

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2021

BENEFITS



HOW THE COVID VACCINE WORKS

FDA info about vaccine benefits and immune system.

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RETIREMENTS

SAYING GOODBYE

Dunn, Kutinsky, Stanton and Moats bid Marten adieu.

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BENEFITS



BENEFITS OPEN ENROLLMENT

Opportunity for open enrollment through November 12.

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SAFETY



WINTER WEATHER DRIVING TIPS

Know what to do before heading into inclement weather.

SEE PAGE 5



1946 - 2021 • Celebrating 75 Great Years!



**LOOKING BACK -
LOOKING FORWARD:**
New Marten Transport President, Doug Petit stands in front of iconic image of founder Roger Marten's original truck that he used to haul milk when he began the company more than 75 years ago.

Marten Announces New President

Doug Petit assuming new leadership role with the company

In August, Marten Transport announced the appointment of Doug Petit to the role of President of the company.

Doug began working at Marten in 1992 as a Fleet Manager and advanced his career in Operations working as an Account Manager, Area Coordinator, Operations Manager, Director of Customer Service, Senior Director of Operations, Vice President of Operations, Senior Vice President of Operations and in 2019 was appointed Chief Operating Officer.

Doug commented, "I would like to thank Randy and Tim and our Board of Directors for their

confidence in me. I'd especially like to thank Randy and Tim for the direction and support I've received from them and the opportunity I've had to be a leading member of the strong Marten team we have built over the years. To be able to organically grow through the Great Recession from a temperature-sensitive carrier to the unique multi-faceted business solution we are today has been instrumental in my development. I look forward to this opportunity as President to continue building on and developing our Marten team."

WMCA Recognizes Marten with Safe Driving Honor



Marten Transport was awarded the 2021 Safest Truckload Fleet in Wisconsin by the Wisconsin Motor Carriers Association. To be eligible for the award companies must have an accident ratio of 3.0 or less and report only miles and accidents occurring in Wisconsin.

Our Marten Team had an accident ratio in 2020 of 0.045 with 20,955,877 miles driven! That is an incredible statistic. At Marten safety is our number one priority, we invest in experienced drivers and install the best technology in our trucks.

It is an honor to be recognized by the WMCA for our efforts in keeping our drivers and other motorists safe on the roads.

BENEFITS

A Look at How the COVID Vaccine Works

Immune system gets boost to fight off infection through our cells

When germs and viruses invade our bodies they attack and multiply, that is called an infection. Our immune system needs tools to fight the infection. Our white blood cells work several ways to fight the infection. One of the ways is to remember the infection and how to fight it. Vaccines provide antigens so that when our bodies are introduced to infection our white blood cells remember how to combat it. The COVID-19 vaccine provides the antigens required for our bodies to fight the virus. The Delta Variant is more infectious and spreads a more serious strain of COVID-19. The COVID-19 vaccines are effective at preventing hospitalizations and death from COVID-19 including the Delta variant.

COVID VACCINE-PFIZER APPROVAL

- FDA has granted full approval for Pfizer-BioNTech COVID-19 Vaccine.
Some benefits of getting the COVID-19 Vaccine according to the CDC...
- Vaccines were developed using science that has been around for decades.
- The vaccines are NOT experimental and went through all the required stages of clinical trials.

- The vaccines were found to be safe and effective.
- Vaccines keep you from getting and spreading the virus that causes COVID-19.
- Getting vaccinated protects yourself and your loved ones from getting seriously ill.

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MOBILE MAMMOGRAPHY:

Our Mondovi terminal in partnership with Prevea Health was able to offer mammograms to our employees from the convenience of the Prevea Health Mobile Mammography vehicle. Another wellness benefit - keeping our employees healthy. If you haven't done so already, make an appointment for age-appropriate screenings.



DID YOU KNOW? In 1984, dry van trailers represented 50% of Marten's entire trailer fleet. The fleet went entirely to reefer trailers in 1989.

DID YOU KNOW? Marten first offered refrigerated intermodal service in 2005 and is an industry leader today with 3335 refrigerated intermodal trailers and 608 containers.

