

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2021



1946 - 2021 • Celebrating 75 Great Years!



The story of Marten Transport began in 1946, when 17-year old Roger Marten started hauling milk for Alvin Quarberg, who held the route for Modena Co-op Creamery. When Roger turned 18 he bought the truck route and continued driving in a 1940 Chevrolet truck. In 1953 Roger Marten bought another milk route and in 1954 he bought two school buses and drove two routes for the Modena School. In 1956 Roger bought a milk tanker and in 1957 he bought his first tractor-trailer combo and used it to haul petroleum. Fast forward to 2021, Marten Transport has a fleet of nearly 3,000 and employs over 4,000. Marten Transport has so much to be proud of. We are industry leading in driver pay, benefits, accident avoidance technology, solar technology and the ability to sustain growth and stability in an ever-evolving market. This year is an exciting year for Marten Transport as we are celebrating our 75th anniversary! Every Transporter this year is going to include a look back as well as facts and information about the growth and evolution of Marten Transport! It's a great time to drive for the best as we celebrate 75 years of business!

Marten, Leading the Way!

Drivers are not treated as a sub-class of employees like other carriers - it's the Marten difference!

NO FREE HOURS AT MARTEN - we do not know where it came from that after doing your job and delivering your load safely on time that our industry practice has been and still is to not pay drivers for being detained for the first two hours. These are lost unpaid hours for other drivers. NOT AT MARTEN!

HOLIDAY PAY AT MARTEN - other carriers pay little to no Holiday pay. How nonsensical and unfair is this? Think about it - who sacrifices more time away from home during the Holidays than drivers, yet gets paid the least in Holiday pay. Makes no sense. Totally unfair. NOT AT MARTEN!

NO SLEEP APNEA DRIVER COSTS AT MARTEN - with the sleep apnea developments and requirements in our industry it added costs for testing and expensive sleep apnea equipment. So how did our industry respond - the carriers just passed the costs along to drivers. Why should they want to pay for your sleep apnea safety costs when they can stick it to the drivers, and they did. NOT AT MARTEN!

HEALTH INSURANCE COSTS CHARGES HAVE BEEN ABSORBED BY MARTEN - everyone knows how health insurance costs have been increasing at levels far above inflation for years now. The answer to paying these additional costs has been like everything else. Just pass the costs to drivers. Honestly, your costs are up some at Marten too. But

we have absorbed much more of these than the other carriers where the answer is to pass on more of the costs to their drivers. NOT AT MARTEN!

INCLEMENT WEATHER PAY AT MARTEN - yet another really big change to keep our drivers safe and their checks whole. Other carriers just leave their drivers with big holes in their checks, and they let them figure out how to pay their bills. NOT AT MARTEN!

PER DIEM PAY DOES NOT RIP OFF YOUR TAX BENEFITS AT MARTEN - if a carrier does not have a per diem program, drivers lose the most since drivers can no longer itemize road expenses on their taxes. Drivers do benefit from per diem programs, but the benefit is not equal throughout the industry. Many carriers put more of your per diem tax benefits in their pockets. This can be thousands of dollars out of drivers' paychecks. NOT AT MARTEN!

COVID PAY WITH NO PTO CHARGES AT MARTEN - the pandemic has been ugly. Drivers contracting COVID in our industry have for the most part been told sorry you have COVID, good luck with it. As you know, we have paid out over half a million dollars in minimum guaranteed pay with no charge to your PTO. WE DID NOT LEAVE OUR DRIVERS OUT IN THE STREET ON THEIR OWN WITH NO INCOME TO SUPPORT THEMSELVES AND THEIR FAMILIES. IT IS ANOTHER REALLY IMPORTANT NOT

AT MARTEN!

MINIMUM GUARANTEED PAY AT MARTEN - while other carriers still primarily limit driver pay to miles driven, we instituted our Minimum Guaranteed Pay plan to keep drivers who do their jobs consistently weekly with minimum guaranteed pay weekly. This is another big industry change to provide a weekly base paycheck like our other employees who get paid for doing their jobs consistently every week. YET ANOTHER MARTEN DRIVER PAY DIFFERENCE!

