

MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2019

RECOGNITION



Retirements and Anniversaries

Nash, Thompson and Taylor all say goodbye, while Gregory and Loewenhagen celebrate 30 years with Marten Transport!

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EMPLOYEE RELATIONS



Holiday Card Contest

Design Marten's Holiday card.

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OPERATIONS



ELD Logging Changes

Marten making proactive move.

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EMPLOYEE RELATIONS



Employee Appreciation Week

September 9-13, 2019.

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FEATURE STORY

Making the Move

Marten orders 500 new, efficient intermodal units



500 brand new 53-foot intermodal containers are being added to the Marten fleet. These updated units will help prevent loading/unloading delays and can be double-stacked for rail transport.

Marten Transport is in the process of adding 500 new styled containers to aid in the continued growth of our Intermodal business. The new containers will be used with a 53' rental chassis. Marten Transport has been transporting freight on the train with our regular 53-foot reefer trailers

since 2006. The reason for the change to containers is primarily because of lack of space at the rail yard. Most rail hubs are in densely populated areas without room to expand.

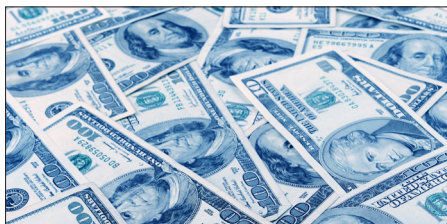
Utilizing containers allows the railroads to double stack containers on a train versus single trailers. By doing so, it will

increase the volume of products transported yet not bottling up the railway. Second, having less multimodal trains allows rail hubs for quicker loading and unloading that will prevent delays in the future.

We are excited about the opportunities for continued Intermodal growth in the future!

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)

RECOGNITION



Nash Bids “Adieu” After 32 Years

Tim Nash, Executive Vice President of Sales and Marketing retired on June 1st.

Tim started in our Sales Department in July of 1987, at which time we had only approximately 530 trucks, 600 employees and 4 terminals. A few years later in 1991, Tim became the Vice President of Sales and Marketing and in 2000 was promoted to Executive Vice President of Sales and Marketing.

Tim has been the key leader in growing our Sales volumes and Company as a whole, while supporting our drivers and business needs over the past 32 years. Please help us wish Tim the very best in his retirement!

Representing Blue!

Fourth of July Fun at Tomah Terminal

Celebrating in the photo below are Fleet Manager Angelica Chinnock and her children Emma, Lilliann, Zander and Diesel. Dedicated Coordinator Rene Gerstner, Wal-Mart Dedicated Drivers out of Tomah Joe Possone and his daughter, Alvar Kaarama and Jan Sloots. Tractor

Technicians, Cameron Polack, Ryan Schoot, Ron Jass and his son Noah, Cameron Griffin and wife Jen with daughter Kinnsley, James Nichols, Travis Swosinski and his daughter Rylie, all participate in the 4th of July parade in Tomah and represented Marten Transport in their Marten blue!



EMPLOYEE RELATIONS



Holiday Card Contest

Design the Marten Holiday Card!

Card Contest Guidelines

- 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 can be emailed to jobs@marten.com

Deadline for submitted entries: November 15th

SAFETY

Bus Safety Reminder: School is back in session

If you're driving behind a bus, allow a greater following distance than if you were driving behind a car. It will give you more time to stop once the yellow lights start flashing. It is illegal in all 50 states to pass a school bus that is stopped to load or unload children. Know your state laws. To learn more, contact your local Department of Motor Vehicles.

- Never pass a bus from behind – or from either direction if you're on an undivided road – if it is stopped to load or unload children

- If the yellow or red lights are flashing and the stop arm is extended, traffic must stop

- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them space to safely enter and exit the bus

- Be alert; children often are unpredictable, and they tend to ignore hazards and take risks

- When backing out of a driveway or leaving a garage, watch out for children walking or bicycling to school.

- When driving in neighborhoods with school zones, watch out for young people who may be thinking about getting to school, but may not be thinking of getting there safely.

