

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



SAFETY



WINTER DRIVING

Safe driving tips for the upcoming winter weather.

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Marten adopting solar technology on trucks and at terminals.

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SCHOLARSHIPS



RLM SCHOLARSHIP PROGRAM

Up to 15, \$3,000 scholarships to be awarded to employees or their dependents.

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Growing Stronger

New initiatives help keep Marten moving forward

The table was set for a strong 2019, following 2018 and all the hard work our employees put into building on our solid diverse business platform. Thanks to the strong efforts of everyone at Marten, we've been able to introduce some strong business initiatives and set a few records along the way.

We began the year by raising the bar on driver pay. At Marten, we recognize that in order for us to be successful, job #1 needs to be to take care of our drivers. In this light, we improved our pay packages for drivers by offering guaranteed minimum pay, premium pay, immediate detention pay, along with also increasing the maximum pay for our most experienced senior drivers. Improving driving jobs is also something that continues to be a big part of what we do at Marten. Our efforts to improve the predictability and frequency of home time resulted in the establishment of jobs that get driver's home nightly. Also because we have the best drivers in the industry, we've been able to expand the number of dedicated jobs at Marten. The largest additions were two Walmart grocery distribution centers in Wintersville, OH and Monroe, GA. All this helped fuel truck growth of 350 seated tractors which pushed us to a new all time high of **3000 SEATED TRACTORS!!!**

Staying safe is also another very important task at Marten, and we continue to put our money where our mouth is. The motoring public and our drivers appreciate the in-

vestment in the lane departure systems that keep our drivers on the road, along with the forward collision mitigation and camera systems that greatly reduce the severity of accidents overall, and the liability that accompanies them.

2019 was also the year we began a new business platform, RCOFC. This business utilizes stackable reefer containers to place on railroad flat cars for transportation to and from rail hubs. This opportunity came about as the railroads are beginning to convert their rail ramps to this more efficient operation. As with everything, we are staying two steps ahead.

Sustainability and cost control are other areas Marten strives to stay two steps ahead. This year we continued our solar panel expansion efforts at our Tucker, Tampa, Edwardsville and Jurupa Valley terminals. Along with these great strides, we began equipping our tractors with solar that helps us greatly reduce fuel consumption costs.

As 2019 comes to a close and we look back at all these successes, we see a year that brought consecutive 2nd and 3rd quarter record **HIGHEST** operating revenue and **HIGHEST** operating income in **COMPANY HISTORY!** Numbers like this don't simply happen, it takes all of us, working as a team, to accomplish great things, and with recent carrier closures, it feels good to be on a winning team that Expects the Best, not only of ourselves but of each other. Sincerely, **THANK YOU....** for all you've done and for all you're about to do in 2020!

OPERATIONS

New Dedicated Location: Monroe, GA

Marten has recently been awarded our 6th Distribution Center in the Walmart network. This distribution center is our newest dedicated operation and is located in Monroe, GA. We will have an onsite staff of 11 office employees and 10 maintenance team members. In addition the distribution center will be home to 160 drivers and 144 tractors. Monroe is one of the largest distribution centers in the Walmart network and they have once again asked us to help bring up a bottom 10 distribution center to the top 10. We officially started operations on 12/10/2019 and we will take 100% control in early February.

SAFETY



Winter Trucking Safety Reminders

Important tips for safe truck driving during the inclement-weather

- **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.**

- **Keep a safe following distance** – Leave plenty of room between your vehicle and the vehicle in front of your truck, and beside your truck.

- **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 taillights of the vehicle ahead** – When the snow is so heavy, visibility is low, seeing the taillights of the vehicle ahead, this means following too closely.

- **Keep a safe driving distance back at all**

times, especially in bad weather. If the leader makes an error, you will too. Trucks can leave the road, and yours could follow the lead truck off the road.

- **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. Some don't. **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 taillights, 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 of snow and ice, which builds up in bad weather. Keep everything clean, so you can **BE SEEN.**

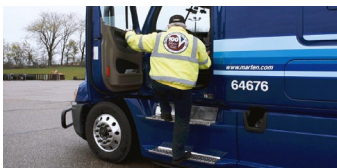
"Remember, Marten Transport is the only carrier that pays you for shutting down due to inclement weather. Nothing is more important than the safety of our drivers."

