

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2020

BENEFITS



OPEN ENROLLMENT

Open enrollment dates set, the power of vaccines and free flu shot options.

[SEE PAGE 2](#)

SOLAR ENERGY

GOING GREEN

Marten investing in solar energy on trucks and terminals.

[SEE PAGE 3](#)

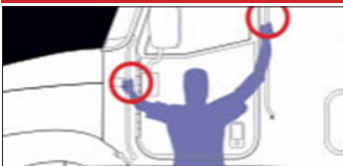
RETIREMENTS

SAYING GOODBYE

Brown, Hegwood, Van Pelt and Wallace retire.

[SEE PAGE 4](#)

SAFETY



AVOID INJURY

Reduce chance of injury by using 3-Pt contact method.

[SEE PAGE 5](#)

EMPLOYEE RELATIONS



HOLIDAY CARD

Annual Holiday Card Contest rules and deadline announced.

[SEE PAGE 5](#)

FEATURE STORY



Marten named 2019 Walmart Grocery Carrier of the Year. Special thanks to all who helped earn this honor.

Earning Top Carrier Status

Walmart chooses Marten as Grocery Carrier of the Year

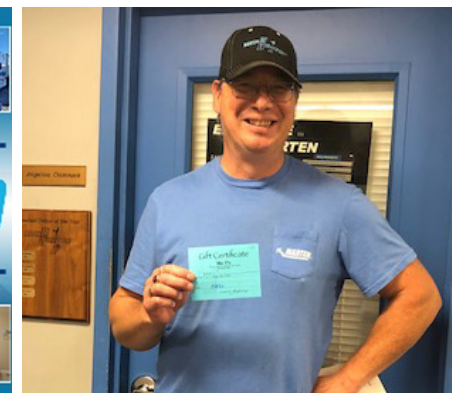
Congratulations to our Walmart Dedicated fleet for being named the 2019 Walmart Grocery Carrier of the Year! Marten was chosen for this prestigious award out of a competitive list of other transportation companies evaluating various factors; including on-time service, maintenance performance, safety and continuous improvements to name a few.

To put things into a better perspective, Marten drivers made 538,295 stops at distribution centers in 2019. Our on-time service for those stops was a remarkable 99.73%. This is an outstanding number that speaks to the level of communication, commitment and

hard work of our entire organization as often times Over The Road drivers help out during peak periods throughout the year. There are currently 816 dedicated Walmart drivers, 120 office and maintenance staff who are spread across 6 distribution centers located in Tomah, WI, Clarksville, AR, Shelbyville, TN, New Albany, MS, Wintersville, OH and Monroe, GA with more on the horizon, thanks to our outstanding performance in servicing the customer.

Thank you to the entire Marten team for this great accomplishment! Your hard work and dedication is what helped us earn this achievement!

Celebrating Our Essential Workers



Marten Transport loves to celebrate our essential workers. Marten Employee Appreciation Week was held September 14th-18th. Marten celebrated employees with random drawings for gifts, catered meals, and of course an Employee Appreciation gift! If you haven't already done so, please pick up your gift next time you are at a terminal. Marten thanks all our employees for contributing to the growth and success of Marten Transport.

BENEFITS

ALL UMR COVERED EMPLOYEES ARE ELIGIBLE TO RECEIVE A **FREE FLU SHOT!**

Flu season is upon us again, and with the current pandemic, we want to remind employees how important getting the flu shot is this year. The continued goal of Marten Transport is to keep our employees safe and healthy! Social distancing and getting your flu shot is your best bet!

GET YOUR FREE FLU SHOT AT ANY OF THE NATIONWIDE LOCATIONS LISTED BELOW!

Receive a free flu shot under our UMR medical plan with your in-network provider or at any of the following pharmacies nationwide: CVS, Walmart, Albertson's, Safeway, Kroger, Smith's, Ralph's, Rite-Aid, Costco, Sam's Club, and many more. Call FlexScripts at (800) 603-7796 with any questions.

401(k) Annual Auto Enrollment

All 401(k) auto enrollment changes will take effect on 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!

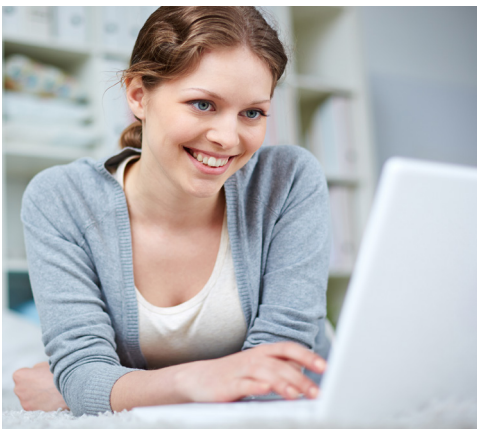
- In order to help our employees secure a better financial future, employees who are not currently participating or those deferring less than 6% will be automatically enrolled. This means if you are eligible and you are

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. Also, your contribution level will increase by 1% each year until it reaches 10%. These changes will occur on your automatic enrollment date. 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, 2020. 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 28th -October 27th at 1-800-755-5801 or log on to www.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 26th - November 13th. Keep an eye out for benefit information in the mail and on Omnitrac.

PAYROLL

Drivers, Earn Extra Holiday Pay!

