

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



## SAFETY



### WINTER DRIVING

Safe driving tips for the upcoming winter weather.

**SEE PAGE 2**

## BENEFITS

### TELADOC OPTIONS

When illness is added to your itinerary you've got Teladoc.

**SEE PAGE 3**

## COMMUNITY



### BIKE DONATED

Marten donates a bike to safety awareness program at Mondovi Elementary School.

**SEE PAGE 5**

## EMPLOYEE RELATIONS



### COSTUME CRAZY

Marten employees go all out for honor of best Halloween costume.

**SEE PAGE 6**

# New Pay Announced

*It's never been easier to earn more at Marten!*

**NOW  
ANNOUNCING**

**NEW  
PAY**



**GUARANTEED PAY FOR ALL REGIONAL, DRY AND OTR DRIVERS**

Marten Transport recently introduced their new guaranteed pay packages. This allows drivers to consistently make a minimum amount each week, while still being able to maximize their weekly paycheck and earn even more! Minimum amounts can differ by fleet but are available to all dedicated, regional, OTR and dry drivers. This is just another way that Marten leads the industry in driver pay.

## HOW TO EARN GUARANTEED PAY

- ⑤ Come out of the house on time
- ⑤ No at fault load failures
- ⑤ Do not refuse any loads due to personal reasons
- ⑤ Work minimum of 5 days in pay period
- ⑤ Do not go home early
- ⑤ Scan in all paperwork within 10 hours of completing loads

### THINGS TO UNDERSTAND

- ⑤ Any trip picked up before 15:15 Tuesday and released after 15:15 Tuesday will be paid up to 80% of the pay based on driver's current location at payroll cutoff.

### EARN MORE

**REGIONAL: \$1,000**  
**DRY: \$1,000**  
**OTR: \$1,100**



SAFETY



## Important Reminders for Winter Driving

*Tips for safe truck driving during the inclement-weather months*

- **Slow down.** Most at fault accidents are due to excessive speed. Driving at the speed limit may be legal, but is often too fast for snow covered or icy road conditions. **DO NOT HURRY.**
- **Don't travel as part of a pack.** Traffic seems to move in 'packs' on the highway. Find a safe way to get away from the pack and travel alone. The goal being to maximize the distance around your vehicle.
- **Don't follow the tail lights of the vehicle ahead.** When the snow is so heavy, visibility is low, seeing the tail lights of the vehicle ahead, this means following too closely.
- **Use good judgment.** If the weather is severe, get off the road. Find a place to get off the road safely and wait until conditions are safe.
- **Don't stop on the shoulder of the road.** Especially in low visibility situations, when driving in winter, especially 'blinding snow', other vehicles can mistake your position for being on the road and as a result, may slam into the back of your rig.
- **Braking.** Some drivers like to use the Jake brake in less than perfect weather conditions. **DO NOT ENGAGE THE JAKE BRAKE ON ICY ROADS.** Try to avoid overusing your foot brake, unless the entire unit is absolutely 'straight' on the road. Don't over brake when the entire unit isn't straight... the trailer can slide and spin you out of your position.... the truck slows down, and the trailer does not. This is especially true, when the trailer is empty.
- **Be certain.** Be absolutely certain during your pre-check before you leave, that the defroster and heater are working properly. Wipers, wiper motor, lights, esp. brake and tail lights, washer fluid is topped up, all brakes are set up and windows and mirrors are completely clean before departure.
- **Keep tractor and trailer lights clean.** When you're able to stop in a safe place, clear the lights off of snow and ice, which builds up in bad weather. Keep everything clean, so you can **BE SEEN.**

**Remember, Marten Transport is the only carrier that pays you for shutting down due to inclement weather. Nothing is more important than the safety of our drivers.**

