

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2017

SPOTLIGHT



SINGING TRUCKER

Marten driver has duet with Country star Kellie Pickler.

SEE PAGE 2

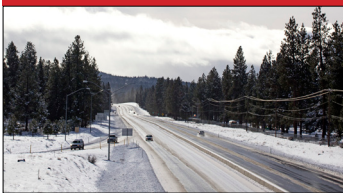
RECOGNITION

TRIO CELEBRATES MILESTONES

McClary, Vallancourt and Johnson have combined for more than 80 years of service.

SEE PAGE 3

SAFETY



WINTER DRIVING

Traction and visibility key to winter safety

SEE PAGE 4

CARD CONTEST



HOLIDAY CARD CONTEST

Great collection of artwork submitted by young artists for Marten Holiday Greeting Card.

SEE PAGE 7

Putting Safety First!

Industry leading innovations drive company

After years of debating and analyzing, all drivers and carriers must practice self-certified Electronic Logging Devices (ELD's) that are registered with Federal Motor Carrier Safety Administration (FMCSA). Citations are now being issued to those carriers operating without ELD's.

Marten Transport has been an early proponent to ELD's in the trucking industry. Having made the change back in 2010, Marten has an advantage over other companies who are just now making the change to ELD's. While using paper logs, a driver could easily adjust their logs if there were issues at a customer dock or any other type of delays. The ELD does not take into account any of those issues. That's one of the reasons Marten Transport developed automatic detention pay, inclement weather pay, layover pay, trailer maintenance and downtime pay.



Safety first is Marten Transport's firm belief. Adding the latest technology to our trucks is just one of the ways we protect and keep our employees safe. Marten trucks will now be equipped with forward facing cameras. The forward facing cameras will be mounted to the windshield of the truck and only record footage of the road ahead. Cameras will not be recording sound. There are many positives of having the forward facing cameras. The cameras will protect drivers on false claims and give a panoramic view ahead of the truck. The cameras will also give the drivers peace of mind on the road.

Lane departure warning is another piece of equipment that Marten is adding to their trucks. The new equipment is a warning system that helps drivers avoid unintentional lane drifting. Installation will start on new trucks coming into the fleet as well as dedicated trucks.

As we move forward, Marten Transport will continue to be an industry-leader in safety and keep our drivers and public safe on the roads.

PAYROLL

There is Still Time to Spend Your Flex Money

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

Even though 2017 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 1st, 2017 and March 15th, 2018. The deadline for filing these expenses is June 13th, 2018.

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 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 maximum amount available from your Flexible Savings Account (less already paid out reimbursement requests).

To find more information on your Flexible Spending Account or to obtain a claim form, log on to www.tas-online.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.

SPOTLIGHT



Country singer Kellie Pickler (left) poses with Marten driver Brad James Wright (aka "The Singing Trucker") and TV Host Ben Aaron (right).

Marten Driver Sings with Star

During the show "Pickler and Ben" on the CMT network, Marten driver Brad James Wright aka "The Singing Trucker" got the opportunity to sing with Kellie Pickler, inside of his Marten Truck. Brad and Kellie did a duet of Keith Whitley's song "Don't Close Your Eyes". Pickler & Ben is a daytime TV program hosted by country music star Kellie Pickler and Emmy-winning television personality Ben Aaron. The show tapes in Nashville, TN and shares the inspiring stories of everyday people doing the extraordinary.



Thank You Veterans

We would like to thank all military personnel who have served in the past and those who are currently serving for the sacrifices they have made to safeguard our freedom.

NEW WEEKEND LAYOVER PAY

Marten Transport is now paying

\$200 PER DAY

to drivers who layover on the weekend!



Marten is fixing customer inefficiencies.

We pay our drivers for layovers, detention, and holiday's,

LIKE NO OTHER CARRIER DOES!



RECOGNITION



Marten Celebrates Long-Time Employees

Johnson, McClary and Vaillancourt combine for 80-plus years

• **Sharon McClary** (shown with Randy Marten below) celebrated 30 years with Marten this past November. Sharon started her career with Marten in the Accounting Department as a temp. Over the years, Sharon has taken on many roles including Front Desk, Mailroom and Switchboard Attendant, and currently Accounting Floater.