Remember the Dos and Don'ts of Entering and Exiting Equipment

Using what's called the three-point contact method when entering and exiting a truck can help to significantly reduce the chance of a serious injury from a slip or fall. This simply means three of four limbs must remain in contact with the vehicle at all times (two hands and one foot, or two feet and one hand). Below are some additional do's and don'ts when exiting and entering trucks:

Do:

- Enter and exit facing the cab
- Mount and dismount only when equipment is stopped



- Look for obstacles on the ground before exiting the vehicle
- Break 3-point contact only when you reach the ground, cab or platform
- Take extra care in wet, snowy or icy weather
- Avoid wearing loose or torn clothing that can catch on equipment
- Wear shoes with appropriate support and traction

Don'ts:

- Jump off a truck. Doing so exerts 12 times your body weight on your joints when you land
- Climb down with something in your free hand - Put it on the vehicle floor and reach up for it when you get down on the ground
- Use tires or wheel hubs as a stepping surface
- Use the door frame or door edge as a handhold
- Become an injury statistic

BENEFITS

Important Pharmacy Network Info

As of January 1, 2020, your prescriptions will be managed by FlexScripts Administrators and it's PMB partner Navitus.

Please watch your mail for new UMR/FlexScripts medical card.

As of January 1, 2020, Walgreen pharmacy will no longer be in the network of pharmacies for Marten Transport members.

We realize that this change may come with questions, and we encourage you to call the FlexScripts member services line for any assistance you may need in identifying a new pharmacy to fill your prescription(s) at. Once you've selected a new pharmacy the FlexScripts team will be happy to assist in the transferring of your prescriptions over to the pharmacy of your choice.

Member Services: 1-800-603-7796

Hours of Operations:

Monday through Friday 8:00am to 9:00pm CST

Saturday 9:00am to 3:00pm CST

After these core hours, FlexScripts team monitors all messages and will return calls in a timely manner.

If you have mail order prescriptions simply call your doctor's office to explain that your plan has a new prescription provider and you need a new mail order prescription for your medication. Once you have the new prescription please call the mail service pharmacy Postal Prescription Services (Kroger) at 1-800-552-6694 or visit pharmacy online at: www.ppsrx.com.



You must complete your CHRA between December 2019 and January 30, 2020 to avoid a surcharge for 2020. **CHRA can now be done on a smartphone or tablet device.

OPERATIONS

Marten Adopting Solar Technology

New solar operating systems used on trucks and terminal facilities



Marten Transport's Tucker, GA terminal is another facility to now be solar operating. The Tucker terminal is Marten's largest facility at 35 acres. Marten currently has four other terminals utilizing Solar to reduce their carbon footprint and cutting unnecessary costs: Edwardsville, Jurupa Valley, Mondovi, Phoenix and Tampa. The next terminals to implement solar operating systems are Carlisle, Colonial Heights, Memphis and Wilsonville terminals. All Marten facilities are also 100% LED.

Solar is not limited to the Marten Transport terminals. Solar panels are now being installed on trucks to help maintain battery charge, resulting in saved APU run times and fuel savings.

RETIREMENT

Saying "Goodbye" to the Road



Gerald Saviers retired on 11/27/2019 after 22 years of service with Marten Transport as an over the road driver. Pictured at left is Gerald receiving his crystal truck from Operations Manager, Ben Arango.

TAKE A CLOSER LOOK!

Are your deductions correct? As each new year starts, we urge employees to review your payroll deductions carefully to make sure that all appropriate charges are being made for your 2020 benefits.

EMPLOYEE RELATIONS

Looking Back on 30 Years at Marten

Kawski impressed by company's ongoing progress over three decades

"Back when I first started in this career in 1983, I was working for another trucking company in Wisconsin," stated Wayne Kawski. "I heard many people talking about Marten and what a good company they were to work for. So long story short, six years later and across the United States my journey with Marten began as a Technician at the Wilsonville, OR terminal.

"I don't know for sure how many trucks were in the fleet at that time, I do know the unit numbers had 3 digits and there were only three terminals. Currently, the trucks are 5 digits and we have 13 terminals. Things have changed a lot, I remember doing a lot of things with this thing called a pen and paper and a phone. Now everything is done by computer and e-mail, even all the equipment has multiple computers.

"I like that Marten is leading in technology and that we have some of the newest equipment out there."



WELLNESS

Staying Healthy Out on the Road

Driver Rodolfo Alfaro shares the secrets to what keep him healthy



Driver Rodolfo (Rudy) Alfaro shares how to stay healthy mentally, physically and spiritually as a driver at Marten. Rudy has been with Marten for three years as a regional driver. He has five children and enjoys hunting, fishing, bow fishing, hiking, jogging, cycling, bowling and doing all these activities with family and friends.