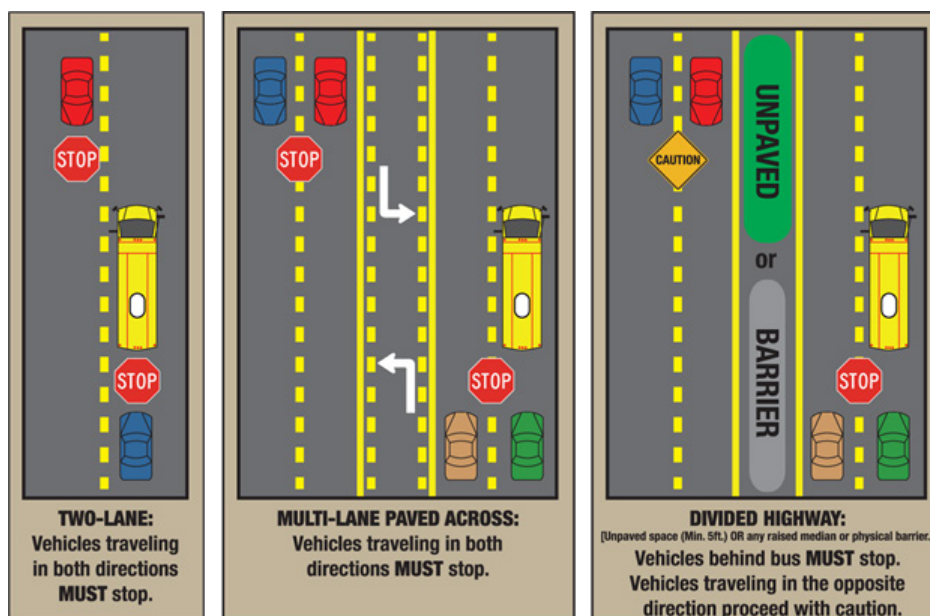
- Slow down. Watch for children walking in the street, especially if there are no sidewalks in neighborhood.

- Watch for children playing and congregating near bus stops.

- Learn the “flashing signal light system” that school bus drivers use to alert motorists of pending actions:

Yellow flashing lights indicate the bus is preparing to stop to load or unload children. Motorists should slow down and prepare to stop their vehicles.

Red flashing lights and extended stop arms indicate the bus has stopped and children are getting on or off. Motorists must stop their cars and wait until the red lights stop flashing, the extended stop-arm is withdrawn, and the bus begins moving before they can start driving again.



HUMAN RESOURCES

New Items Available at Marten Store



The Marten Store has new items! We have added a variety of unisex T-Shirts, fun gift ideas and more. Visit us next time you are at our Mondovi, Indianapolis, Wilsonville, Phoenix or Tucker Terminals. We are excited to announce we are opening a new store in our Edwardsville location. Visit our Marten Store soon and see all our new items!

EMPLOYEE RELATIONS



T-Shirt Design Contest Winners Announced

Thank you to everyone who submitted designs and slogans in our T-shirt design contest. We had over 55 entries! Congratulate driver Randall Beacham for his submission “Drive for the best and be admired by the rest” and driver Steve Cassman for the slogan “The future is clear with a Marten Career”. Congratulations for designing the winning T-Shirt!

BENEFITS

KNOW BEFORE YOU GO

Your guide to where to go when you need medical care

LOWER

COST AND TIME

GREATER

Teladoc	Convenience Care Clinic	Doctor's office	Urgent care center	Emergency room
First visit is FREE!	\$45 copay (PPO plans only)	\$100-\$150	\$150-\$200	\$300 copay + deductible + 20% (PPO plans only)
Access telehealth services to treat minor medical conditions. Connect with board-certified doctor via video or phone when, where and how it works best for you. Visit the website or call to register. www.teladoc.com Aetna: 1-800-835-2362	Treats minor medical concerns. Staffed by nurse practitioners and physician assistants. Located in retail stores and pharmacies. Often open nights and weekends.	The best place to go for routine or preventive care, to keep track of medications, or for a referral to see a specialist.	For conditions that aren't life threatening. Staffed by nurses and doctors and usually have extended hours.	For immediate treatment of critical injuries or illness. Open 24/7. If a situation seems life-threatening, call 911 or go to the nearest emergency room. • “Freestanding” ER locations are becoming more common in many areas. Because they are not inside hospitals they look like urgent care centers. When you receive care at an ER, you are billed at a much higher cost than other health care facilities.