Sharon remembers when she started, there were less than a thousand drivers. Back in those days drivers had to send in their trip by envelope to Mondovi. Sharon

remembers, “how the trip envelopes literally multiplied over the years.”

Sharon fondly remembers working with Roger Marten, “When Roger walked around the office, if you asked how he was, he always replied with “wonderful.” He was always so positive and upbeat and it left a lasting impression on me.”

Sharon stated, “I also felt privileged to have worked for Randy for so many years.” Sharon is very proud to have been a part of the Marten Team and worked for such a successful company.

• **David Vaillancourt** (shown at right) has been an over the road driver for more than two decades. This past fall David

decided to retire after being with Marten for 20 years. In those 20 years, David became a two million-mile driver.

David’s wife is the reason he started working at Marten. He remembers how his wife would point out how pretty the Marten trucks looked. One evening he came home from work and his wife told him she filled out an application for him at Marten and they had to meet with a recruiter. David made the comment “how smart his wife was for filling out that application.”



David also gives credit to his two dispatchers Wendy Sobotta and Matt McMahon for the reason he stayed so long at Marten. Currently, David is retired and enjoying life.

• **Phil Johnson** (shown at top seated at table surrounded by Marten employees) started driving with Marten back on October 26, 1987. What a great accomplishment to reach 30 years with one company. When you ask Phil why he keeps driving for Marten? He has a definitive reason.

“No matter what has come up in my life, all my needs have been met and they care enough to take care of me.”

In 30 years of driving for Marten, Phil has received the three-million mile award and is working hard each day to reach four-million miles. Phil would be the first driver in Marten history to reach four-million miles. Congratulations, on being with Marten for 30 years. We look forward to you reaching four-million miles!

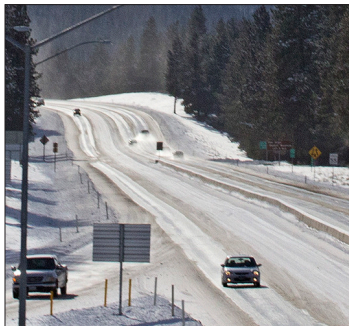
MARTEN IS INTRODUCING A NEW
.02 CPM
 PRODUCTION INCENTIVE



SAFETY

Winter Driving Keys: Traction & Visibility

Winter conditions mean pre-trip inspections even more important



Pre-trip inspections are not only required but are exceptionally important during extreme winter weather. Visibility and tractions are two crucial aspects for safe winter driving. Lights, reflectors and mirrors need to be cleaned from snow and ice to ensure visibility that you can see others and others can see you. Proper inspections of your brakes is important. Ice can

build up in the air brakes in cooler weather. Brakes could freeze and lock up causing a fire. Make sure your air-dryer is properly working. Daily draining of air tanks is the best preventative measure. Properly inflated tires and tread is required for proper traction. The grease on the fifth wheel can thicken up and cause hard to pull the pin. Keep fuel tank as full as possible to keep condensation down to a minimum.

Keep fluid levels high (like antifreeze and windshield washer fluid).

Slow down when you have reduced visibility and traction. Good guidelines to use when roads are slippery or poor traction:

- Roads are wet – reduce speed by 1/4
- Roads are snow packed – reduce speed by 1/2
- Roads are ice covered – reduce speed by 1/3

May even be slower depending on the visibility.

A skid is when tires lose traction with the road surface and is caused by one of the following 4 things:

- Excessive speed
- Over braking
- Over steering
- Over acceleration

Pay attention to the weather alerts. Do not drive in designated shut down areas. **Remember Marten Transport is the only carrier that pays you for shutting down due to inclement weather. Nothing matters if you and your load doesn't make it to the delivery.**

EMPLOYEE RELATIONS

Halloween Costume Fun, Marten Style!