BOTTOMLINE REFLECTIONS - We take care of our drivers just like we do with our other Marten team employees. Drivers do not receive second class treatment at Marten. Other carriers talk about respecting drivers. AT MARTEN WE SHOW IT THROUGH OUR ACTIONS!

- President, Tim Kohl

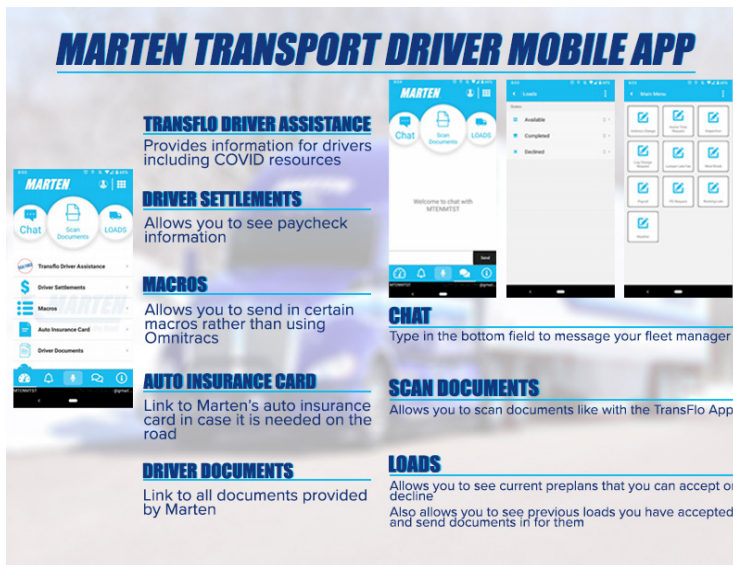


DID YOU KNOW?

In 1962 Marten secured a contract as a major hauler for Land O' Lakes. Roger Marten purchased 2 tractor trailer units to add to his tandem axle tractor he purchased in 1960 to accommodate this account.

COMMUNICATIONS

Marten Driver Mobile App Makes Life Easier



In late 2020, Marten launched the Marten app. This app was rolled out so drivers could access information more easily.



The Marten app allows drivers to access their paychecks, complete macros, view Marten's auto insurance card, message their Fleet Manager, scan documents and can view preplans. Another feature of the Marten app is the ability to submit and view electronic trip confirmations (ETC). Drivers can now confirm their ETC from the Marten app which means drivers do not have to be in their truck to confirm their ETC! We are one step closer to eliminating paper cover sheet/trip sheets.

PAYING IT FORWARD

On the Road to Giving

Marten "paying it forward" with donations to Phoenix Children's Hospital

Marten is continuing the annual holiday tradition of donating to a children's hospital in a location around the country in communities where our Marten family lives. Last year, Marten made a generous donation to the Newborn Intensive Care Unit (NICU) at Phoenix Children's Hospital. This donation will fund the purchase and installation of patient cameras for all 60 NICU beds in the brand-new state of the art Level III NICU facility. This thoughtful innovation provides comfort and peace of mind to families during a most difficult time. Virtual visits will allow parents to log onto a live feed via Smartphones any time of the day, so parents, caregivers and family members can feel connected as they monitor care and progress of their little ones.



SAFETY



As of December, drivers now have the ability to access safety videos from a desktop or on the Infiniti-I Workforce Solutions App that is available to download from the Google Play Store for Android users and the Apple App Store for Apple users. Be sure to register with company code mar6733.



DID YOU KNOW? Roger Marten purchased his first truck route with a \$400 loan from his mother.

SAFETY

Tips for Driving Safely During the Winter

Knowledge is key to safe driving during inclement weather

Driving a truck in serious winter conditions, demands a specific set of skills. It is necessary to adapt your driving style when driving in poor weather conditions, especially on snow-covered or icy roads.

Knowledge and implementation of proper, preventative safety skills for driving in poor conditions is key to keeping you and others safe on the road.

Slow down — At fault accidents are mostly due to excessive speed. Take as much time as necessary. DO NOT HURRY. Speed kills. This rule should ALWAYS be at the top of any winter trucking safety tips list.

Keep a safe buffer zone around your truck - Leave plenty of room between your vehicle and the vehicles around you.