BENEFITS

# Plan Registration and Teladoc

*Online CHRA instruction and contact information for on-call doctors*

## 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!

**You can complete your CHRA December 1, 2018 through January 30, 2019 to avoid a surcharge in 2019.**

**TO GET STARTED YOU WILL NEED: 1) Hip Measurement, 2) Waist Measurement, 3) Benefit ID Card, and 4) Email address.**

1. Go to **fhs.umar.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.**

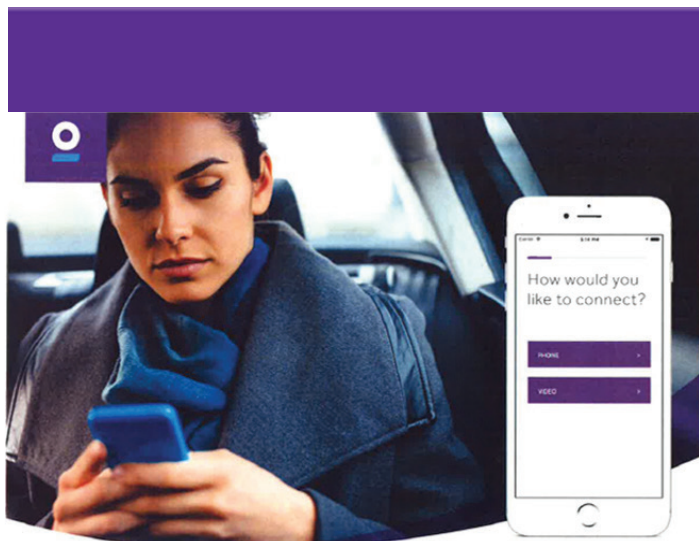
7. Click on **Start CHRA** located in the **To Do List** on the right side of the page.
8. Click on **English** or **Spanish**. The CHRA takes about 20 minutes to complete.

**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.**



When an illness is added to your itinerary,  
**you've got Teladoc!**

If you get sick when you're traveling, connect with Teladoc. You can speak with a licensed doctor by phone or video anytime, anywhere---even when you're traveling out of state.

*\*Not available internationally*



24/7 access anywhere



Convenience by phone or video



Prescriptions sent to a nearby pharmacy

**Talk to a doctor for \$25**

🖥 Teladoc.com 📞 1-800-Teladoc 📱 Download the app



**SAFETY**

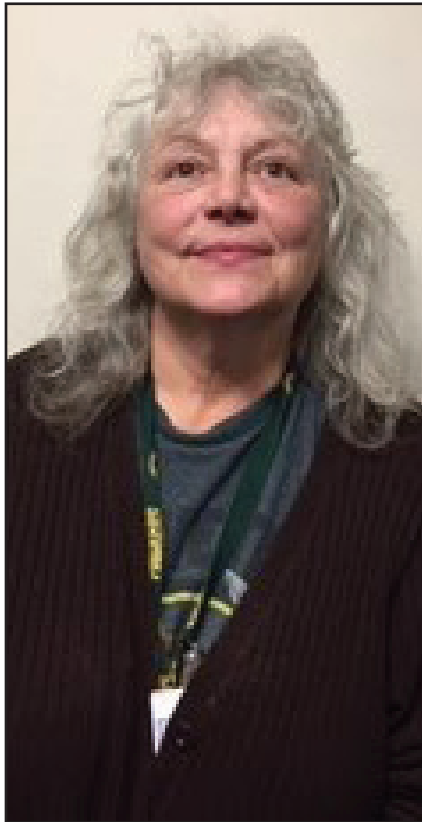
# A “Thank You” for Making Safety a Priority

## *Driver writes letter praising On Guard Collision Mitigation System*

“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 are equipped with the collision mitigation system, On Guard. These safety enhancements help identify and alert drivers of moving objects in their path. As a result, they have reduced the number of total collisions, keeping our drivers and the motoring public safe on the road.

Company driver, Victoria Ramsey can attest to this. She recently encountered a dangerous situation while out on the road. The On Guard collision mitigation system helped her avoid an accident and keep her on the road.

After safely making her way to her next delivery, Victoria wrote a sincere letter (see below) to our Safety Department expressing her appreciation for the extra steps we take to keep our drivers safe. As we move forward, Marten Transport will continue to be an industry leader in safety and keep our drivers and the public safe on roadways.



