

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2016

1946 - 2016 • Celebrating 70 Years!

SAFETY



A LIST OF SHOP SAFETY TIPS

Basic shop rules to keep technicians and drivers safe.

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COMMUNITY RELATIONS



MEMPHIS IN MAY FESTIVAL

Marten participates in an international event

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BENEFITS

OPEN ENROLLMENT DATES SET

Dates for Benefit open enrollment are November 2-18.

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LOOKING BACK



EVOLUTION OF MARTEN

See how Marten has evolved during the past 70 years.

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Jurupa Valley Addition

Marten opens expanded new CA driver facility



The Jurupa terminal has updated its office and driver amenities. The new facility features a small office and a large driver's lounge. Grand opening is planned for the first part of September.

The first satellite terminal for Marten was opened in Ontario, CA in 1985. Almost 30 years later, in September of 2014 Marten moved to its new location in Jurupa Valley, CA. The new location was great but the driver's lounge and office area were in desperate need of an update.

Work began in early 2016 and the new driver's facility was opened on June 30th 2016. A grand opening is planned for September 9th.

The 3000 square foot expansion was conveniently built next to the shop. It is ADA compliant and is equipped with motion sensor LED lighting. The new

facility has a small office area and a large driver's lounge. The lounge has recliners in the TV area, eating area with kitchenette, computer work station, private showers for men and women, and washers/dryers. Work continues on a picnic area that is scheduled to be completed by September.



The new driver's lounge area in Jurupa Valley terminal has a kitchenette, recliners, computer workstation, washer and dryers and private showers.

RETIREMENT SAVINGS

401(k) Annual Auto Enrollment

Be aware that enrollment changes will take effect as of November 1

Participating in Marten Transport's 401(k) plan is one of the easiest ways to save for retirement! **Plus, you'll gain the benefits with 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!

• If you are currently contributing 6% or higher, your contribution rate will not change.

Auto enrollment plan changes will take effect November 1, 2016. For those who don't want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica by Oct 27th at 1-800-755-5801 or log on to marten.trretire.com.

Don't shortchange your future! Participate in the plan, receive the Marten match and watch your money grow!

COMMUNITY RELATIONS



Marten Part of May BBQ Festival in Memphis

For the fourth consecutive year, Marten Transport participated in the International Festival, Memphis in May. This month-long celebration in the city of Memphis, started 39 years ago. The festival begins with the Beale Street Music Festival. Next is International Week recognizing a different country each year showcasing their food, culture and art. The finale of the festival is the world championship BBQ cooking contest.

With the large format of the festival, Memphis in May approached Marten Transport for assistance in the refrigerated capacity. In addition to supplying trailers to keep the brew cold, Marten entered a team in the World Championship Barbeque Cooking Contest. A collection of 200 plus teams gathered on the banks of the Mississippi River to compete for over \$115,000.00 in prize money. This year Marten's team (known as the "Swinehouse") placed 22nd in beef and 27th in the pork rib entry, respectable after only 4 years and against professional barbeque masters like Myron Mixon, Johnny Trigg and Tuffy Stone. Marten customers and employees were invited to celebrate Memphis culture with good barbeque and craft beer supplied by our partner, Sweetwater Brewing Company.



SAFETY

Shop Safety Tips

For the safety of drivers and technicians everyone MUST follow these basic shop rules.

• Drivers are not allowed **in the truck or in the shop** when the truck is being worked on.

• Lock out/Tag out policy - the keys will be removed from the truck while the truck is in the shop.

• Once the truck enters the shop a driver may not return to the truck without supervisory assistance.

• Be aware of your surroundings. Before getting into the truck, walk around your equipment. Carefully inspect the truck and surrounding area to make sure it is clear.

BENEFITS

***** BENEFIT OPEN ENROLLMENT *****

Scheduled for November 2nd-18th! More information to come.

SAFETY

On Guard Safety Updates

Software upgrade just one of many driver safety enhancements

Marten Transport is pleased to announce additional safety enhancements to our fleet to keep our drivers and the motoring public safe! Beginning September 1, we will be upgrading the software of the collision mitigation system On Guard, currently installed on many of our current tractors and on all new tractors we will be receiving. These enhancements will now allow the system to identify and alert you to large fixed objects in your path. The current system only identifies moving objects in your path. This will further reduce collisions keeping our drivers and the motoring public safe and reducing damage to our equipment. The software upgrades will take approximately 30 minutes to complete during a terminal visit for service or inspection.

This latest improvement adds to the impressive list of safety enhancements Marten has implemented over the past several years to keep our drivers safe and productive.

