

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2018

SAFETY



Safety Awards

26 Marten drivers earn WMCA President's Safe Driver Club

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RETIREMENTS



Dallman Retires

Long-time employee steps away from Marten Transport.

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BENEFITS



Teladoc Options

Why wait when you need care. Talk to a doctor anytime for just \$25 with Teladoc.

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RECOGNITION

Driver's Honored

Drivers of the Quarter, Terminal Drivers of the Year and Driver of the Year announced.

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FEATURE STORY

Excellence Today; Brighter Future

On December 16, 2017 the biggest change to the transportation industry since deregulation went into effect. At Marten Transport, it was just another day. While many companies around the country scrambled to make last minute changes to their systems and scheduling processes, we were already on a journey that began in 2010 when we began switching to E-logs. Since then we have developed pay packages focused around the dynamic environment created by electronic logs. We immediately recognized the need to compensate drivers for down time that E-logs would not allow them to make-up. This lost time was combated with a \$20 an hour detention pay after one hour, inclement weather pay, and trailer maintenance pay. To this day we are still the only carrier with \$20 an hour inclement weather pay.

In 2017 we strived to improve even further. Operations and sales were challenged with the task of eliminating weekend freight that did not keep the drivers moving. This ushered in a strong focus on job creation and dedicated growth. We realize that just like everyone else our driving team wants a consistent schedule that allows them to be home on the weekends. Knowing this we decided to double down on our commitment to eliminate bad weekend freight and announced \$200 per day weekend layover. As an added incentive for going home and coming out on time we implemented .02 per mile premium pay. If

you do your job at Marten, Marten will take care of you and your family!

Our strong focus on safety and technology continues to be refined. To add a new measure of safety we equipped the fleet with forward facing cameras. These cameras have already helped several drivers over turn false accident claims made by motorists. As we move into 2018, more of our tractors will be equipped with lane departure systems to alert drivers when they are crossing lanes without signaling. This system alerts drivers that they may be experiencing fatigue and should pull over to get rested. Marten wants to make sure your career and personal safety are taken care of.

2018 is expected to be one of the busiest freight markets in history. With the challenges all trucking companies face today in securing drivers, Marten has positioned itself as the best carrier in the industry to work for. We will continue to push the envelope when it comes to driver pay, safety, and technology. We have already added over 400 dedicated jobs since December and the year is just getting started. It is through great sacrifice, hard work, and dedication from all our employees, that has positioned us as the best carrier in the industry.

We want to sincerely thank you for everything you do each day. Let's continue to expect the best from ourselves and teammates daily and make 2018 another success.

New Dry Van Logo Unveiled!



Be on the look out for the new dry van trailer decal. The redesigned logo is more clean and simple.

DRIVER PAY

EARN MORE AT MARTEN 

NEW .02 CPM PREMIUM PAY

WE WILL PAY A TOTAL OF

\$250,000

PER MONTH

ALL REGIONAL AND OTR DRIVERS QUALIFY

TALK TO YOUR FLEET MANAGER TODAY FOR DETAILS!



SAFETY

Marten Drivers Receive Safety Awards

26 drivers honored for commitment to professionalism, safety

Wisconsin Motor Carriers Association also known as WMCA, established the President's Safe Driver Club in 1996. The President Safe Driver Club recognizes safety in professional truck drivers in Wisconsin. Marten honored 26 drivers this year. In addition this year, Marten was proud that driver Manuel Ortiz was honored as the 2017 November Driver of the Month, for his commitment to safety and his professionalism both on and off the road. Congratulations to all of this year's award recipients!

