

MARTEN TRANSPORT, LTD.

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2020

## WELLNESS

### Taking an Ounce of Prevention...

Marten outlines COVID-19 response and protections.

**SEE PAGES 2-3**

## BENEFITS

**Paid Time Off**

With our **New PTO Program** employees can **accrue PTO earlier** and request PTO in **day or week increments!**

Service Years & Accrual Amounts
6 mths - 3 days
1 yr - 3 days
18 mths - 6 days/1 wk
2 yrs - 6 days/1 wk

USE NEW MACRO 12 to Request PTO Pay

Pay Date (the Friday you want PTO to be paid)

Number of PTO

### Paid Time Off

New PTO program allows for earlier, more accrual.

**SEE PAGE 4**

## RETIREMENTS

### Waving Goodbye

Three long-term employees retire from Marten Transport.

**SEE PAGE 5**

## SAFETY

### Million Mile and Medallion Inductees

Marten honors drivers with induction into prestigious club.

**SEE PAGE 5**

### A (PC) Reminder

The use of personal conveyance logging comments.

**SEE PAGE 7**

## PAYING IT FORWARD

### St. Jude Donation

Tradition of giving to those who help our people.

**SEE PAGE 7**

## DRIVERS OF THE YEAR

### Top Drivers Honored

See a list of Marten's Terminal Drivers of the Year for 2019.

**SEE PAGE 8**

## FEATURE STORY



Back Row (left to right): Harjan Sloots, Paul Wiese, Jeffery Stanton, Paul Gilstad, Thomas Campbell  
Front Row: Richard Roth, Matthew Zerbe, Barry Pease, Bradley Stinehelfer, Sirena Dennis

## WMCA Safe Driver's Club

*A record-number 79 Marten drivers recognized at event*

The Wisconsin Motor Carriers Association has been honoring safe, professional Wisconsin based drivers since 1996. This year, Marten Transport inducted 79 drivers. This is the largest group Marten Transport has had inducted into the President's Safe Driver Club. Marten Transport also had two drivers nominated for Driver of the Month by the Motor Carriers Association. Congratulations to Paul Gilstad and Harjan Sloots (shown at right). Drivers were celebrated at a luncheon and dinner banquet at The Osthoff Resort, in Elkhart Lake, WI. To be nominated for the President's Safe Driver Club drivers need to have 36 continuous months of service with the same employer, no accidents or citations in their personal or company vehicle, be dispatched out of Wisconsin, and drive a minimum of 10,000 miles in Wisconsin per year. Congratulations to all our drivers! This year we invited those drivers receiving the award for their 3rd year and beyond. Here is the complete list of all those inducted into the President's Club.

**First Year:** Richard Bandy, Albert Bass, John Bibeau, Jared Bottomley, Rodney Brennecke, Hiltwentif Bryant, Carl Buttz, Albert Canter, Daniel Carroll, Dwight Cochran, Michael Deck, Thomas Dubasik, Paul Fortney, Jeremiah Godfrey, Dwain

Hansen, John Henry, William Howard, George Hoyman, Scott Jacobs, Rodney Jeffrey, Christopher Jendro, Matthew Jorstad, John Kehl, Vlado Keskic, Daniel Kivimaki, Richard Knight, Norman Koch, Levi Leazott, Austin Marburger, Keith McDaniel, Mark Meinema, Philip Mrozla, Nicholas Myhre, Manuel Ortiz, Christopher Osburn, James Philpot, Michael Pineda, Gregory Podrasky, Anthony Pruitt, Ronnie Ray, Greg Rose, Richard Roth, Dallas Seif, Donald Soderstrom, Gene Watson, Raymond Weeks, Lee West, James Whiting, Vernon Wilberg, Paul Wisner, Randall

Wood.

**Second Year:** Todd Almblad, David Bur, Adrian Cocio, Roger Cook, Mario Douglas, Amanda Earls, Brian Johnson, Peter Kaus Johnson, Daniel Knautz, Mark Linquist, David Munger, Andrew Smith.

**Third Year:** Timmet Bonapartes, Thomas Campbell, Barry Pease, Phineas Schrock, Bradley Stinehelfer, Kevin Zbilicki, Bobby Zellars.