RETIREMENTS

Saying Goodbye to Good Friends

Dunn, Kutinsky, Moats and Stanton retire from Marten Transport



Glen "Dave" Kutinsky retired after 41 years of driving, the last 12 being with Marten.

When he was asked what he was going to do in his retirement, Dave jokingly said he was going to drive cross country, find every Marten truck on the highway & drive 30 miles per hour in front of them!

Dave is looking forward to being able to go camping, riding his Harley & spending time with his family.



Kim Stanton retired from Marten in July after 24 years of service. During her time at Marten she worked in Customer Service, Truck/Trailer Permits, Freight Claims, assisting the Accounting Department and the switchboard. Kim is grateful for all the friends she met along the way and has enjoyed working with the drivers and her co-workers. Kim is looking forward to being able to spend more time with her grandchildren, family and friends.



In 2011, **Janis Dunn** started her career at Marten as a driver. In 2018, she moved from behind the wheel and into our Recruiting Department, as an Orientation Coordinator, where she retired in June of 2021. Janis is relocating to Kentucky to be closer to her family.

Congratulations Janis and thank you for your many years of dedicated service to Marten Transport on and off the road.

Rod Moats has worked in the Operations Department as a Team Lead, Fleet Manager, Area Coordinator and most recently as an Equipment Coordinator. Rod started his career at Marten in 1994 and after 27 years of service retired in July. Rod stated that he has some home improvement projects that he would like to get done, wants to spend more time on the golf course, at his camper by the lake and visiting his daughters and their families in North Carolina and South Carolina.

RECOGNITION

Litchfield Reaches Three Decade Milestone



Kelly (Tweeter) Litchfield has worked in the Mondovi Maintenance department for 30 years! Tweeter started in the Trailer Shop and currently works in the Inspection Bay.

Tweeter commented on Marten's growth. When he started in 1991 there were 500-600 trucks with Mondovi, Ontario and Portland being the only terminals. Now, there are about 3,500 trucks with 15 terminals! Tweeter enjoys living and working in Mondovi and appreciates the short commute. On the day Tweeter accepted his position at Marten his niece, Cassie Severson was born. He finds it ironic that Cassie now works at Marten as well.

Keep up the good work and congrats on 30 great years!

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 PARTICIPATING LOCATIONS NATIONWIDE

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!

Auto enrollment plan changes will take effect November 1, 2021. For those who don't want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica by October 27th at 1-800-755-5801 or log on to www.Transamerica.com/portal/home

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 25 - November 12. Keep an eye out for benefit information in the mail and on Omnitracs.

SAFETY



Winter Weather Driving Tips

Being prepared helps you stay safe during most inclement conditions

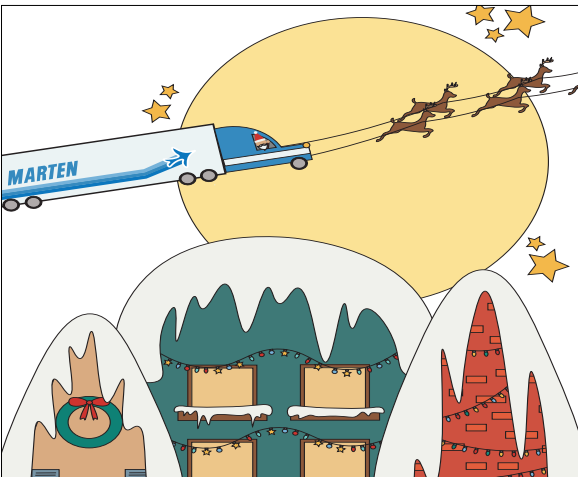
Winter weather is headed our way. Here are a few types for driving in inclement weather.

- 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.



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 12th

RECOGNITION

“Horns of Hope Convoy”

Marten’s Brad Wheat participates in special charity event



Marten Driver, Brad Wheat recently participated in the First Annual “Horns of Hope Convoy.”

Horns of Hope provides an individual with a disability or terminal illness the opportunity to ride in a semi.