To stay physically fit Rudy is an avid biker. While on the road, he keeps his focus on his family, which keeps him mentally fit. Both on the road and at home Rudy keeps his faith with regular Bible reflection.

Rudy take pride in being the youth pasture at his church. Thank you, Rudy for making wellness a priority and sharing these ideas.



WINTER CLOTHING DRIVE: The Mondovi terminal chipped together to provide a great selection of coats, boots, snowpants, gloves and hats for 20 local school children in need of winter wear. The generosity of our employees will help keep these youngsters warm as temperatures drop during the Wisconsin Winter.

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EMPLOYEE RELATIONS

Halloween Costume Tradition Continues

Great variety of creative costume ideas keep coming from employees

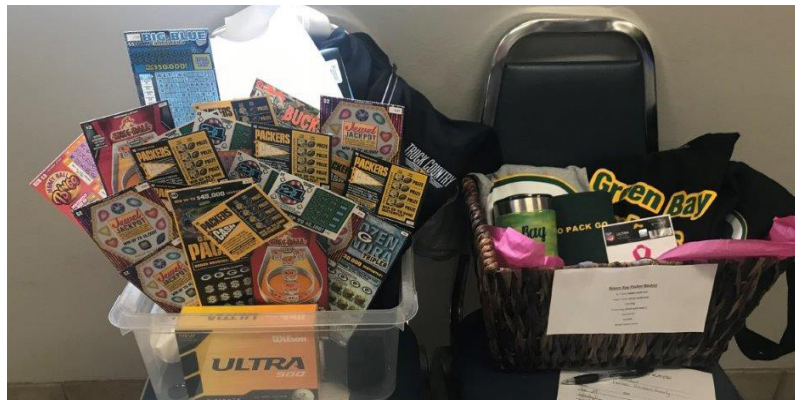
Great effort from everyone at each of our terminals this year for our annual costume contest! First place winner was the IS team, second place goes to Laredo and 3rd place went to all that participated. This year featured so many creative teams. Congratulations to all!



BREAST CANCER AWARENESS

Saying special thanks to all those who helped one of our employees

Marten took the opportunity to support one of our own during October breast cancer awareness month. Activities included a tee shirt sale, bake sale, auction, flip flop friday, raffle baskets, chili feed, bracelet sales and wear pink on friday. Marten was able to raise awareness for breast cancer and thru the generosity of Marten employees support our coworker who is battling breast cancer.



EMPLOYEE RELATIONS



Annual Holiday Card Contest

This is the fifth year we have held our annual contest for our Marten Holiday Card. We picked one winning card from each age category to be printed for our Marten Cards and the title of honorable mention goes to the rest of the wonderful entries that we received. THANK YOU to everyone who participated in this year's contest. **HAPPY HOLIDAYS!**



Evan W. Age 6



Jeremy Connelly
Wintersville Shop



Mackenzky K. Age 12



Kallie C. Age 6



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

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:

Name: _____ Driver No.: _____

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

RECOGNITION

Drivers of the Quarter THIRD QUARTER - 2019

Congratulations to the following drivers, who have been selected as Drivers of the Quarter for 3rd quarter 2019.

OTR - Jack Able, John White	Wal-Mart (New Albany) - Sam Borders
Kansas - Cody Dalton	Intermodal - Ronald Leoni
Carlisle - Anthony Alex	Phoenix - Ray Riley
Tampa - Rebecca Ling	Wal-Mart (Clarksville) - Darren Bunch
Tucker - Tony Winn	Coke Dedicated - Annette Hatfield
Zionsville - Paul Fortney	Wal-Mart (Tomah) - Mark Berquist
Wilsonville - Robert Perryman	Wal-Mart (Shelbyville) - William Christian
Colonial Hts - David Shinaberry	Dry (KS) - Ken McNair
DeSoto - Juan Pena	Dry (GA) - Michael Parks
Memphis - Terry Lee Paterson	Wal-Mart (Wintersville) - Kenneth Lee

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: Applicants must be dependent* children 23 and under, (up to age 24) of full-time Marten Transport Ltd. Employees who have a minimum of one year employment with the company as of the application date. *Dependent children are defined as natural and legally adopted children or stepchildren living in the employee's household or primarily supported by the employee.

Applicants must be 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-or four-year college, university, or vocational-technical school for the entire upcoming academic year.

Awards: Up to 15 Scholarships of \$3,000 each 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 by February 28th. Applications should be sent directly to Scholarship America.*