**Fourth Year:** Sirena Dennis, Harjan Sloots (Driver of the Month), James White, Matthew Zerbe.

**Fifth Year:** Paul Gilstad (Driver of the Month).

**Sixth Year:** Don Franz.

**Seventh Year:** Paul Wiese.

**Ninth Year:** Jeffery Stanton.



**WELLNESS**

# *An Ounce of Prevention...*

With growing concern over the spread of Coronavirus (COVID-19), Marten Transport has taken steps to prevent the further spread and protect our people and families, while continuing to provide outstanding service to our customers during this unique environment.

## **Marten Transport's Steps taken to Prevent the Spread of COVID-19;**

- Provide education and public health materials of the symptoms.
- Install sanitation stations at all offices for employees to use supplies.
- Screen all visitors and new hire candidates for possible symptoms.
- Require our people to self-promote prevention; disinfecting work areas, dispose of waste materials in a safe way and wash hands frequently.
- More frequent disinfectant and cleaning of lounges, bathrooms and high traffic areas.
- Mechanics wearing rubber gloves while working in and on the trucks.
- Monitor potential cases of COVID-19 within our business, requiring self-quarantines as needed while working with public health centers.
- If our people are self-quarantined or test positive, trucks will be placed out of service until properly disinfected as well as desk/work areas for non-drivers.
- Capabilities for our people to work from home to maintain real-time operations to support our peoples livelihood. Should there be a temporary quarantine.

## **Employees' Required Steps to Prevent the Spread of COVID-19;**

- Use hand sanitizer (min 60% alcohol) before entering any Marten facilities.
- Use sanitizer after leaving the customer or after meetings with customers.
- Promote healthy hygiene habits;
  - ✓ Frequent hand washing (min 20 seconds) especially after restroom use or prior to and after mealtime.
  - ✓ Covering cough/sneezes with tissue, properly disposing, then handwashing.
  - ✓ Do not touch hands, eyes or mouth without first washing your hands.
- Do not report to work if you are feeling ill.
- Self assess; if you have symptoms (fever, cough, shortness of breath) contact your health care provider, then notify your manager.
- Isolate ill family members as appropriate to minimize the spread of virus.
- Disinfect commonly shared surfaces frequently.

## ***COVID-19 Benefit Enhancements***

With growing concern over the spread of the Coronavirus (COVID-19), Marten Transport has taken extra steps to provide up-to-date coverage and information for our people during this unique environment.

**COVID-19 TESTING** (Including HSA Plans = No Cost / No Copay

**TELEDOC** (Including HSA Plans) = No Cost / No Copay

**EARLY PRESCRIPTION REFILLS** - to ensure our people have ample prescription medication on hand.

1. May Refill Early

2. 90 Supply 50% up to \$150 (copay max / 3x max)

3 Specialty medications may be refilled earlier than 30 days

**YOUR HEALTH AND WELLBEING IS OUR TOP PRIORITY!**

## WELLNESS

# What is Marten Doing to Protect You?

During critical times like this, we are taking every step to keep our people safe, informed and cover each other's backs! We have been proactive in taking steps to prevent the spread of COVID-19. Our health insurance plan provides superior coverage, resources and maintains wellness for our people. We continue to provide industry leading pay including minimum guaranteed pay. We are able to do this because we have the best drivers in the industry who do their jobs consistently every week!

## Wellness

We have your best interest in hand. In this time of uncertainty please feel free to use these support lines available to you at no cost.

## Optum Emotional Support Help Line Available to Anyone

The Optum Emotional Support Help Line is available 24/7 to anyone in need, even if you are not enrolled in our benefit plan. The help line **866-342-6892** is staffed by professionally trained mental health experts and free of charge.

## Employee Assistant Program - LifeWorks

Lifeworks, our free and confidential employee assistance program is also available to talk or help with various resources. Lifeworks is available 24 hours per day, 7 days per week. Resources include: Health, Emotional Well Being, Addiction & Recovery, Parenting, Child Care, Education, Retirement, Financial, Legal, Work, Disability, Managing People, Everyday Issues and more!