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 to maximize the distance around your truck.

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 means you are following too closely. Also, vehicles you are following can leave the road, and you could follow if you are following taillights.

Never push beyond the limits of your equipment - Knowing what your equipment can handle is very important. It's one of the best ways to stay safe.

Check taillights - Every time you stop after driving in snow, look at your taillights and license plate. Keep them clean. Even a tail wind or draft will cause them to be covered in snow. Being highly visible is one of the most important safe winter driving tips for a truck driver.

Don't stop on the shoulder of the road - Especially in low visibility. When driving in the winter, especially in 'blinding snow', other vehicles can mistake your position for being on the road and as a result, may slam into the back of your trailer.

*Remember, when
the weather
becomes unsafe to
drive, park the truck!*

**MARTEN
PAYS YOU
TO BE
SAFE!**

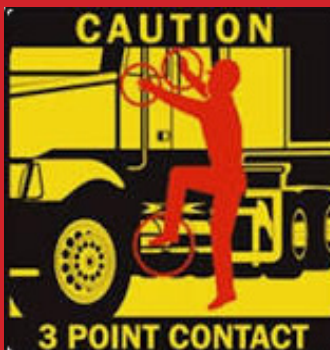
YOUR SAFETY MATTERS!

Year to date we have paid out just over

**ONE MILLION DOLLARS
IN INCLEMENT WEATHER PAY**

to keep you safe and protect your paychecks!

IT'S GREAT TO BE AT MARTEN!



USE A 3-POINT STANCE

Slippery weather is still here. This makes it easier for drivers to fall while entering or exiting the truck. The 3 points of contact rule is simple and will help you avoid injury. Drivers should keep three of their four limbs in contact with the vehicle at all times when entering and exiting. This could be a combination of two feet and one hand, or two hands and one foot. Grasp handles with both hands, keep weight on one foot on the ground while climbing onto the truck with your other foot. Lift one foot at a time into the vehicle grasping the handles firmly with both hands until your body is safely seated inside the vehicle.

BENEFITS

Wellness Initiatives Installed

Blood pressure monitoring machines available at several terminal locations



Marten Transport is pleased to announce that we have installed Blood Pressure Monitoring Machines as part of our wellness initiative at our Mondovi, Tucker, Zionsville and Phoenix terminals for our employees to use. Machines are located in the employee breakroom in Tucker, Zionsville and Phoenix terminals. Mondovi locations are the tractor shop and breakroom at the corporate office. We feel it is important for our employees to maintain safe blood pressure to ensure your health and safety as well as identify early stages of hypertension.

Benefits

- Early detection of cardiovascular risk factors
- Empower users with vital information on the spot
- Encourages self-responsibility
- Encourages health awareness
- Helps with hypertension therapy awareness

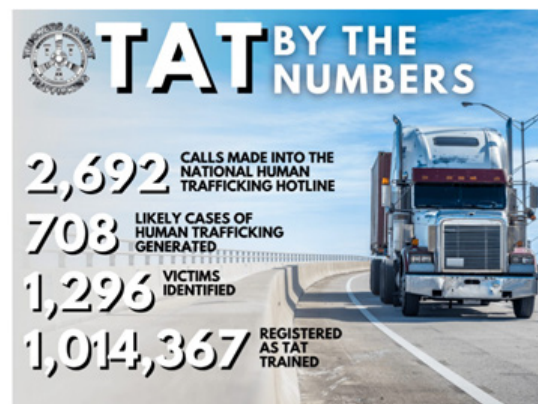
Features

- Intuitive controls with easy to read display
- Blood Pressure measurements
- Pulse/heart rate measurements

Marten Partners to Fight Against Trafficking

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 available by text at 233733.



RECOGNITION

Abel Company Driver of Year

Positive attitude pushes driver to go above & beyond



Marten Transport's Company Drive of the Year is Jack Abel! Jack started his driving career with Marten in 2013 and achieved his Million Miles of safe driving in 2020.

When asked what makes Jack stand out as a driver, his fleet manger, Pamela Gilreath commented, "Jack is a true asset, he always does what is asked of him and goes above and beyond. He always keeps a positive attitude."

