

MARTEN TRANSPORT, LTD.

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2018

## BENEFITS



### Benefits Enrollment

Watch for open enrollment dates for benefits.

**SEE PAGE 2**

## EMPLOYEE RELATIONS



### Marten Holiday Card Contest

Details on how to provide the artwork for this year's Marten Holiday Card.

**SEE PAGE 2**

### T-shirt Design Contest Winners

Driver Matt Viers and IS Manager Brian King submitted winning designs.

**SEE PAGE 4**

## OPERATIONS



### Digital Cameras

Digital cameras are replacing disposable cameras in our tractors. Owner Operators and Company Drivers will be issued cameras.

**SEE PAGE 4**

## FEATURE STORY

# Earn More at Marten

*New rules offer more pay opportunities for drivers*



### Increased Automatic Detention Pay

- \$15 for the first hour...
- \$20 for all hours after

### New Guaranteed Minimum Pay

- For select Dedicated runs... coming soon to remaining Dedicated, Regional and OTR

### All Dry Drivers!

- New \$.02 per mile premium pay!

### Salary Cap for Regional/OTR Drivers

- Increases \$.01 AGAIN

*It has never been easier to refer drivers to Marten!*

**Plus ... earn \$2,000 for the first referral, then earn \$2,500 for all other referrals within the year!**

*Top Pay, Benefits and our Commitment to Safety ... the Total Package your Family Deserves!*

## PAYROLL

# Drivers, Earn Extra Holiday Pay!



As a Marten driver you have the chance to earn an extra \$550 by the beginning of next year! Talk to your fleet manager today about eligibility!

- **Thanksgiving Day** (earn an extra \$150)
- **Christmas Day** (earn an extra \$200)
- **New Years Day** (earn an extra \$200)

## BENEFITS

# 401(k) Annual Auto Enrollment

*401(k) auto enrollment changes will take effect 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 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, 2018. For those who don't want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica between September 24 and October 24th at 1-800-755-5801 or log on to [marten.trsuretire.com](http://marten.trsuretire.com).

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



## Benefit Open Enrollment Coming Soon

Benefit open enrollment is scheduled for October 23rd - November 9th. Keep an eye out for benefit information in the mail and on Omnitrac.

## EMPLOYEE RELATIONS

# Holiday Card Contest

*Design the Marten Transport Holiday Card!*

### Card Contest Guidelines

- "Holiday Memories" is the theme for this year
- Entrants must be employees or children of employees
- Only 1 entry per person 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 or can be emailed to [jobs@marten.com](mailto:jobs@marten.com)

**Deadline for submitted entries: November 15th**



## BENEFITS

## Top Diagnosis Treated by Teladoc Consultation

- Acute sinusitis
- Acute upper respiratory infection
- Acute maxillary sinusitis
- Rash and other nonspecific skin eruption
- Urinary tract infection
- Acute bronchitis
- Acute pharyngitis
- Acute vaginitis
- Essential (primary) hypertension
- Flu

**REMINDER: You can take a Doctor With You! Remember that urgent care and the ER are not your only options. Teladoc is a great resource to use. Download the Teladoc app and have Teladoc available anytime, anywhere!**

Teladoc is a national network of U.S. board-certified physicians and pediatricians that lets you resolve your routine medical issues, on-demand 24/7, via phone or online video consultations from wherever you happen to be!

## SAFETY

## School Bus Safety

*Reminder that school is back in session*

With the school year back in session keep these tips in mind for the safety of children.

- When a school bus or children are present slow down and proceed with caution, obeying all traffic laws and speed limits.

- Always stop for a school bus that has stopped to load or unload passengers. Red flashing lights and an extended stop arm tell you the school bus is stopped to load or unload children. Under certain conditions State Law requires you to stop.

- If you are on a two-lane roadway, you must stop.

- If you are on a roadway that has two or more travel lanes traveling in each direction and you are traveling the same direction

as the bus, you must stop.

- If you are on a roadway that has at least two or more travel lanes traveling in each direction and you are approaching, meeting the bus, you do not have to stop, merely proceed with caution.