See how you can earn hundreds of dollars in additional income



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 and extra \$200)

SOLAR ENERGY

Marten Making Solar Commitment

Marten's Solar Commitment

Integration into Cab Refrigeration Units

Nationwide Solar Installations

Mondovi	Memphis
Carlisle	Desoto
Coldnial Heights	Laredo
Tucker	Jurupa Valley
Tampa	Phoenix
Edwardsville	Wilsonville

GOING GREEN: Marten continues to invest in solar energy

Marten Transport has made an investment to help utilize solar energy in an effort to reduce its carbon footprint and cut unnecessary costs. The solar investment is not limited to just the Marten Transport terminals. Solar panels have been installed on trucks to help maintain battery charge, resulting in saved APU run times and fuel savings.

RETIREMENTS

Four Long-Term Employees Retire

Brown, Hegwood, Van Pelt and Wallace worked nearly century



Marten Transport recently said goodbye to a group of long-term employees who together combined to work 94 years!

- **Walter Brown** (top left), a 2-Million Mile Driver, retired after 27 years of driving for Marten. Walter plans to spend some more time in South Carolina, visiting with his mother.



- **Jami Van Pelt** (shown with Randy Marten top right), started her career at Marten over 25 years ago in Benefits. She later worked in Marketing, Sales Services, Operations and in 1999, moved to the Accounting Department. Jami is looking forward to reading more and helping to care for her granddaughter.











- **Michael Wallace** (bottom right), a 2-Million Mile Driver, is retiring after driving for over 32 years with Marten Transport. Mike is looking forward to riding his Harley and working on his boat and cars.



- **William Hegwood** (bottom left), retired in August after almost 10 years working in Tucker, Ga in the Maintenance Department. William wants to enjoy himself before he is too old. He and his wife plan on traveling and spending time with their kids and grand-kids.

EMPLOYEE RELATIONS

 <p>William Age: 5 Son of Angel R.</p>	 <p>Aubrie Age: 10 Daughter of Dana C.</p>	 <p>Katy Age: 12 Daughter of driver Todd B.</p>	 <p>Kerry H. Driver</p>
 <p>Tallulah Age: 2 Daughter of David T.</p>	 <p>Bryce Age: 7 Son of driver Christopher C.</p>	 <p>Trinity Age: 13 Niece of Rodrigo V.</p>	 <p>Edward K. Driver</p>

Coloring Contest Winners

Congratulations to all our coloring contest winners. Looks like we have some really amazing, aspiring artists among us! A big thank you to everyone who submitted their Marten artwork for consideration.

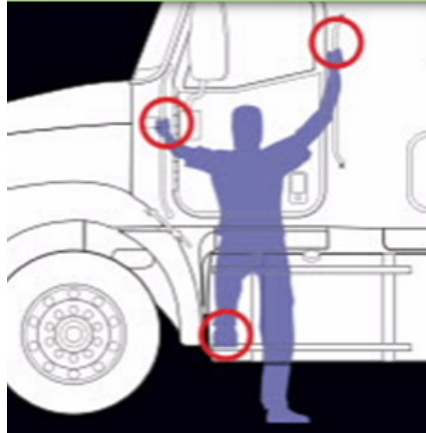
SAFETY

Avoid Injury with 3-Point Method

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 remain in contact with the vehicle at all times (two hands and one foot, or two feet and one hand). These three points of contact form a triangle of anchor points, which changes in form when mounting or dismounting a vehicle. Drivers have the most stability when the center of the triangle is closest to their center of gravity. Sideways movement should be avoided since it creates an imbalance of weight distribution. Below are some additional suggestions for 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 three-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't...

- 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 the door edge as a handhold.
- Become an injury statistic.

EMPLOYEE RELATIONS

Lopez at 30 Years & Counting

Enrique “Henry” Lopez recently marked 30 years as an employee at Marten Transport. He started his career on July 11, 1990. His first job was working on a Kenworth cabover, with a Cat engine. He remembers he performed a “full service.” The Freightliners with the long hoods were his favorite trucks to work on.

Henry recalls in the beginning that he was going to be with Marten for a long time. Along with seeing people come and go, Henry notes the equipment has changed a lot over the years. From non-electronic engines with a cable “cruise control/idle” to full electronic engines with cameras, lane departure and front radar systems. When he isn't working, Henry coaches track/cross country and enjoys time with his family and traveling.



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 artwork for 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 compensation
- Entry can be emailed to jobs@marten.com

Deadline for submitted entries: November 15th

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

- Mondovi-OTR, Carlos Reyes | Mondovi-UM, Steve Hamilton
- Kansas, Mark Hagimimana
- Carlisle, Junior Matthews
- Tampa, James Hart
- Tucker, Marchee Green
- Zionsville, Paul Fortney
- Wilsonville, Robert Caban
- Colonial Heights, Kenny Black
- Coke Dedicated, Matthew Bechtold
- DeSoto, Thom Seak
- Memphis, Michael Nix
- Wal-Mart-New Albany, James David Smith
- Wal-Mart-Clarksville, Jimmy Simmons
- Wal-Mart-Tomah, Tiew Inthirath
- Wal-Mart-Shelbyville, Welton Dupree
- Wal-Mart-Wintersville, Donald Spock
- Intermodal, Bob Watkins
- Phoenix, James Sanders
- Dry-KS, Robert Phelps | Dry-GA, Ricky Davis | Dry-AZ, Chad Hedin

Lending a Helping Hand During Hurricane

Marten was on hand to help when it was needed recently. Four loads of ice from Sanderson Farms was delivered to Shreveport and Alexandria areas for those who lost power during the Hurricane Laura in Louisiana. Thank you Isidro Mares who handed out ice to families in need.