"Jack not only takes care of his day-to-day duties, but he also assists with new hires as a Driver Mentor. He helps new hires walk thru their daily tasks with patience and positivity."

Jack was asked what he likes best about driving for Marten and he responded, "I feel blessed to have a career that pays more than just a paycheck." Jack wants to thank all his OTR fleet managers and is thankful to them for keeping him informed and rolling! Thank you for all you do Jack! We appreciate your hard work and congratulate you on being our Company Driver of the Year!

Terminal Drivers of the Year Announced

In 2014 Marten started a new tradition of selecting a driver for each terminal that exemplified what it is to be a Marten driver. Of the selected drivers, one driver is then selected to be Marten's Company Driver of the Year. This year Jack Abel was selected. Congratulations Jack!

OTR - Jack Abel
Upper Midwest - Vlado Keskic
Kansas - Martin Voelker
Carlisle - Benjamin Bishop
Tampa - Michael Sanchez
Tucker - Markey Waters
Zionsville - Marcus Howard
Wilsonville - Jason Keene
Colonial Heights - Tessa Chavis
DeSoto - James Jackson
Memphis - Tommy Skinner

Wal-Mart (New Albany) - James Smith
Intermodal - Curt Nelson
Phoenix - Donna Jenkins
Wal-Mart (Clarksville) - Russell Orrell
Coke Dedicated - Richard Slater
Wal-Mart (Tomah) - Steven Anderson
Wal-Mart (Shelbyville) - Welton Dupree
Wal-Mart (Wintersville) - Donald Spock
Dry - KS - Chris Hughes
Dry - GA - Ricky Davis, Jr.
Company DOY - Jack Abel

Lending a Hand



Edwardo Zapata (Desoto Service Manager) and Ben Arango (Operations Manager) present Vega's with special recognition for their action in time of need.

Vega family steps up to help

Timothy, a Marten driver was shut down in the Texas freeze last month and was staying in a local motel. Word got out that he ran out of food and because of the shut down was unable to find a restaurant or grocery store open within walking distance. Another Marten driver, Miguel Vega and his son, Desoto Shop Foreman Miguel Millian-Vega heard about this and drove 6 hours roundtrip to surprise Timothy with groceries.

Thank you, Vega family for helping Timothy and showing what the Marten family is all about.

Thanepohn Retires After 15 Years Driving at Marten

Ronald Thanepohn spent nearly 15 years behind the wheel of a Marten truck. Ronald started driving for Marten in 2006 and received his Bronze Medallion Safe Driving award in 2020. He retired the end of February of this year. Ronald has said he is looking forward to spending time with his wife of over 47 years. Marten would like to thank Ronald for his many years of service and wish him all the best in his retirement.

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 4th Quarter 2020

OTR- Valeri Alvarez	Phoenix- William Jackson
Upper Midwest- Steve Hamilton	Wal-Mart (Clarksville)- Joseph Courter
Kansas- Steven Wyckoff	Coke Dedicated- Richard Slater
Carlisle- Rex Keith	Wal-Mart (Tomah)- Steve Anderson
Tampa- Jarrell Murray	Wal-Mart (Shelbyville)- Chris Wiseman
Tucker- Michael Bates	Wal-Mart (Wintersville)- Aaron Godfrey
Zionsville- Gary Farley	Dry- KS- Mark Nilges
Wilsonville- Jason Davis	Dry- GA- Ricky Davis
Colonial Heights- Mark Stanford	Dry-AZ- Chad Hedin
DeSoto- James Jackson	Wal-Mart (Monroe)- B. Sayamoungkhoun
Memphis- Vicki Winters	
Wal-Mart (New Albany)- Anthony Bird	
Intermodal- Kevin Rowe	

RECOGNITION



Ugly Sweater Contest!

Congratulations to our winners and thanks to all who participated in this fun event!

(From left to right) 1st place: Kyle Stewart. **2nd place:** Arthur & Janet George. **3rd place:** Tyler Gray.



Marten Spirit Double Take

Account Manager Tim Boylan and Fleet Manager Tyler Gray of Colonial Heights Operations decided to "Twin it Up" and show off their Marten Spirit! Check out the matching shoes!