- Be alert and ready to stop. Watch for children walking in the street, especially where there are no sidewalks. Watch for children playing and gathering near bus stops. Watch for children arriving late for the bus, who may dart into the street without looking for traffic.

- When driving in neighborhoods or school zones, watch for young people who may be in a hurry to get to school and may not be thinking about getting there safely.

## EMPLOYEE RELATIONS

## Marten Employee Appreciation Week

*Saying special thanks to all our hardworking employees*

Appreciation week was celebrated **September 9th - 15th**. Marten would like to thank all of our employees for everything you do, all year-around. You are what makes our continued growth and success possible. KEEP UP THE HARD WORK!!

- **Make sure to get your Appreciation goodies if you haven't already done so.**





## EMPLOYEE RELATIONS



## T-Shirt Design Contest

Thank you to everyone that participated in our T-Shirt/Slogan Design contest. We had over 40 entries!

If you see Driver, Matt Viers or IS Manager, Brian King make sure to say congrats on winning the T-shirt design. Matt's design is "When my wheels aren't turning, I keep earning at Marten!" Brian submitted, "Success, it's a Marten *Thing*" shirt.

Congrats on coming up with such great designs!

## OPERATIONS

## Digital Cameras

*Replacing disposables in tractors*



Digital cameras will be replacing disposable cameras in the tractors. Cameras should be placed in the glove box or overhead compartment along with the extra batteries, cord and instructions. Both Independent Contractors and Company Drivers will be issued cameras. Digital cameras are assigned to the driver but stay in the truck, similar to the scanner. Extra SD cards will be available at each terminal.

## RECOGNITION



## Marten Participates in Community Events & Safety Education

Marten Transport provided a truck and trailer in a recent Safety Day event at the Buffalo County Fairgrounds. By letting the kids sit in a Marten semi, they were able to see the blind spots that drivers in semi-trucks and busses encounter. July was a great time to have Safety Day with the start of school right around the corner.

August brings the Buffalo County Fair in Mondovi and again Marten Transport was there to help. Employees volunteered their time to help with one of the booths at the fair, along with donating a Marten Trailer to keep food and drinks cold for the weekend.

## RECOGNITION

# Marking 30 Years at Marten

*Gibbs, Hoff, Dehnke, Isaacson and McCoury have seen much change*

Congratulations to the many employees who are celebrating 30 years with Marten Transport.

**Bryan Gibbs** (*Correction from last edition of the Transporter*)

Bryan Gibbs began his career at Marten in 1988. When Bryan started at Marten he detailed trucks before moving into a tech position. Today Bryan is the Parts Room Manager at the shop. Bryan remembers when he started there were only three terminals and today our locations have multiplied.

Bryan enjoyed listening to Roger Marten tell stories from time passed. He has spent time on the safety committee here and is very proud how Marten takes safety first by allowing employees to take first aid and CPR classes. Bryan has been with the Mondovi Fire Department for 30 years and has volunteered as an EMT for 20 years. You would say safety is a priority to Bryan.

**Kristin Hoff**

Kris has worked in several different positions over the last 30 years, including Executive Assistant, Collections Specialist, and Credit Manager. Currently, Kris is a Senior Accounting Manager overseeing Billing, Accounts Receivable, Credit, Collections and Freight Rater. In 1988, Kris remembers there were only 590 trucks and the cost per share was \$6. Today there are 2,773 trucks and stock price is over \$20 per share. Kris would like to add that Marten's employees make this an awesome company to be a part of.

**Lorraine Dehnke**

Back in 1988 Lorraine started out as the "Money and Check call girl" giving out advances to the drivers over the phone. Things changed dramatically over the years with the addition of computers in all the trucks. This eliminated her initial position and so she moved to OTR

Operations and then Intermodal Operations department.

When Lorraine started there was just one building at the corporate office and in later years two other additions took place to accommodate the growing company. Lorraine remembered back in the day when phones lines went down in Mondovi they had to send a person to the next town to call the outside terminals so someone could contact the customers and drivers and let them know what was going on!

