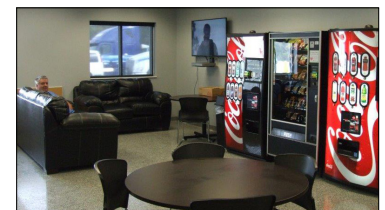


### "End of Fun Run"

Anderson, O'Daniel and Wattenberg, retire after more than six decades of service.

**SEE PAGE 7**

## FEATURE STORY



The Indianapolis terminal has moved to a new location in Zionsville, IN. It's just a few miles down the road from the old location, but it offers much more space for drivers and expanding operations.

## Zionsville Terminal!

*Zionsville terminal opens; offers more secure parking, shop bays, office space and driver lounge*

ZIONSVILLE, IN. -- Since 1994 Marten Transport has operated a terminal in the Indianapolis area. In 2010 due to our growth, we added an orientation building a few blocks down the road. After a very long search for property, followed by a year-long building process, we are pleased to announce the Zionsville terminal is now fully operational, and all under one roof.

As many of you know, we outgrew our old terminal years ago. With being just less than seven acres of property we lacked

office/shop space and parking. The new Zionsville location may only be four miles from our old location but has much more to offer our employees.

Our new terminal includes 14 acres of secure parking for our trucks/trailers, which is more than double the size of the entire old property. Our new maintenance facility has three more shop bays, with each bay fitting a tractor and trailer. In addition we have 2 indoor inspection lanes, indoor fueling, and a fully functioning wash bay.

Our new office/driver section of the building is larger than the entire old terminal. The new terminal has many amenities for our drivers: free laundry facilities, a large orientation room, a large driver lounge, spacious shower facilities and plenty of parking for driver's personal vehicles. Overall, with three times the office/shop space and land, Marten Transport's newest terminal reminds you of our motto "Expect the Best!"

Thank you to ALL and let's keep moving Marten forward!

## DRIVER PAY

# Marten Leads Industry in National Driver Wages Survey



For the past several years, Marten Transport, Ltd. has been certified as a Top Pay Carrier by the National Transportation Institute, publishers of the National Survey of Driver Wages.

The latest edition of the survey is out and Marten again has been certified a Top Pay Carrier.

Marten leads the industry in the following categories:

### **Automatic Detention**

**Pay:** Marten was the first carrier to offer drivers AUTOMATIC detention pay. That means drivers get paid regardless if the company collects detention fees from our customers.

No other carrier comes close to Marten's \$20.00 per hour after one hour practice.

### **Inclement Weather**

**Downtime Pay:** Marten continues to be the ONLY carrier that pays its drivers to shut down in bad weather. With winter weather here, this is critical to keeping our driver earnings consistent

despite poor road conditions.

### **Holiday Bonus Pay:**

Marten's \$150.00 holiday bonus continues to top the industry! With 2 major holidays approaching, drivers can earn an additional \$300.00!

### **Effective Rate per Mile:**

In the 3rd quarter of 2015, Marten drivers averaged an effective rate per mile (total earnings divided by total miles) of \$0.57 per mile! That's the highest rate in our history and helps keep Marten's driver compensation in the top 5% of the industry!

## SAFETY

# Building a Safer Work Environment

*Sleep apnea program and collision mitigation systems key to efforts*

Marten's penchant for leading the industry doesn't stop at driver compensation. Marten also leads the industry in building a safer work environment for our drivers! Here are some examples;

### **Tractors Equipped with Collision Mitigation Systems**

Marten began equipping our new tractors with collision mitigation systems and adaptive cruise control back in 2013. These are the same types of systems found on luxury automobiles. All Marten tractors will be equipped with this technology by the middle of 2016.

### **Sleep Apnea Program**

Fatigue and sleep apnea is a serious

problem, especially in trucking. When the Federal Motor Carrier Safety Administration and its medical review board hinted at new testing requirements for sleep apnea, Marten sprung into action. We realized how important it is for our drivers get the rest you need. At a time when other carriers were turning away drivers with sleep apnea, we were helping ours.

Marten is still the ONLY carrier in the industry that completely pays for the testing, treatment and equipment of drivers with sleep apnea. Today, over 650 Marten drivers are enrolled in our sleep apnea program at NO COST to them. Last but not least, they feel better and are living healthier lives.