**To learn more- please call 888-456-1324 or visit [www.lifeworks.com](http://www.lifeworks.com)**

**(username: Marten/Password: 9240)**

**This is a great resource for you and your family, and it is FREE to you!**

## Teladoc

We have Teladoc available for everyone so they don't need to leave their house to get medical services. You can reach Teladoc online, by phone or mobile app: **1-800-Teladoc / 1-800-835-2362 or [www.Teladoc.com](http://www.Teladoc.com)**

*Here are some tips for using Teladoc:*

- If you are new to using Teladoc, start by visiting their website for answers to frequently asked questions
- For fastest support, we encourage you to contact Teladoc by mobile app or web. You can download the app on the App Store or Google Play
- Before your first virtual visit, you need to set up a Teladoc account and share your medical history on the app or on our account setup page. Completing this step in advance accelerates visit requests
- If you choose to call Teladoc, they have implemented technology that enables you to request a callback from a service representative to help register, request a visit, or get support rather than waiting on hold
- After a visit request is initiated, you are encouraged to be available and ready to promptly answer their callbacks, as requests will be considered cancelled after two unanswered callback attempts by a doctor. In unique circumstances where a doctor is unable to connect with you after at least one callback attempt during a 10-hour period, they will cancel the visit request and communicate that change to you by email.

## DOT Regulations on Hours of Service & Weight Limits

The US D.O.T announced Friday, March 13th it as suspended hours of service regulations for any interstate truck driver or bus driver hauling loads or people related to the response of the COVID-19 coronavirus outbreak.

Your safety and the safety of the motoring public is a priority. Marten will maintain the standard hours of service and weight restrictions to continue to keep our people and the motoring public safe.

## Issued Hand Sanitizer to Drivers

We are continually working hard to keep our people safe during this time. We have been bottling hand sanitizer for our drivers. Bottles of hand sanitizer will be available for all drivers at ALL Marten Shops.



BENEFITS

# MARTEN®

Paid  
Time  
Off

With our *New PTO Program* employees can *accrue PTO earlier* and request PTO in *day or week increments!*

## Service Years & Accrual Amounts

6 mths - 3 days  
1 yr - 3 days  
18 mths - 6 days/1 wk  
2 yrs - 6 days/1 wk  
3-7 yrs - 12 days/2wks  
8-14 yrs - 18 days/3wks  
15-19 yrs - 24 days/4wks  
20 plus years - 30 days/5 wks

### *Guidelines*

- Maximum accrual is 30 days.
- PTO can be rolled over to the next year.
- All PTO will be paid out in days .... 6 days = 1 week. You can request full or half day increments (.5, 1.0, 1.5, etc).
- No more trip sheets are needed to be paid PTO ... use the New Macro 12.
- The pay amount will be calculated by the average of 26 paychecks using taxable pay and per diem items, excluding referral bonuses.
- To request PTO Time Off (Macro 62), drivers must notify their Fleet Managers **AT LEAST 14 days** in advance of their desired PTO time off.
- To request PTO Pay (Macro 12), employees must send the macro by Tuesday at 15:00 CST in order to be paid on Friday. Must be employed to request PTO pay.

### **USE NEW MACRO 12 to Request PTO Pay**

- Pay Date (the Friday you want PTO to be paid)
- Number of PTO days you wish to be paid (6 days = 1 week)

### **CONTINUE TO USE MACRO 62 for Home Time or to Request PTO Time Off**

**Marten paid \$347,671 in Minimum Guaranteed Pay in January!**

RETIREMENTS

# Waving “Goodbye” to Big Blue

*Holmberg, Jameson and Christopherson looking forward to retirement*



Drivers Paul Jameson (in blue shirt above) and Michael Holmberg (wearing cap) receive the traditional “Crystal Truck” and congratulations in thanks of their years of professional driving service to Marten Transport. Randy Christopherson, who retired after four decades, is shown below.

Paul Jameson spent nearly 23 years behind the wheel of a Marten truck. Jameson, an avid magician who performed several card tricks with us over the years, began his career with Marten in April of 1997. He retired on January 9th of this year. When asked what he is going to, now that he is retired, Paul said, he will continue perfecting his magic and just take it easy.