- Our tractors are equipped with grill guards to protect your tractor from animal strikes and truck stop parking lot accidents eliminating costly downtime for repairs.

- We are the only fleet to offer inclement weather downtime pay to encourage you to pull over when road conditions are too poor to risk driving but keeping your earnings from suffering.

- We offer trailer maintenance downtime pay when a trailer dropped at a non-terminal location needs immediate repairs to be safe and DOT compliant.

- We are the only fleet to provide sleep apnea testing and treatment AT NO COST to our drivers. Other fleets require their drivers to pay for their own testing and treatment.

- Marten was the first large for-hire fleet to equip all of our company road tractors with APUs to improve driver comfort and reduce engine noise and fuel consumption.

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These safety enhancements, when combined with our industry leading automatic detention pay and base mileage rates place Marten drivers at the top of driver pay in the industry. While other companies try to lure drivers with just a higher base mileage rate, we realize that drivers must also be compensated for non-driving time in today's electronic log environment. That's why our compensation package ends up paying a much higher effective mileage rate because we pay drivers for the downtime that our competitors don't.

Everyone at Marten is committed to continually improving our drivers' productivity and job satisfaction. We are constantly looking for new and innovative ways to create the types of jobs that drivers want with the home time they deserve. Thank you for all you do to make Marten Transport the top carrier we are today!

EMPLOYEE RELATIONS

Holiday Card Contest for Employee's Children

This year your child could design the Marten Transport Holiday Card!

Card Contest Guidelines

- "Home for the Holidays" is this year's theme
- Parent/legal guardian must be an employee of Marten Transport
- Only 1 entry per child is allowed
- Designs should be appropriate for business and consumer use
- Artwork must be your own original work/creation
- Do not create an entire holiday greeting card, just the artwork for the front cover
- By entering the contest, entrants agree to have their submitted designs displayed on the Company website, newsletters, blogs, press releases and other communication channels at its discretion without any form of compensation
- Entry forms available at all terminal locations.

Deadline for submitted entries: October 28, 2016



1



1 – 1946, Marten Transport's first truck which Roger Marten purchased with a \$400 loan from his Mother.

2 – 1953, Roger Marten pictured next to one of his earliest milk trucks.



3 – 1983, Cab-over trucks were popular in this era because of strict length laws in many states. With the repeal of length laws many heavy-truck makers moved back to other body styles.



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4 – 1984, Dry van trailers represented 50% of Marten Transport's trailer fleet until 1989 when the fleet went entirely to reefer trailers.



5 – 1986, Marten Transport operated approximately 70 pup trailers between the Midwest and California. This picture was taken outside one of Marten's first satellite terminals in Ontario, CA.



5

EVOLUTION OF MARTEN

11



11 – Today's modern tractor fleet is equipped with collision avoidance system to mitigate rear-end accidents and grille guards to protect drivers and equipment from unnecessary down-time associated with animal collisions.

10



6 – 1992, Roger and Randy Marten took a father/son trip to California in Randy's personal truck, RR1.

6



7 – 1993, Founder, Roger Marten posing for a calendar picture - Roger Marten 1927-1993.

7



8 – 2005, Trucks and trailers began to more closely resemble the equipment seen on roadways today.

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10 – 2016, Marten continues to diversify its operation by opening a dry division.



9 – 2015, Marten increased insulation in trailers to two inches, increasing fuel efficiency and extending time between refueling.

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.
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Mondovi, WI 54755

RECOGNITION

Drivers of the Quarter 2nd Quarter 2016

Randall Wood – OTR E
 Dennis Kelley – Upper Midwest
 Elizabeth Obrien – Kansas City Regional
 Roy Rodriguez – Northeast Regional
 Judy Wilson – Tampa Regional
 Ronald Hightower – South East Regional
 Kimberly Poggi – Teams W
 George Quimby – Teams W
 Jerome Wade – Kroger Dedicated
 Ross Chadd – Western Regional
 Travis Harrison – Mid-Atlantic Regional
 Alejandro Garcia – South Central Regional
 Michael Nix – Memphis Regional
 Robert Gates – Walmart MS
 Curt Nelson – Intermodal
 Michael McMenimen – Phoenix Regional
 Gene Forsythe – Walmart AR
 Matt Wilson – Coke Dedicated
 Mark Soper – Walmart WI
 Michael Reed – Walmart TN

2016 Employee Appreciation Week



Celebrating Marten Employees

This year Appreciation Week is September 12-16th. Marten would like to thank all of our employees for everything you do year-round. You are what makes our continued growth and success possible.