### **Inclement Weather Downtime**

Nothing is more important than your safety and the safety of others on the road. We want our drivers to always make the right decision in bad weather without having to worry about your earnings suffering.

Thank you for everything you do to promote safety! We value your commitment and are very proud of the professional men and women operating our equipment up and down the nation's highways.



DEDICATED

## Marten Dedicated Division Continues to Grow

*Company pushing to break the 800 truck barrier for dedicated operations*



This quarter we hit another milestone at Marten dedicated and we want to thank everyone at Marten for helping us get to this point.

We broke the 700 mark for tractors on the dedicated division. In just barely over two months, 200 tractors were

added. We are still growing and just recently added two more fleet operations to start up in Portland, TN and Chicago, IL.

Let's keep pushing forward and work together to find ways to break over 800 tractors!

RECRUITING

## Refer a Driver, Score Big

*Smartphone app makes it easy*

There is no better recruiter than a company's own drivers. That's why we encourage our drivers to engage others when you are at customer locations and truck stops. It's even better when you get PAID to do so! And with the holidays upon us, who couldn't use more cash in their pocket? For every driver you refer that we hire, you will receive up to \$1,000.00! Payout is \$250 upon hire, \$250 at 90 days and \$500 at 6 months. Both the referring driver and the referred driver must be actively employed with Marten at the time of payout. You can even use the handy referral link on the Marten app for smartphones to make sure you get the credit! What are you waiting for? Put more in your pocket today!

MAINTENANCE

## Cutting Edge Trailers

Marten started integrating trailers with the latest technology two years ago. Our new trailers have an added 1/2" of insulation as well as the most fuel efficient reefers available.

Our newer trailers keep products cooler with less effort and less fuel burn. We utilize these trailers in both the warmer climates and our intermodal network. These applications help us take advantage of reefer fuel cost savings at nearly 30%.

At this time, almost 40% of our reefer trailer fleet has this newest technology.

*Marten again paves the way to the future.*

PAYROLL

# Deduction Verification 2016

## Help Us...Help You!

Our payroll department appreciates your help. Please take a look at your pay-check stub and verify your deductions match your enrollment selections.

- Insurance(s)
- 401k
- Tax State
- Flex Plan
- Garnishments

**Please contact payroll with any questions or concerns. Thank You!**

BENEFITS

# Health Risk Assessment

## Online Registration Instructions for UMR 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!

**TO GET STARTED YOU WILL NEED: 1) Hip Measurement, 2) Waist Measurement, 3) Benefit ID Card, and 4) Email address.**

1. Go to **fhs.umr.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 on to 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**.
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**. Create a **username** and **password** and choose two security questions. Record these for future reference. Click **Continue**.
6. Click on **Take a CHRA** located on the right side of the page.

**PLEASE NOTE: If you are not redirected, check to see if a new tab or page has opened.**

7. Click on **Start CHRA** located in the **To Do List** on the right side of the page.
8. Click on **English** or **Spanish**. The CHRA takes about 20 minutes to complete.

**IMPORTANT: Spouses need to create their own account when registering online.**

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

9. When you have answered all questions on the CHRA, click on **Submit**, located in the lower right side of page.

**PLEASE NOTE: 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.

# Teladoc

## 24/7 access to board-certified physicians

Marten is pleased to offer Teladoc, a valuable benefit providing access to licensed primary care physicians over the phone 24 hours a day, 7 days a week.

## What is Teladoc?

TelaDoc is a national network of board-certified physicians who provide quality health care through the convenience of phone or online video consultations for members of any age. Teladoc physicians can diagnose, treat and write prescriptions, when necessary, for routine medical conditions, including: Sore throat and stuffy nose, Sinus infection, Bronchitis, Allergies, Pink eye, Urinary tract infection, and much more.

Teladoc is a convenient, cost-effective alternative for minor medical problems and a solution for the current health care issues of cost and access. The copayment is \$40.00 for each Teladoc visit. You can use your TASC flexible spending card to pay the copayment cost (see page 9 for TASC Flexible Spending Account information).

## Your Teladoc coverage will be available only with enrollment in one of our medical plans

Teladoc services are effective on the date you enroll in a Medical plan. Once you are registered, you will receive your first Teladoc visit free of charge! Additionally, family members covered under one of the Marten health plans can have their registration and first visit at no cost!

