

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2017

SAFETY



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New Medallion Award added to their Awards of Excellence.

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Drivers Honored

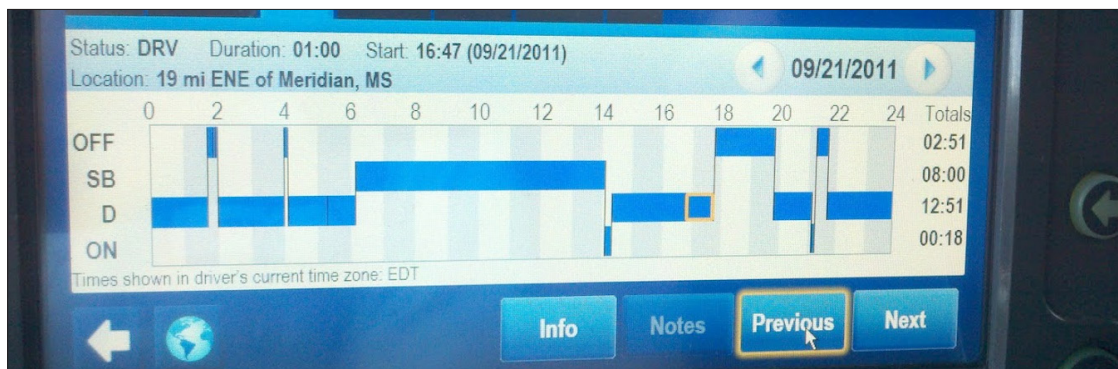
WMCA honors Marten drivers at President's Safe Driving Club luncheon.

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FEATURE STORY

Years of Preparation

Building a solid foundation for our driver's earnings under the new E-Log Mandates



Marten Transport prides itself on delivering consistent positive year over year results. This winning approach to managing our business is what prepares us to face daily challenges and whatever challenges the future holds. In 2016, we worked very hard to deliver stronger results for our drivers in every way, and we expect to do the same in 2017. "Expect the Best" isn't just a slogan we take lightly, it is what drives us every day and what has driven Marten employees for over 70 years.

In December of this year, Federal regulations will require every motor carrier to equip their tractors with electronic logs. There are very limited exceptions to this new rule. Marten Transport switched our fleet to E-Logs back in 2010 and 2011. Over the past several years, we've been making revisions to our driver pay plans and dispatching philosophy with E-Logs in mind. Old paper logs masked all the inefficiencies at customer docks, delays due to bad weather and maintenance issues so carriers built pay plans solely around cents per mile. That doesn't work with E-Logs. That's why Marten developed our automatic detention, inclement weather downtime and trailer maintenance pay programs. We wanted to make sure our drivers' earnings remained in the top 10% of the industry even when the wheels weren't rolling. A few carriers have followed our lead but to date, no other carrier offers anything close to our \$20.00 per hour rates. Marten is still the only carrier that pays inclement weather downtime pay!

We also need to keep your wheels rolling. In order to improve the quality of life for drivers, we increased the amount of loads operating in our regional power lanes to over 90%. This success helped us increase the number of irregular route driving jobs by almost 100. We recognize how important these types of jobs are to drivers because it improves the predictability and frequency of home time as well as consistency of earnings that our drivers really need. We continue to add these types of jobs weekly. Also in 2016, our drivers were live unloaded in under two hours 75% of the time. That's a significant improvement and one that we continue to focus on.

2017 is expected to be much like last year, only with a game changing finish. The regulatory changes in our industry will likely create a lot of opportunity for Marten and our driving teammates. It is the great service our drivers gave our customers last year that has paved the way for these upcoming opportunities, and we thank you all for the hard work. We all need to stay that course, continuously improve in every area we can and together we'll all succeed.

SAFETY



Medallion Award Added to Recognition Program

Nearly 600 drivers honored during the past 20 years

Marten is very proud of the accomplishments of our drivers. Over 20 years ago Marten started its Million Mile program. Since then we have inducted over 560 drivers into the Million Mile Club. We have had 116 drivers to go on to become 2 Million Mile drivers and 25 have succeeded in becoming 3 Million Mile drivers. Someday soon we hope to have a 4 Million Mile driver.

This year we have decided to expand our recognition program to include a Medallion Award. Drivers who are in an Intermodal, local, or dedicated position that do not log more than 80,000 miles a year will be eligible for the award. They must also have

been with Marten a minimum of 8 years accident free. Drivers who have earned their Million Mile award and now drive in one of these positions could be eligible for the second level of this Medallion award after an additional 8 years of accident free driving.