Michael Holmberg drove for Marten from April 2007 to December of 2019. Now that he is retired, Michael is looking forward to raising his pigs and chickens. Retirement is going to give him more time to cook and go fishing, two of his favorite hobbies.

Randy Christopherson began his career at Marten Transport when Ronald Reagan was president. After nearly four decades, Randy’s last day with the company was January 31 of this year. His first day on the job was April 6, 1987. Randy is going to keep working as a landscaper in his retirement. He is looking forward to spending more time with his family.

Congratulations to all our retirees and thanks for your years of dedicated service.



SAFETY

## Million Mile and Medallion Winners Announced

The list below reveals the 2019 Marten Transport Million Mile and Medallion recipients to be honored in the months ahead at The Lismore Hotel in Downtown Eau Claire. Congratulations Marten Driver’s!

### MILLION MILE AWARDS

AYERS, DAVID  
BUR, DAVID  
DENNIS, SIRENA M  
DUPREE, WELTON  
FARLEY, TREVOR A  
FOSTER, GEORGE  
FRANZ, DON K  
GILSTAD, PAUL A  
HARRIS, MICHAEL  
HARRIS, THOMAS J  
HART, JAMES  
HARTMAN, DANIEL I  
KAERCHER, JASON L  
MARQUEZ, EDWARD  
MCKEOWN, TIMOTHY N  
PELLOM, VAN

REED, MICHAEL  
REYNA ALEMAN, G.E.  
SANCHEZ, MICHAEL  
SLOOTS, JAN H  
STEPHENS, MELISSA C  
WATERS, MARKEY O

**2-MILLION MILES**  
FINCH, DONALD C  
LAWHORN, BARRY S  
RIDLEY, DONALD L  
WHITE, JOHN PAUL

**3-MILLION MILES**  
ROE, DAVID S  
WALLACE, MICHAEL B

### BRONZE MEDALLION (8-YEARS ACCIDENT FREE)

AHLERS, DANIEL B  
ANDERSON, ANDREW R  
ARONSON, DALE J  
BOYKIN, PERRY M  
CHADICK, BILLY  
GRAY, KEVIN  
HARVEY, CLIFFORD  
HASS, DAVID A  
HOWARD, ASHLEY  
JETER, GREGORY  
LEA, NATHANIEL  
LORENZO, ANGELO L  
NICHOLSON, JEFF A  
OLIVAREZ, JOE  
REYES, DANILO