## When should you use it?

If you're considering the emergency room (ER) or urgent care center for a non-emergency medical issue; when you can't reach your primary care physician due to time, weather, remote location or a disability; when you're on vacation or on the road; for short-term prescription refills.

**IMPORTANT NOTE: In case of emergency, call 911 or go directly to an emergency care facility.**



**TELADOC**™

## Why wait?

**Set up your Teladoc account today!**  
**Call 1-800-Teladoc (1-800-835-2362),**  
**or go to: [www.teladoc.com](http://www.teladoc.com)**

**Complete your CHRA between Dec. 1, 2015 and Dec. 31, 2015 to avoid additional surcharge for 2016.**

## BENEFITS

# There is Still Time to Spend Your Flex Money

## *TASC Card is easy to use and provides convenient access to funds*

Even though 2015 is coming to an end, you still have time to spend your flex money that you have set aside. Flexible Spending Accounts offer you ways to save money on certain dependent care and/or health care expenses for yourself and your dependents. To be eligible for reimbursement, expenses must be incurred between January 1, 2015 and March 15, 2016. The deadline for filing these expenses is June 13, 2016.

Your TASC Card is easy to use and provides the most convenient and quick method to access your elected benefit funds. Simply swipe your TASC Card when you incur an eligible expense. The TASC Card

pays for and substantiates the expense at the point of purchase, eliminating the need to submit a Request for Reimbursement. Your TASC Card will allow purchases up to the balance amount available from your Flexible Savings Account.

To find more information on your Flexible Spending 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. Please note, if you currently have a TASC Card, keep this card as it can be reloaded each year.

## IMPORTANT REMINDERS

### Referrals are not always covered!

- When your in-network physician refers you to another facility, it does not mean they are in the network....even if your provider is in-network this year it does not mean they will be next year. Provider networks should be confirmed every year!
- There is NO out-of-network medical coverage.
  - Individuals who choose to use a provider that is out-of-network will be responsible for 100% of the cost and will not go towards any deductible.
  - For a list of in-network providers or to confirm your provider is still in-network go to [www.umar.com](http://www.umar.com), or call 800-826-9781.

## KANSAS TERMINAL



**Kansas City terminal cheers the ROYALS on to World Series Victory!**



## DRIVER APPRECIATION

# Terminals Thank Drivers in Unique Ways

*Drawings, games, meals and challenges all part of appreciation celebration*



Food and fun were part of the Driver Appreciation Week. Driver, Philip Angle (center left, with Fleet Manager, Jason Volaric) won a Pre-Trip Inspection Challenge during the Appreciation Week. Employees enjoyed special food and games during the celebration.

National Driver Appreciation Week was September 14th-18th this year. Marten joined the celebration to thank employees for all their hard work throughout the year. Each terminal took time to thank employees in different ways: providing meals, treats, games, challenges and daily drawings. Each employee was provided with a Marten appreciation gift.

The Colonial Heights and Carlisle Terminals made

the week fun by having a pre-trip challenge. Their maintenance departments disabled a number of items on a truck and trailer and the driver that found the most defects during inspection won a prize.

Once again, we want to say thank you to all employees for your hard work throughout the year. We appreciate your efforts to make Marten Transport a name we can all be proud of!

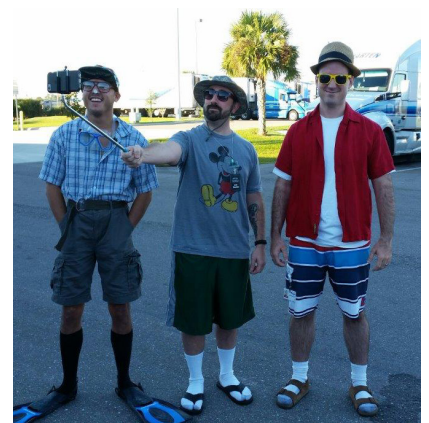
## EMPLOYEE RELATIONS

# First Place Costume Contest Winners!



**LEFT:** Laredo did a great job patrolling the border for our Halloween festivities. As 1st place winner, they were provided free lunch! Congratulations.