Another memory that sticks out to Lorraine was one night when Dan Jankee (3rd-shift manager, now retired) had to bring his two boys to work with him. The boys brought in sleeping bags and camped overnight at Marten. Today one of those boys, Lee Jankee, is her current supervisor. Lorraine would like to add that she has worked with many great people and made a lot of friends throughout the years.

**Dale Isaacson**

When Dale started in June of 1988, he was the night shift Custodian and moved to the Trailer Shop in 1989 and to the Reefer Shop in 2005. Dale remembers back in the day the Foreman had his desk out on the floor and so every time the Foreman took a phone call, the shop couldn't operate any air tools or make any noise until he had completed the call. When trailers would come into the yard they would have ice bergs on the bottom of the trailers and mechanics had to use a torch to melt the ice. The mechanic would be soaked and frozen after finishing the job. Over the years, with the growth of the company, many of these tasks changed for the better!

Today, Dale is the Trailer Shop Lead and also Asset Tracking Specialist. He will never forget how he got started at Marten or all the people he has met and helped him along the way. One of Dale's most cher-

ished possessions is the 2001 Marten Community Service award that he shares with Bryan Gibbs and Dan Blair in appreciation from Marten for service to the community as members of the Mondovi Fire Department. Dale is a 20 year member of the Department.

**Karen McCoury**

Karen has worked at Marten for 30 years and has worked in Safety, Risk & Operations departments. When Karen started at Marten she audited driver's paper logs and had to do them manually for each and every driver. To this day Karen remembers how when we needed to review a bill of lading, it would take weeks to get by mail.

In 1990, Karen met Alan, a southern boy who drove for Marten. A few years later he moved to Mondovi and they were married in 1998. In 2011, Karen went with Alan when he hauled two pieces from the fallen World Trade Center Towers (9/11/01) from New York City to Hattiesburg, MS. Marten was honored to be chosen to haul this precious cargo to the University of Southern Mississippi in a specially decorated memorial trailer (shown below).

Karen has made many life-long friends at Marten along with great memories of visiting with Roger. Karen has a high appreciation for Randy and the weight he bears having a company the size of Marten with 3000 + trucks on the road each and every day and the liability carried with it.



## McClary bids Marten a fond farewell after three decades



After working almost 31 years at Marten Transport, Sharon McClary decided it was time to retire. Sharon worked in the Accounting Department and had numerous job changes throughout her employment. Some of these include: Front Desk, Floater, Mailroom, Payroll, and Accounts Payable. How paperwork gets filed is one of the biggest changes Sharon has seen over the years.

Sharon is proud to have worked for both Roger and Randy Marten. Traveling and playing golf are just a few things you will now see Sharon doing in her free time. Thanks for the many years of service, best wishes and congratulations on your retirement Sharon!



## 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:

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

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

## RECOGNITION

# Drivers of the Quarter | Q2 '18

OTR - Jack Abel  
 UM - Roger Cook  
 Kansas - Marlin King  
 Carlisle - Robert Sears  
 Tampa - Dan Ramos  
 Tucker - Randall Beacham  
 Zionsville - Fred Bundschuh  
 Wilsonville - Richard Brown  
 Colonial Heights - Travis Ivey  
 DeSoto - Thom Seak  
 Memphis - Steve Wood  
 Walmart New Albany - Ken Rhea  
 Intermodal - Melissa Procopio  
 Phoenix - Joy Conner  
 Walmart Clarksville - Richard Hackett  
 Coke Dedicated - Arthur Walker  
 Walmart Tomah - Robert Tudahl  
 Walmart Shelbyville - William Christian  
 Dry - Kansas - Darren Reese  
 Dry - Tucker - Tila Thompson



# GET WEIGHED & GET BACK ON THE ROAD FASTER

## SAVE TIME WEIGHING

Weighing on a CAT Scale just got easier!  
 Create a Weigh My Truck account,  
 get the app & start saving time today!



If you have any questions, please call:

**Your Fleet Manager**  
 OR  
**24-Hour Help Desk**  
**1-877-CAT-SCALE**  
**(228-7225), ext. 6.**

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