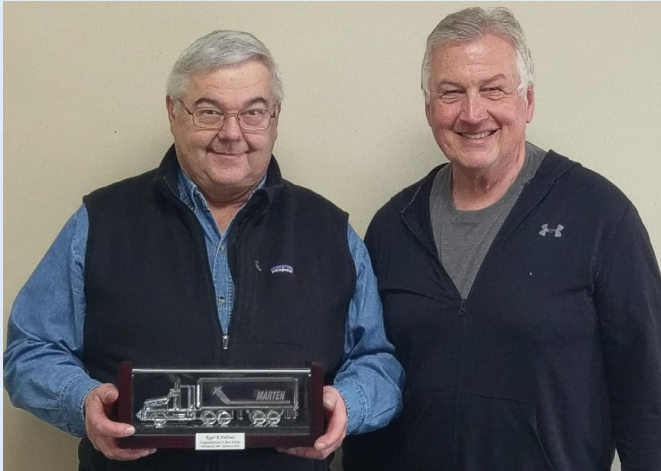


1-YEAR AWARD WINNERS: Jason Albertson, Todd Almblad, Timmet Bonapartes, John Burczyk, Darwin Clark, Gregory Goodine, Jamie Hemphill, Allen Paszek, Phineas Schrock, Kevin Zbilicki. **2-YEAR AWARD WINNERS:** Thomas Campbell, Sirena Dennis, David Hass, Charles Lightfield, Randall Mattox, Alexandre Motchalov, Lloyd Rattigan, Jan Sloots, James White, Bobby Zellars. **3-YEAR AWARD WINNERS:** Russell Forcey, Paula Gilstad, Jeffery Padilla. **4-YEAR AWARD WINNER:** Don Franz. **5-YEAR AWARD WINNER:** Paul Wiese. **8-YEAR AWARD WINNER:** Kim Holten

RETIREMENTS

Three Decades and More!

Dallman retires after nearly 40 years, Martin celebrates 3rd decade



Roger Dallman with Randy Marten

Roger Dallman retired in January after working at Marten for nearly 36 years. Back in 1982 (when Roger began working at Marten), there were only 108 trucks in the entire fleet. Roger started his career working in the Shop before transitioning into a Training position.

Over the years, computers were a big tool that Roger used. "1996 & 1997 were a big turning point for computers and the hardest part about a computer was teaching yourself how to use them," Roger said. The highlights of Roger's career that really stands out to him are working with Roger and Randy Marten. Roger said the most rewarding part of his job was helping others receive knowledge and helping them learn how to understand and how to do their job.

Traveling and working on his tractors is the plan for Roger during retirement. Thanks for the many years and congratulations on your retirement Roger!



Mark Martin with Randy Marten

Mark Martin celebrated his 30 years in January at Marten. There has been a lot of changes over years. Mark said one of the changes, is when he started there was only 700 trucks and now today there is 2850. Not only did we increase in truck count we also went up in size. There were only two locations back in 1988 and today we have 13 terminals. Mark said he has worked with great people from the past to present.

Congratulations on 30 great years!

2018 Million Mile and Medallion Recipients

MILLION MILE AWARDS

- Robert Arroyo Jr. - Three Million Mile
- Clarence Jones - Two Million Mile
- Calvin Tate Jr. - Two Million Mile
- Roger Cook - Two Million Mile
- Pisaga Saau - Million Mile
- Hugh Richardson - Million Mile
- James Noble Jr. - Million Mile
- Karen Spencer - Million Mile
- Danial Baynes - Million Mile
- Kimberly Poggi - Million Mile

- Matthew Zerbe - Million Mile
- Mike Riley - Million Mile
- William Cruys - Million Mile
- Larry Lollies - Million Mile
- Matthew Tilton - Million Mile
- Kerry Broll Jr. - Million Mile
- Brad Wheat - Million Mile
- Michael Jenkins - Million Mile
- Lenny Jeffers - Million Mile
- Claude Morgan Jr. - Million Mile
- Daniel Morris - Million Mile

MEDALLION AWARDS

- David Crittendon - Bronze
- Jeffery Dunwoody - Bronze
- Ramon Quesada - Bronze
- Moises Marquez - Bronze
- Glen Kutinsky - Bronze
- Jamie Lynn Hemphill - Bronze

PAYING IT FORWARD



Helping Children & Families in Need

Tradition of donations to charitable works continues at Marten Transport










As a standing holiday tradition Marten donates a generous gift to a children's hospital that is currently treating or continuing to treat a child of a Marten employee. For 2017, Marten Transport has made a donation gifts to the Children's Hospital & Medical Center of Omaha, NE Medical/Surgery floor and . Many children being treated on this floor are confined to their room with limited visitors which makes for long days for both patients and their families. Through this donation, patients and their visitors will enjoy new toys, electronics, movies, and prizes for daily games. The Carolyn Scott Rainbow House provides patient families whom have traveled a place to stay, eat meals, wash clothes and take a break from the hospital; a true sanctuary for families during their loved ones hospital stay. With this donation Children's Omaha will continue to transform the lives of children in need.