**RIGHT:** You have to love the tacky tourists from Tampa!





RETIREMENTS

# End of the “Fun Run” for Marten Trio

*O’Daniel, Anderson, Wattenburg combined for six-decades at Marten*



Joe Drago, Regional Coordinator congratulates driver, Robert O’Daniel on a great career at Marten along with Fleet Manager, Ben Arango.

Ron Anderson receives his commemorative crystal truck from Corporate Maintenance Manager, Chuck Remington.

**Robert O’Daniel** started at Marten as a driver in 1995 and quit in 2001. After finding out that the ‘grass was not greener on the other side of the fence’ he returned to Marten in 2003 and worked as a company driver until his retirement on Sept. 17, 2015. In 2008, Robert was inducted into the Million Mile Club and in 2012 he was inducted into the 2MM Club. Robert has plans to catch up on his long list of chores around the house and then sit back and enjoy retirement. He plans to take time for fishing and help raise his Grandson. Robert is hoping to turn his woodworking hobby into a little business.

Some of Robert’s best memories with Marten are when he had his wife as a rider on the truck and took time off to go deep

sea fishing in OR and sightseeing in CA. Now that he is retired he hopes to be able to travel a little more, but just for fun this time.

Marten would like to thank Robert for his many years of service and also wish him the best of luck in his retirement.

**Ron Anderson** started driving for Marten in 1976 when he was just 23 years old. At that time there were only about 60 company trucks and 3 dispatchers. After 9 years with Marten, Ron decided it was time to buy his own truck.

In February of 1996 Ron elected to come off the road and returned to Marten in the parts room and later the trailer shop. During those years, Ron was also a casual driver for Marten on his days off.

In 2000, Ron was

inducted into the Million Mile Club. Ron plans to continue to drive part time during his retirement. In the near future he also has plans of going south for the long winter months. Ron has enjoyed his time at Marten, especially the many people he has met along the way. To quote Ron, “It was a fun run”. We wish him the best in his retirement and would like to thank him for his many years of service.

**Jerry Wattenburg** started working for Marten in January of 2006 and retired this past October. His goal at Marten was to be inducted into the Million Mile Club, which

he achieved in 2015.

Jerry loved the equipment provided by Marten and will miss all the great people he worked with over the past number of years.

He is not planning to sit idle during retirement.

Jerry and his brother have been restoring a 1980 Crown bus for the last three years. This is one of only seven touring busses built. Jerry drove this exact bus at a community college in the

early 80’s and hopes to have it fully restored and placed back into service by the end of this year. Marten would like to thank Jerry for his service and wish him the best of luck.



CARD CONTEST

# Christmas Card Winners!



**LAUREN, Age 10**



**SHELBY, Age 15**



**RYLEIGH, Age 11**



**JACE, Age 2**

*This year we thought it would be fun to have a contest for employee's children to design our holiday card. We had so many wonderful entries, we couldn't possibly pick just one. The four entries above have been selected to be printed for our Marten Cards and honorable mention for the rest of the little Picassos shown on page 9. Thank you to everyone who participated in the contest! We have amazing little artists in our Marten Family!*



CARD CONTEST



## FEEDBACK

# 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:

---



---



---



---

Name: \_\_\_\_\_ Driver No.: \_\_\_\_\_

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

## RECOGNITION

# Drivers of the Quarter 3rd Quarter 2015

- Mondovi Over-the-road: Jim Harp
- Upper Midwest: Terrance Edwards
- Kansas: Ken Thede
- Carlisle: Roger Foor
- Tampa: Doug Churchill
- Tucker SE Regional: George Willard
- SE Teams: Helena Miller and Edward Clarey
- Indy: Charlie Orr
- Wilsonville: Bill Schumacher
- Colonial Heights: Abdul Ali
- DeSoto: Johnny Hill
- Memphis: Glenn Autry
- Wal-Mart MS: Robert Gates
- NE Intermodal: Chris Daily
- Phoenix: Jose Vasquez
- Wal-Mart AR: William Glenn
- Coke Dedicated OH: Anthony Mines
- Wal-Mart WI: Tyrone McCain

## SCHOLARSHIPS

# Randolph L. Marten Scholarships

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](http://www.marten.com). Completed applications and transcripts must be post-marked no later than March 1st. Applications should be sent directly to Scholarship America.*