This spring we will be inducting the first group of Medallion award recipients. The award will parallel the Million Mile award program with the same awards in a combined banquet on April 8th in Eau Claire, WI. Look for an article on the new Million Mile and Medallion Ceremony in the next edition of the Transporter.

► 2017 Million Mile and Medallion Recipients

ONE-MILLION MILE CLUB

- Randy Anderson
- Jeffrey Claggett
- Clinton Foley
- Jonathan Forer
- Lawrence Gray
- Billy Howard
- John Lundy
- Jim Reed
- Richard Roth
- Jeffrey Sevon
- Michael Staten
- Alvin Tinnon
- Rodrick Vincent

TWO-MILLION MILE CLUB

- Ernest Rzentkowski
- Mike Katzenbach
- Gerald Saviers

THREE-MILLION MILE CLUB

- Dean Lindemood
- John Sloboda

BRONZE MEDALLION CLUB

- Calvin Ducksworth
- Richard Henderson
- David Kuharich
- Melissa Procopio

Bronze Medallion Continued...

- Larry Allen
- Makell Reese
- James Revelee
- Charles Shaeffer
- Joseph Thomas
- Ryan Tumalad
- William Welzbacker

SILVER MEDALLION CLUB

- James Bolen
- James Miller

BENEFITS

Keeping Costs At a Minimum

Marten offering outstanding coverage with low premiums

It's no surprise the cost of medical claims and prescriptions (RX) continually increase every year. Nationwide, benefit premiums increased approximately 6% last year. However, Marten offered more plan options to better fit our family's needs while keeping premiums nearly flat. All this while continuing to offer outstanding coverage with a wide

array of in-network providers across the country.

Marten is proud to offer these benefits to our employees. In return, we ask employees and their families to be proactive in the following ways to help reduce costs for the future;

- Use Teladoc for common ailments, the first call is free, save time and cost by speaking to a doctor over the phone, RX can be

prescribed as needed.

- Use convenience clinics for common ailments, for a reduced cost instead of a clinic or urgent care visit.

- Only use the ER for emergencies. Often times, ER charges are 4 times the cost of a clinic visit.

- Get your regular wellness check-up, 100% free ... with in-network providers, ensure your

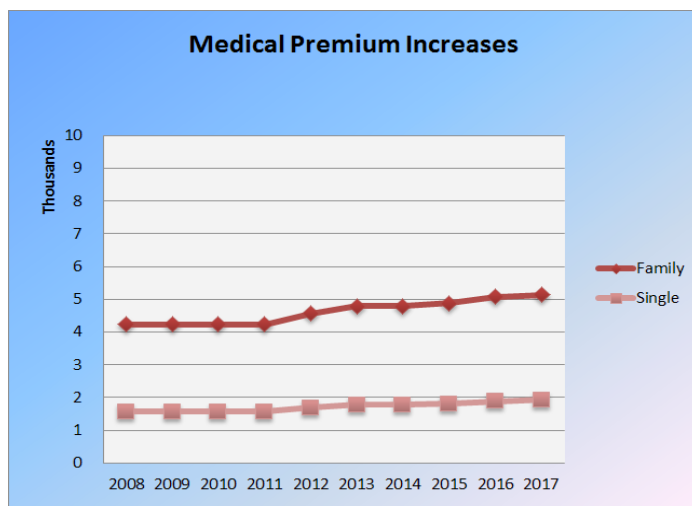
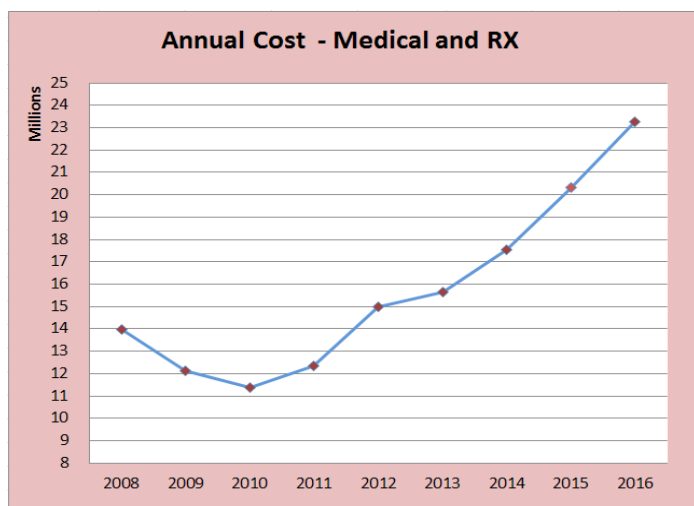
future health.