NEW PET POLICY

Marten Transport now permits our full time drivers, who are solely assigned to their own sleeper truck to have dogs with them while they are on the road.

As part of this policy drivers must agree to the following terms and conditions:

-  Employees are responsible for a pet deposit and a cleaning fee
-  Dogs only, 25lbs or less, no aggressive breeds
-  Pets must be spayed/neutered
-  Pet carrier/crate is required
-  Drivers are responsible for picking up and disposing of pet waste
-  Pets must be secured on a leash at all times while on Marten property
-  Pets are not allowed inside Marten facilities
-  Drivers with pets will not be assigned new trucks
-  Drivers with pets do not qualify for loaner trucks

❖ Contact your fleet manager if you are interested in having a pet in your truck

 **It's Dog Gone Awesome!** 

BENEFITS

Skip the Waiting Room!

Teladoc offers convenient options around the clock, every day of the year

Why wait for
the care you
need now?



Did you know there's a convenient and affordable healthcare alternative? With Teladoc®, you can be connected with a licensed physician in minutes, not hours or days like you would at the ER, urgent care or with your PCP. And, you can get care from wherever you are: home, office or traveling.

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from work or home

A doctor calls you
back in 10 minutes,
(median call back time)

Get the care you need
at a price you can afford

VS.



ER OR URGENT CARE

Drive to the nearest
office while sick

Wait hours before
seeing the doctor

Pay high ER and
urgent care fees

**COMMON ISSUES TELADOC
DOCTORS TREAT INCLUDE:**

- Respiratory Infection
- Allergies
- Bronchitis
- Cold and Flu Symptoms
- Skin Problems
- Sinus Problems
- And More!

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Teladoc doctors are available 24/7/365 to provide quality care for non-emergency health issues through the convenience of phone or video consults.

You receive one free consultation per year.

Talk to a doctor anytime for \$25!

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 1-800-Teladoc

Available on the iPhone
App Store

ANDROID APP ON
Google play

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 | Q4 '17

OTR – Phillip Hardison
 Upper Midwest – Paul Gilstad
 Kansas – Janis Dunn
 Carlisle – Robert Sears
 Tampa – Amy Rose
 Tucker – James Noble, JR
 Zionsville – Anthony DeCarlo
 Wilsonville – Reginald Barnhart
 Colonial Heights – Dwayne Allen
 DeSoto – George Kuipers
 Memphis – Dexter Carter
 Wal-Mart – New Albany – Paul Kidd
 Intermodal – Ronald Leoni
 Phoenix – James Sanders
 Wal-Mart- Clarksville – Douglas Berthia
 Coke Dedicated - Darrell Cook
 Wal-Mart Tomah – Al Pazek
 Wal-Mart Shelbyville – Koya Afflick
 Dry – Hayford Diawuo

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 2017. Congratulations to each of them.

Of the selected drivers, one driver is then selected as Marten's Company Driver of the Year. This year Kenny Black (Colonial Heights Terminal) was selected to this special honor. Kenny has been driving for Marten Transport since 2009. He will be honored at the Million Mile Banquet. Congratulations Kenny!

OTR - Wayne Doel
 Upper Midwest - Paul Gilstad
 Kansas - Dallas Dague
 Carlisle - Robert Sears
 Tampa - Catherine Shields
 Tucker - Markey Waters
 Zionsville - Anthony DeCarlo
 Wilsonville - Reginald Barnhart
 DeSoto - Hugh Richardson
 Memphis - Willie Dillon
 Wal-Mart New Albany - John Potts
 Intermodal - Roman Robinson
 Phoenix - Christen Pearson
 Wal-Mart Clarksville - Douglas Berthia
 Coke Dedicated - Ira Kelly
 Wal-Mart Tomah - Charles Lightfield
 Wal-Mart Shelbyville - Rondal Markwell