ROBINSON, ROMAN L  
ROWE, KEVIN  
SAINVIL, JEAN W  
THANEPHOHN, RONALD  
WATSON, GENE  
WILSON, JEFF D

### SILVER MEDALLION (16-YEARS ACCIDENT FREE)

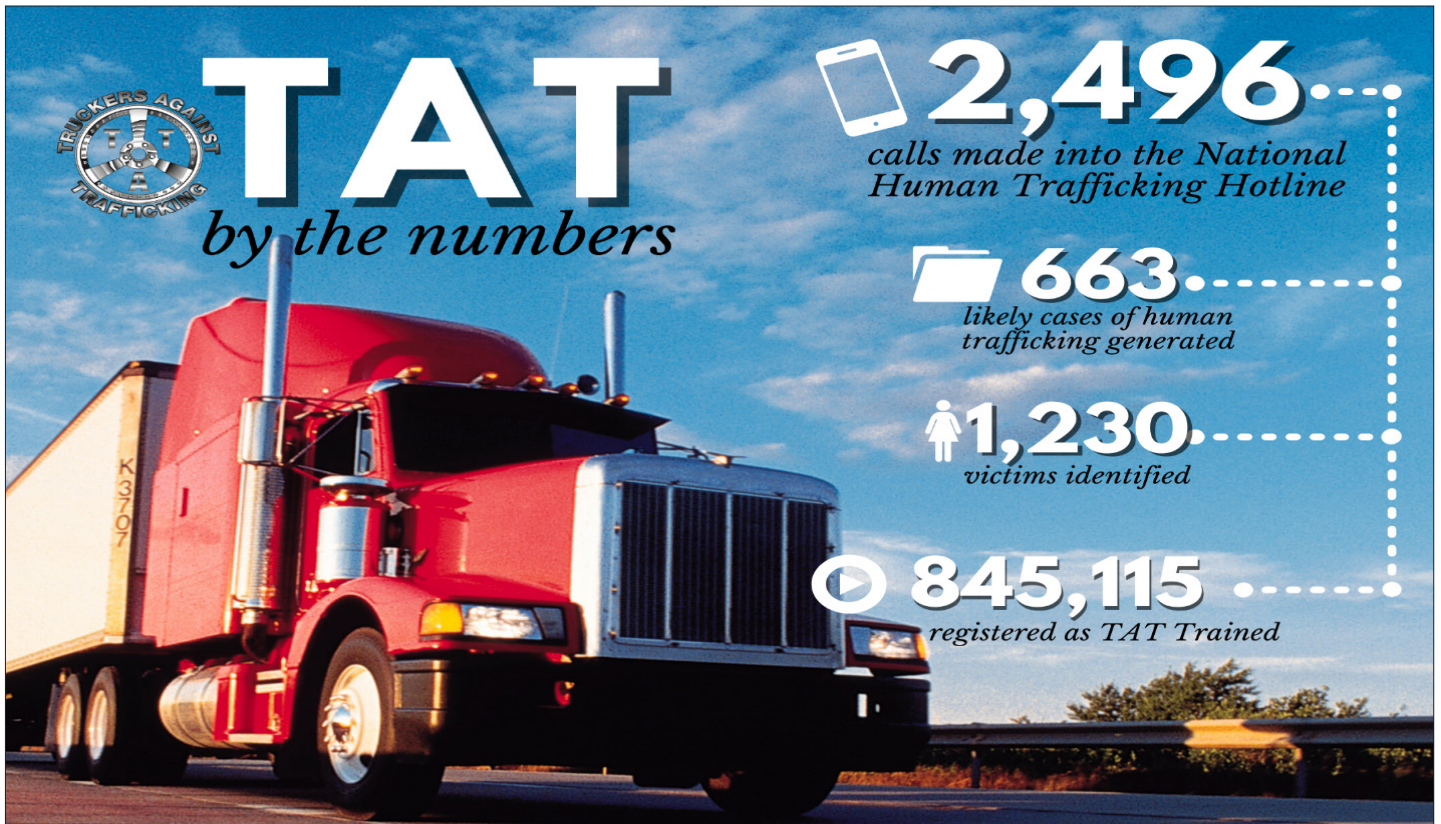
GIBBS, STUART J  
LOVE SR, WILLIE  
MCNITT, BRUCE J  
WELZBACKER, WILLIAM

### GOLD MEDALLION (24-YEARS ACCIDENT FREE)

BAGGETT, WESLEY E  
ROBERSON, JERRY R



## HUMAN RESOURCES



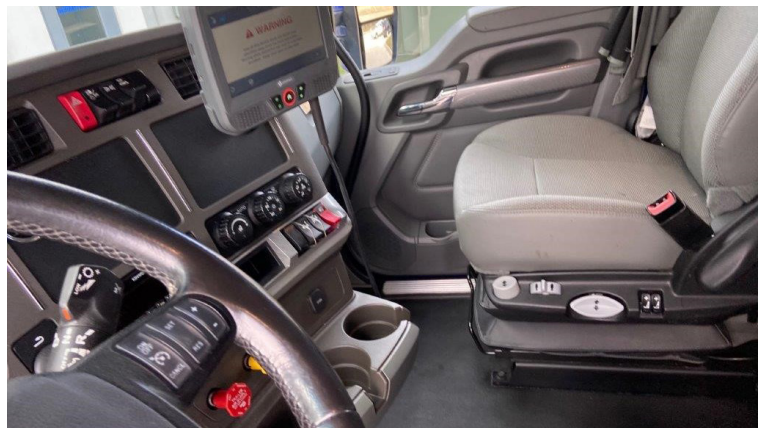
## Truckers Against Trafficking Making a Difference

Marten is a proud sponsor of TAT- Truckers Against Trafficking, an organization that exists to educate and equip members of the trucking community to combat human trafficking.