A telephone service staffed by nurses that helps you understand and make informed decisions about health issues you are experiencing, at no extra cost. It can help you choose the right care in the right setting at the right time, whether it's reviewing home treatment options, following up on a doctor's appointment, or finding the nearest urgent care center. Just call the number on your UMR card. Open 24/7.

To find a specific health care facility or doctor, go to www.umar.com

OPERATIONS



ELD Logging Changes

Marten being proactive about upcoming new FMCSA rule changes

Safety has always been our primary focus at Marten. The Department of Transportation is implementing new regulations that will be mandated by FMCSA on 12/16/19. In keeping with our proactive approach to safety Marten has already switched the Omnitrac units to include the new regulations. Below are some of the changes:

Monitor/Screen - will now be changed to include driver license number and the issuing state.

Log off before leaving truck - Drivers must log off Omnitrac before leaving truck at shop or terminal. All drive time must be assigned to someone and if a shop employee or another driver moves the truck while you are logged in, both will have to accept the edit for it to take place.

How logs can be edited - Drivers can edit their on duty, off duty and sleeper status before they certify their logs (macro 56). A driver should only accept assigned driving that they do.

When the drive line is triggered - The drive line is triggered as soon as the wheels move. No one can edit the drive line of any truck!

Use of Personal Conveyance (PC) - If the driver is using the tractor for personal use, they must switch to personal conveyance (PC) and put a comment in Omnitrac before moving the truck. If no comment is entered, the drive line will be triggered and can't be changed. Examples of PC comments are; going home, getting food, forced to leave shippers property, etc.

Examples of appropriate uses of a CMV while off-duty for personal conveyance:

1. Time spent traveling from a driver's en route lodging (such as a motel or truck stop) to restaurants and entertainment facilities.
2. Commuting between the driver's terminal and their residence, between trailer-drop lots and the driver's residence, and between work sites and

their residence. In these scenarios, the commuting distance combined with the release from work and start of work times must allow the driver enough time to obtain the required restorative rest.

3. Time spent traveling to a nearby, reasonable, safe location to obtain required rest after loading or unloading. The time driving under PC must allow the driver adequate time to obtain the required rest in accordance with minimum off-duty periods before returning to on-duty driving, and the resting location must be the first such location reasonably available!

4. Moving a CMV at the request of a safety official during the driver's off-duty time.

Employees are expected to follow the new guidelines in order to avoid future DOT citations for compliance issues that may cause delays and shutdowns once the regulations are in effect. Please contact the Safety Department for all questions regarding the new regulations.

RECOGNITION

A Lot of Changes Over 30 Years

Gregory & Loewenhagen celebrate three decades with Marten



Cindy Gregory is celebrating her 30th anniversary with Marten Transport. She took a moment to reflect and share some of the changes she has seen over the years.

"There have been a lot of changes over the last 30 years that I have been with Marten. We have grown from 500 trucks to just under 3,000. Drivers would have to use a phone booth to contact dispatch or payroll with all the calls going through one operator. Now we have cell phones, direct 800 numbers and satellite communication in the trucks. Trip reports were mailed to payroll instead of scanning them. Checks were mailed home instead of having direct deposit. Those are just a few of the changes along the road.

I have had the pleasure of working with a lot of wonderful people over the years. The people (drivers and office staff) are what make Marten a great place to work and I'm glad to be a part of it."



Another employee celebrating three decades with Marten is Jim Loewenhagen. Jim is a trailer technician in our Mondovi Trailer Shop.

During Jim's 30 year tenure he has watched the transportation industry change in terms of different modes of equipment and the many new things that the equipment can perform. When Jim started at Marten, there were eight people in his department and it has now grown to nearly 30. Jim appreciates being able to walk, ride his bike or drive to work.

Thompson and Taylor Retire From Marten

Congratulations to Steven Thompson who retired after nearly 29 years with Marten Transport. Steven is pictured (below) receiving his crystal truck from David Pettis. Steven worked as a Tractor Technician at the Mondovi Terminal. Steven who is looking forward to doing some traveling with his new found free time! We wish you all the best in your retirement.