- Always use in-network providers.

- Mail order prescriptions – receive a 90 day supply for a cost of a 60 day.

- Complete your Health Risk Assessment; know your wellness numbers and save money.

- Use Tasc – tax free money to pay medical and dental expenses.



► RETIREMENT SAVINGS... *How Much is Enough?*

Many financial experts say you'll need around 80% of your preretirement income - each year in retirement. Based on today's average life expectancy, you may need retirement income for 25+ years.

The average Social Security benefit for 2015 is expected to be around \$1,328 a month, or about \$16,000 a year*. And while some people will receive pension benefits from their employer, a majority of your retirement income will likely come from your own savings and investments. So it's critical that you do as much as you can now to save for your future.

Take Advantage of Your Retirement Savings Plan

One of the smartest ways to save for the future is to contribute to your retirement savings plan. Your plan offers three key advantages:

- **AUTOMATIC SAVINGS** - Your contributions are deducted directly from your pay. One less thing you have to do.
- **PRE-TAX CONTRIBUTION** - Your contributions are deducted from your pay before federal taxes, which reduces your current taxable income.
- **TAX-DEFERRED GROWTH** - The money in your account grows free from taxes until you withdraw it. You don't have to pay taxes each year on your contributions or earnings, so there's more money in your account to continue compounding.

RETIREMENTS

Buysman, Remington Retire

Pair combined for nearly 70 years of dedicated service to Marten Transport



Ken pictured with Steve Hale, Jurupa Terminal Manager.



Chuck Remington with Randy Marten, CEO.

Ken Buysman has been a professional driver for almost 47 years. He has driven for Marten for 26 years as an OTR driver. Ken has enjoyed working at Marten because of the great corporate structure and support system. He would like to thank all of the fleet managers that he has had over the years for getting him the miles that he needed, finding the answers when there was a problem and getting him home when he really needed. Ken was inducted into the Million Mile Club in 2003 and received his 2 Million Mile award in 2014.

After retiring in January of 2017, Ken plans to make the big move...literally. He will be relocating from California to Texas. He hopes to relax, catch up with family and friends and squeeze in some time to start fishing again.

Chuck Remington was just 25 years old when he started with Marten as an owner operator in 1974. At that time there was only about 27 trucks at Marten and 4 people in the office. Three of the four office employees had Marten for a last name. This

is a far cry from the almost 2700 trucks and nearly 1000 office employees around the country today.

Chuck drove for Marten until 1990 when he came off the road and started working in the shop on the night shift as a mechanic. Chuck was one of the first drivers to be inducted into the Million Mile Club in 1997. He has worked his way up over the years in the shop to the Corporate Maintenance Manager.

Chuck has enjoyed watching the changes at Marten over the years. He has watched the tremendous growth in size and the changes in technology. When he started there were no computers and all dispatches were done on paper and on the phone.

Chuck says he has worked at Marten for so long it is just a part of him and what he does. After Chuck retires he plans to help his son at his logging company, spend time with family and friends and ride his motorcycle. His positive attitude and constant smile will be missed. Congratulations Chuck and Ken - we wish you all the best in your retirement!

PAYING IT FORWARD

On the Road to Giving...

Tradition of donations to charitable works continues at Marten Transport

Marten has established a tradition of selecting an organization to make a donation in lieu of sending gifts to our customers during the holiday season. In 2013 Marten funded an infusion room at Children's Hospitals and Clinics of Minnesota. In 2014, we sponsored the purchase of custom fit children's blood pressure kits at Children's Mercy Hospital of Missouri. In 2015, a donation was made to the All Children's Hospital of St. Petersburg, FL to upgrade the Autism Center with new items and technology.

This past year Marten chose to remodel the teen lounge at Mayo Eugenio Litta Children's Hospital at Mayo Clinic Hospital, Saint Mary's campus in Rochester, Minnesota. With this donation, teen patients will be able to enjoy time away from their hospital rooms in a fun and inviting environment. This gift will provide items such as art and craft supplies, books, furniture, and a wide-range of technology, making this a welcoming and comfortable space for the Children's Hospital teen patients.