The event was held on July 31 in Chautauqua County, NY. Organizers and participants had to deal with stringent New York State Covid guidelines and many other difficult factors. Despite the difficulties, the event raised \$7,000 for the WNY Make-A-Wish Foundation.

Thank you Brad for donating your time, representing Marten, and giving back to your community!



SHOWING THEIR COLORS: Colonial Heights terminal employees recently showed off their “Marten spirit” by hosting a Hawaiian Shirt day.

OPERATIONS

Update on Phoenix & Otay Mesa Terminal Construction Projects



Marten Transport is building a beautiful new terminal in Otay Mesa, CA. This facility is located in the City of San Diego and is just north of the United States-Mexico border. The new permanent facility will be home to a completely furnished drivers lounge and restrooms, including showers for our drivers. There will be an Operations floor with a conference room and several offices. Also among the amenities will be an inspection bay that can accommodate minor trailer repairs. The anticipated completion date is December 2021.

Our Phoenix Terminal is also getting a new look! Construction is set to begin in January for our Phoenix Terminal expansion. The Terminal renovation will include an expansion on the Operations side of the building to include a larger driver breakroom, updated restrooms to include new showers, an expanded Operations floor as well as a new driver orientation area. On the Maintenance side of the building a new Body Shop is going to be added and an automated truck wash. Construction is anticipated to be completed in June 2022.

EMPLOYEE RELATIONS

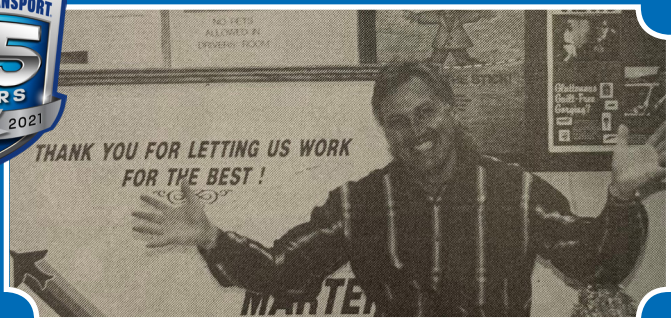
Marten Employee Appreciation Week

Saying special thanks to all our hardworking employees

Our annual “Appreciation Week” was celebrated **September 13th - 19th**. Marten would like to thank all of our employees for everything you do, all year-around. You are what makes our continued growth and success possible. KEEP UP THE GREAT WORK!!



DID YOU KNOW? In 1992, Roger and Randy Marten took a father and son trip cross-country to California in Randy's personal truck. Here is a picture of Randy's Kenworth on Route 1.



DID YOU KNOW? 1996, Randy received an early Christmas present from employees - a framed poster stating “Thank you for letting us work for the best.” The poster received over 250 signatures from Marten employees.

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
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RECOGNITION

Drivers of the Quarter | Q2 '21

OTR-Jack Abel
 Upper Midwest-Michael Boren
 Kansas-Orlando Echoles
 Dry- KS-Chris Hughes
 Dry- GA-Benny Ojeda
 Dry-AZ-Tracy Rachwitz
 Carlisle-Richard Gelderman
 Tampa-James Hart
 Tucker-Timothy Stroad
 Zionsville-Matt Stevens
 Wilsonville-Javier Meza
 Colonial Heights-Dail Locklear
 DeSoto-Alan Baumann
 Memphis-Brad Ingram
 Wal-Mart (New Albany)-Thomas S. Gray
 Intermodal-Curt Nelson
 Phoenix-Keith Newman

Wal-Mart (Clarksville)-David Brakefield
 Coke Dedicated-Robert Wright
 Wal-Mart (Tomah)-Vanessa Mercer
 Wal-Mart (Shelbyville)-Denisenko Ilya
 Wal-Mart (Wintersville)-Douglas Filing
 Wal-Mart (Monroe)-Jean Marie Kambere



Check out the Marten Store! New Items! New Website!

Visit our store locations in Mondovi, Tucker, Edwardsville, Phoenix, Wilsonville and Indianapolis.

<https://marten.excelimages.com/>



DID YOU KNOW? The first Marten Transport tractor was a single axle GMC that Roger Marten drove to haul gasoline.