*“To whom it may concern in the Safety Department for Marten Transport, Mondovi, WI.*

*In the month of September 2018, I, Victoria Ramsey, was driving west-bound on interstate 94, approximately 30-40 miles from the Minnesota boarder. The sun was setting and the glare of the sun was so extreme. So much so that even with my sunglasses on, I was almost blind.*

*Suddenly my truck automatically hard-broke. I like-wise did the same, because a second later I saw the white car in front of me at a dead stop in the right lane. I managed to stop in time then moved onto the shoulder. I then saw three cars and a semi that had just had a collision. No rescue or police had arrived yet, I gently snaked my way through the debris on the highway. I called the office, then the police. The police already knew.*

*This letter is my way of saying thank you for the automatic breaking system on your trucks. That device saw what I could not. I know if it were not for this on the truck I would have struck that small white car that was on the interstate. Thank you and thank you again.”*



**With respect, honor and gratitude, thank you Veterans. Thank you to all our military personnel for the sacrifices you have made for our country’s freedom.**



COMMUNITY



## Marten Participates in Community Events

Marten Transport donated a bike in a recent Bike Safety Day assembly at the Mondovi Elementary School. For this day, local businesses donated items such as bikes, helmets, bike locks, water bottles and other fun bike necessities to be given away in raffle drawings. By letting the kids participate in a fun drawing for all these great prizes, they were able to learn about how important safety is in an exciting way.

RECRUITING

## Driver Referral Bonus Program Offered

*Take advantage of this easy way to receive more money on payday!*

Our new referral program now allows current employees to receive **\$2,000** for the first referral and **\$2,500** for any additional referrals during the year!

✦ ✦ ✦	\$2,000	\$2,500
Upon Hire	\$500	\$500
30 Days of Employment	\$500	\$500
60 Days of Employment	\$500	\$500
90 Days of Employment	\$500	\$1,000



\*Referring employees name must be listed on the initial Marten employment application. Both referring employee and referred driver must be actively employed with Marten at time of payments.



## EMPLOYEE RELATIONS

# Halloween Dress-Up Fun, Marten Style!

*Tradition of great Halloween costumes by employee groups continues*

Great effort from everyone at each of our terminals this year for our annual costume contest! The Laredo terminal won first place (dressed in trophy costumes). Congratulations! See pictures below of some of the great entries into this year's costume contest.

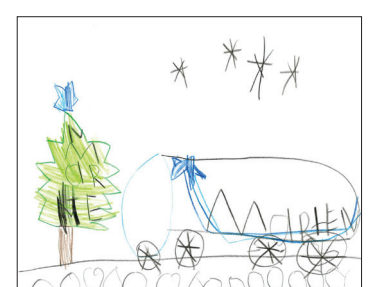
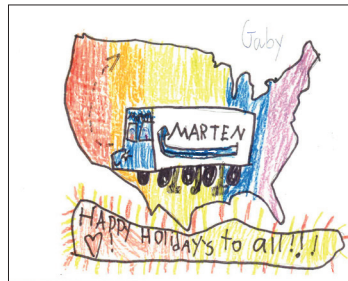




EMPLOYEE RELATIONS

# Annual Holiday Card Contest

This is the fourth year we have held a contest for our Marten Holiday Card. This year there are four winning designs to be printed for the 2018 Holiday card. THANK YOU to everyone who participated in this year's contest. We have so many amazing little artists in our Marten Family. **HAPPY HOLIDAYS!**



## 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: 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 THIRD QUARTER - 2018

Congratulations to the following drivers, who have been selected as Drivers of the Quarter for 3rd quarter 2018.

- Randy Brack - D70398
- Alex Motchalov - D33112
- Larry Shelton - D64349
- Tom Van - D65685
- Glenn Denny - D51364
- Tony Winn - D68466
- James Wooten - D31474
- Michael Staten - D40694
- Jeff Allison - D68544
- Todd Canady - D62281
- Sherman Neal - D70579
- Jeff Arlington - D62983
- Robert Watkins - D38009
- Ray Riley - D49872
- Laura Fritze - D69364
- Richard Mathias - D62523
- Jeremy Cutter - D60192
- Raymond Duquette - D70772
- Scott Crundwell - D71181
- Diamel Cange - D69507

## 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.

**UPDATED AWARDS: Beginning in 2019, up to 15 scholarships of \$3,000 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](http://www.marten.com). Completed applications and transcripts must be post-marked no later than March 1st. Applications should be sent directly to Scholarship America.*