January was national Human Trafficking Awareness Month and we want to remind drivers to be keep their eyes out for human trafficking

situations while on the road. Drivers have a unique position to be the eyes and ears of the nation's highways. A reminder to call the hotline if you see signs of prostitution taking place, women or children looking fearful or someone threatening or being violent to another person. The National Hotline is 1-888-3737-888 or text 233733.

## THANKS



## Michael, Colonial Heights Dedicated Driver Sets High Standards

We want to take a moment to show appreciation for Michael, a driver who takes pride in his work. Michael runs a dedicated account out of the Colonial Heights Terminal and recently had to trade in his truck. When the shop went to do their route inspection/detail, they noticed how immaculate the inside was. The shop didn't have to do anything, the truck was that clean! It's great to see our drivers taking pride in their work. Thank you Michael!



PAYING IT FORWARD



# Marten Continues Tradition of Giving

*St. Jude Children's Hospital Proton Therapy Center in Memphis, TN*

Several years ago Marten started a tradition of making a generous holiday donation to a children's hospital in locations around the country where our Marten family lives. No parent should ever have to hear that their child has a life-threatening illness. Each year these funds support very specific patient resources for these unfortunate children and their family.

In keeping with our holiday tradition, we are privileged to announce that our donation this year went to St. Jude Children's Research Hospital Proton Therapy Center in Memphis, TN. Children with cancer deserve the best possible treatment and proton therapy offers tremendous advantages for children. It provides targeted, high-dose radiation therapy while minimizing damage to their healthy growing tissue. This technology is used to treat aggressive cancers, such as brain tumors, certain sarcomas, solid tumors and Hodgkin Lymphoma. St. Jude was the first place in the world to have a proton therapy center dedicated solely to children.

At St. Jude, families never receive a bill for treatment, travel, housing or food, because all a family should worry about is helping their child live. The donation made to St. Jude Children's Hospital will go towards the supplies needed to help continue making this lifesaving treatment possible.

SAFETY

# Reminder About Logging Personal Conveyance

Friendly reminder, if the driver is using the tractor for personal use, they must switch to personal conveyance (PC) and put a comment in Omnitracs before moving the truck. If no comment is entered, the drive line will be triggered and can't be changed. Personal Conveyance is only to be used when a driver needs the equipment to get somewhere for a personal reason. It cannot be used to advance the load.

Examples of personal use are doing laundry, getting a haircut, or doing grocery shopping. Bobtailing home after being relieved from work is personal conveyance, however, bobtailing back to work needs to be logged as regular drive time. Misuse of personal conveyance can result in no longer having the option available on your ELD. Refer to safety for guidance on questions regarding personal conveyance.



## 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 | Q4 '19

Johnny Jewel  
 Vlado Keskic  
 Martin Voelker  
 Greg Porter  
 Randy Waters  
 Ian Whitney  
 Greg Hayden  
 Milton Bertrand  
 John Rocha  
 Eric Smith  
 Louis Milton  
 Brad Heard  
 Chris Benson  
 John Betz  
 Sheila Deinert  
 Harold Weiland

Alex Falk  
 Frank Watts  
 Robert Phelps  
 Diamel Craig  
 Randal Jarrett

## TERMINAL DRIVERS OF THE YEAR

# Terminal Drivers of the Year Announced



Years ago 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 (listed to the right) have been named Terminal Drivers of the Year for 2019. Congratulations to all. Keep up the fine work!

**Special mention goes out to Greg Hayden who was named Company Driver of the Year! Thanks for your professionalism. You help make Marten a great place.**

- Johnny Jewel
- Paul Gilstad
- Cody Dalton
- Timothy McKeown
- James Smith
- James Noble, Jr
- Greg Hayden (Driver of the Year)
- Robert Perryman
- Alton Bryant
- Juan Pena
- Michael Nix
- Brad Heard
- Ronald Leoni
- John Betz
- Stan Wesselhoft
- Jeff Diercks
- Harjan Sloots
- William Christian
- Chris Hughs
- Michael Parks