Norman Taylor (pictured below with Steve Hale) retired after working as an Intermodal driver for 11 years. Norman was a Bronze Medallion inductee at our April 2019 ceremony. He joined the numerous Marten employees in Wisconsin for this wonderful celebration. Norman has enjoyed his years of employment and the great people he has met along the way. You will be seeing Norman around the terminal as he is not ready to fully retire and will be working with an outside vendor. Marten Transport would like to thank Norman for his years of service and wish him the best of luck!



Dave Pettis, Corporate Maintenance Manager (Left) with Steven Thompson, Tractor Technician (right).



Norman Taylor, Intermodal Driver (left) Steve Hale, Corporate Terminal Manager (right).

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!

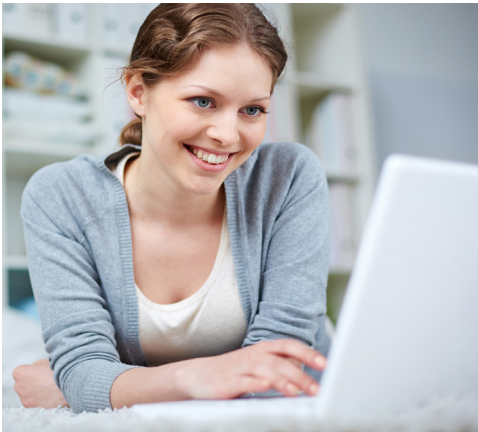
- In order to help our employees secure a better financial future, employees who are not currently participating or those deferring less than 6% will be

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, 2019. For those who don't want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica between Sept 23rd -October 23rd at 1-800-755-5801 or log on to marten.trsretire.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 28th - November 8th. Keep an eye out for benefit information in the mail and on Omnitrac.

EMPLOYEE RELATIONS

Marten Employee Appreciation Week

Saying special thanks to all our hardworking employees

Marten Employee Appreciation Week was held **September 9th - 13th**. Marten extends special thanks to 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" at our terminal locations.

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 | Q2 '19

OTR	Todd Wheeler
UM	Michael Jenkins
Kansas	Jackie Smalle
Carlisle	Chris Patterson
Tampa	Michael Sanchez
Tucker	Robert Ishee
Zionsville	Gerry Byrd
Wilsonville	Robert Caban
Colonial Heights	Alton Bryant
DeSoto	James Jackson
Memphis	Kai Morris
Wal-Mart - New Albany	Robert Clark
Intermodal	Christopher Dailey
Phoenix	Michelle Kimmel
Wal-Mart- Clarksville	Stanley Wesselhoft
Coke Dedicated	Jeff Diercks
Wal-Mart Tomah	Jan Sloots
Wal-Mart Shelbyville	Joel Velez Seda
Dry- KS	John Fisher
Dry- GA	John Waters
Dry- Zionsville	Christopher Fields

HUMAN RESOURCES

Five Elements of Responsible Social Media Use

When posting on Twitter, Facebook, Snapchat, Instagram, etc. follow these 5 suggestions

- 1. Protect information.** Never share confidential company or customer information. Remember that a Web posting is forever—once it's online, it is next to impossible to erase.
- 2. Be transparent and disclose.** Nothing should be posted anonymously. Always disclose your name and where you are employed.
- 3. Follow the law and code of conduct.** Carefully review what you have written. Is it accurate? Does it follow your company's social media strategy and code of conduct? Have you complied with the site's guidelines? Some sites have restrictions that are based on local laws, and some platforms cite their own unique terms of service.
- 4. Be responsible.** Never take it upon yourself to speak for the company. Your audience should know that your comments do not in any way constitute an official company response. Think before you send off your comments. Ask yourself, "Would you feel comfortable if your comments showed up in your manager's in-box, your co-worker's Twitter feed or the front page of the newspaper?"
- 5. Be nice, have fun and connect.** Use social media wisely, not recklessly. Certainly, social media is a place to have conversations and build connections. But remember, you are having a conversation, not pushing an agenda.