Marten is proud to make these donations in honor of our customers and hardworking employees. It is the hard work and dedication of our employees that make opportunities to pay it forward possible.

BENEFITS

Holiday Contests Get Creative Juices Going

In December we had two companywide contests to help employees get into the holiday spirit. For the Ugly Sweater Contest, we had so many great entries we couldn't pick just one. Travis Jansen (far right) from Mondovi won for creativity and Peter Mathews (left) from Kansas won because his sweater was so ugly it was cute.

Everyone got into the spirit for the door decorating contest. We had doors, walls and even desks decorated. The first place winner went to Desoto for the second year in a row for their "ginger bread house" themed wall and door (top middle). Second place went to Sales Services for their interactive "sELFie" wall (lower right). Third place was awarded to Memphis for their "A Christmas Story" wall, window and door (lower left). Thank you to everyone that participated and congratulations to the winners.



RECOGNITION

Marten Drivers Honored by WMCA



Pictured left to right back row. Thomas Campbell, Paul Wiese, Sirena Dennis, Russell Forcey, Barry Pease, Jan Sloots, Randall Mattox. Front row- Jerry Larsen, Bradley Stinehelfer, Lloyd Rattigan, Matthew Zerbe.

On Saturday February 25th, drivers from across Wisconsin were honored by the Wisconsin Motor Carriers Association's annual Presidents Safe Driving banquet in Wisconsin Rapids, WI. WMCA established the President's Safe Driver Club in 1996 to recognize safe, professional truck drivers in Wisconsin.

A total of 19 Marten drivers were honored this year. Year one: Sirena Dennis, Randall Mattox, James White, Bobby Zellars, Jan Sloots, Bradley Stinehelfer, William Feeley, David Hass, Alexandre Motchalov, Lloyd Rattigan, Barry

Pease, Thomas Campbell. Year two: Christopher Jarvis, Russell Forcey and Jeffrey Padilla. Year three: Matthew Zerbe. Year four: Jerry Larsen and Paul Wiese. Year seven: Kim Holten.

The award has the following criteria: drivers must have 36 continuous months of service with the same employer, no accidents in the past year (on or off duty), a clean Motor Vehicle Record with no citations (on or off duty), be a Wisconsin resident or dispatched out of a Wisconsin terminal and drive at least 10,000 Wisconsin miles per year.

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 | Q1 '17

Jack Abel – OTR
 Randy Mattox – Upper Midwest
 Matthew Benefield – Kansas City Regional
 Stephen Rich – Northeast Regional
 Carlos Davis – Tampa Regional
 Richard Snelling – SE Regional
 Mark Dennis – Teams W
 Darlene Dennis – Teams W
 Anthony DiCarlo – Great Lakes Regional
 Milton Bertrand – Western Regional
 Robert Walker – Mid-Atlantic Regional
 Charles McPhilomy – South Central Regional
 Joseph Darby – Memphis Regional
 Roger Jagers – Walmart MS
 James Revelee – Intermodal
 Mike Tollefson – Phoenix Regional
 Russell Ritcheson – Walmart AR
 Kelly Friend – Coke Dedicated
 Lee Johnson – Walmart WI
 Jeff Farmer – Walmart TN

RECOGNITION

Terminal Drivers of the Year Announced

In 2014 Marten started a new tradition of selecting a driver for each terminal that exemplified what it is to be a Marten driver. The following drivers (names displayed at right) have been named Terminal Drivers of the Year for 2016. Congratulations to each of them.

Of the selected drivers, one driver is then selected to be Marten's Company Driver of the Year. This year Richard Snelling was selected. Richard has been driving for Marten Transport since 2000. Congratulations Richard!

Aaron Sipe -- Carlisle
 Kelly Friend -- Coke Dedicated
 Travis Harrison -- Colonial Heights
 Alejandro Garcia -- DeSoto
 Melissa Procopio -- Intermodal
 Greg Moiser -- Kansas
 Michael Nix -- Memphis
 Cordy "Frank" Bates -- OTR
 Joerg Mueller -- Phoenix
 Carlos Davis -- Tampa
 Richard Snelling -- Tucker
 William Feeley -- Upper Midwest
 Gene Forsythe -- Walmart Clarksville
 Bradley Hutcheson -- Walmart New Albany
 Steve Randall -- Walmart Tomah
 Johnny Jewell -- Wilsonville
 James Wooten -- Zionsville