This year Marten had a great turn out for Halloween costumes



IS Department, Mondovi



Operations, Mondovi



Operations, Laredo



Operations, Carlisle



Operations Wilsonville



Operations, DeSoto



Operations, Phoenix



Recruiting, Mondovi



Accounting, Mondovi

EMPLOYEE RELATIONS

Marten Lends Hand to Hurricane Victims

With the recent hurricanes in Texas, Florida, and Puerto Rico it has left some members of our Marten family with unimaginable loss. Marten collected donations as well as monetary donations to help offset some of the expense they will have to their lives back on track. Together we can help make a difference for our fellow blue-birds. Thank you to the donors for making this possible.

THANK YOU MARTEN DONORS!

Catherine Herman	Alison Gorton	Kerrie Butler	Phillip Grant	Terry Douglas	Gerald Fogle
Ashley Gray	K. Deinhammer Timm	Lisa Ryman	Michael Roe	Carl Nell	Charlie Neal
Roger Clark	Nick Hamblen	Randall Maring	Neil Thompson	Peter Lynch	Cynthia Hoagland
Anita Blair	Steve Hale	Samuel Curry	Christopher Meno	Robert Mcpherson	Logan Morris
Maribeth Kneuve	Susan Deetz	Connie Newman	Sebastian Lamar	Justin Rowe	Cynthia Smith
Kelly Litchfield	Doug Petit	Joseph Hyer	Alan Smith	Donavon Nish	Randall Wood
Nancy Cullen	Kathy Degenhardt	Tara Pritchard	Kraig Hollingsworth	Joseph Pangrac	Brian Austin
Kelsey Boland	Ann Bauer	Bessie Wyatt	Oscar Corces	Janis Dunn	Robert Brede
Butch Wiley	Jackie Peterson	Patrick Racosky	Jeffery Janisch	Barbara Ridley	Jamye Smoots
Kris Hoff	Cindy Gregory	Edward Hollis	Steven Shool	Kevin Gadowski	Brian Walters
Randy Baier	Gereil Gatchalian	Roy Wilson	James Bourland Iii	Michael Sanchez	David Johansson
Karen McCoury	Ben Arango	Jay Engstrom	L'anthony Noel	Dianna Morrison	Don Rieu
Michael Collins	Justin Williams	Nicolas Vasquez Jr	Steven Sanders	Frederick Bundschuh	Elijah Moore
Monica Brantner	Nolan Johnson	Robert Dallenbach	Richard Edmunds	Samuel Sosa	Finn Gjerdrum
Eric Waege	Andrew Fossum	Danny Miller	Jeff Tucker	Michael Nix	Gayle Brantly
Dave Parrett	Tyler Atkins	Jeffery Palik	Michael Jenkins	Bart Morris	Greg Stokes
Lawrence Rowlett	Larry Handschumacher	Daniel Ahlers	Ardail Henry Jr	Kathleen Timm	Gregory Pearce
Janet George	DaCotah Ledbetter	Elvin Rosa	D. Pacheco Squiabro	Robert Broomfield	James Miller
Adam Phillips	Connie Ahlers	John Fisher	Michele Lemasters	Paula Bratton	Jean Lubin
Amie Christie	Angelica Gonzalez	Michael Bee	Michael Tollefson	Marcus Howard	Larry Gaskill
Alexa Sax	Eric Gutierrez	Jackie Cox	Mark Freeman	Daniel Means	Nathaniel Ceaser
Jill Drye	Clifford Adkins	Roger Pierce	Don Franz	Joseph Farren	Norman Wooten
Carolyn Thomsen	Otis Jones Jr	Kayti Swingle	Douglas Landis	Charles Tederman	Ricardo Carrillo
Joseph Ryder	William Gudgeon	Vanessa Mercer	Angel Lorenzo Jr	Cathryn Johnson	Robert Cabral
Laura Boland	George Jenks	Jason Cox	Michael Staten	Thomas Herrera	Robert Lamb
Jill Larson	Janos Nagy	Gary Naught	Hugh Richardson	Mark Griffin	Warren Brown
Jim Hinnendael	Charles Rowley	Leslie Pintok	William Schumacher	James Huff	Marten Transport, Ltd.

PAYROLL

Marten has developed one of the top pay packages in the industry.

We want you to have consistent pay checks for yourself and your family.

We recognize at times it has been difficult to check if you were paid properly, and where all of the money was coming from.

Settlement Summary

Check Date: 08/18/2017 - \$1,471.44

\$1,471.44	\$1,598.54	\$0.502
Net	Gross	Effective Rate-Per-Mile


Includes activity from 08/09/2017 through 08/15/2017

+	Trip/Miles	\$1,098.54 6 items
+	Stop Pay	\$300.00 6 items
+	Per Diem	\$743.50 6 items
+	Bonuses	\$200.00 1 items
	Misc	(\$330.00) 10 items
	Deductions	(\$540.60) 16 items

x	Trip/Miles	\$1,959.10 7 items
8/28/2017	653 MI @ 0.440	\$287.32
8/31/2017	652 MI @ 0.440	\$286.88
9/1/2017	566 MI @ 0.450	\$254.70
9/1/2017	387 MI @ 0.460	\$178.02
9/2/2017	750 MI @ 0.430	\$326.80
9/3/2017	822 MI @ 0.430	\$353.46
9/4/2017	618 MI @ 0.440	\$271.92
+	Stop Pay	\$300.00 7 items
+	Holiday	\$150.00 1 items
+	Misc	(\$509.50) 19 items
+	Deductions	(\$789.90) 16 items

Introducing the Marten Difference

A new pay view that breaks your paycheck down in to simple categories



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.

New for 2018 = Reduce copayment for Teladoc Services!

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 \$25.00 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

You must complete your CHRA between Dec. 1, 2017 and Dec. 31, 2017 to avoid a \$7.50 per week surcharge for 2018.

****CHRA can now be done on smartphones and tablet devices.**

CARD CONTEST

Third Annual Holiday Card Contest

This is the third year of the Holiday Card Contest. Thank you to everyone who participated! We have lots of talented children in our Marten family. **HAPPY HOLIDAYS!**

AGE GROUP HOLIDAY CARD WINNERS



Jace - Age 4



Drew - Age 8

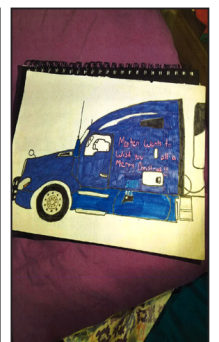
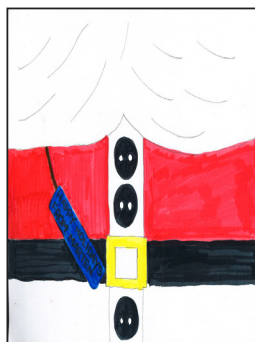
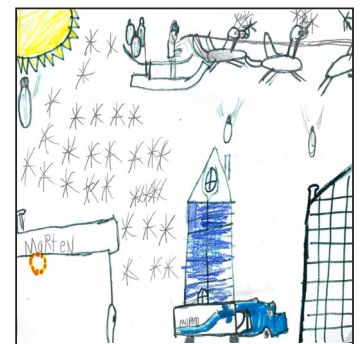
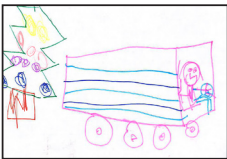


Tayah - Age 10



Alanna - Age 12

HONORABLE MENTION ENTRIES



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 2017

John Henry - Mondovi, OTR
 Tom Gassler - Mondovi, UM
 Raymond Weeks - Kansas
 Rex Keith - Carlisle
 Michael Sanchez - Tampa
 Mark Dennis - Tucker
 Dalene Dennis - Tucker
 Alex Gatica - Zionsville
 Curtis Bankes - Wilsonville
 Jacqueline Perry - Colonial Heights
 Hugh Richardson - DeSoto
 Kirk Craner - Memphis
 Marvin Bankhead - Walmart, New Albany
 Roman Robinson - Intermodal
 Anthony Walker - Phoenix
 Theresa Huliman - Walmart, Clarksville
 Ira Kelly - Coke Dedicated
 Charles Lightfield - Walmart, Tomah
 Kevin Deno - Walmart, Shelbyville
 Eric Bernardino - Dry

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. Completed applications and transcripts must be post-marked no later than March 1st. Applications should be sent directly to Scholarship America.

