

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



RECOGNITION



PLATINUM HONOR

Chemours company Titanium Technologies 2020 Platinum Carrier of the Year.

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SCHOLARSHIP PROGRAM

Marten continues to provide scholarship opportunities.

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SAFETY

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Marten providing funding to make season bright for those in need.

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MARTEN STORE



LOTS OF OPTIONS

Check out all the new items and resources.

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1946 - 2021 • Celebrating 75 Great Years!



A Year to Remember

Marten reflects on 2021 with an eye on the future

We set strong goals for ourselves in 2021. Nearly two years into a global pandemic, the entire Marten team was forced to work harder, act more quickly, and think outside of the box to overcome unprecedented times. Our people have adapted to each new challenge to keep the focus on the continued growth of our business and to take care of each other. These actions led us to be one of the most profitable and sustainable transportation companies in the industry.

As part of the changes implemented this year, Tim Kohl was promoted to Chief Executive Officer and Doug Petit was promoted to President. Both are key players in Marten's success and we are excited about what is to come with them in their new leadership roles.

Marten recognizes drivers are the heart of our company. In 2021 we made dramatic pay changes to show our gratitude to all our drivers. We improved our pay packages in all our divisions. We increased base pay, premium pay, minimum guarantee pay, and our industry-leading inclement weather pay. Our efforts to improve driver pay coincide with our continued focus on improving jobs for our drivers. Each day we strive to create more driver-friendly jobs which leads us to increased home time, life predictability, and job satisfaction. We will continue this trend throughout 2022 and beyond, creating jobs that drivers want.

2021 was also a year of expansion amongst many of our business platforms. RCOFC, the business that utilizes stackable reefer containers saw impressive growth, starting the year with 500 containers and growing to 633. By the end of 2022, we hope to see that number nearly double.

Dedicated added 13 new fleets this year, 9 of which were new customers, totaling 123 new drivers added to the team. Growth within our current fleets also

continued adding 75 drivers to those fleets. This year we were also awarded Chemours Company Titanium Technologies 2020 Platinum Carrier of the Year. A huge thank you, to all our drivers that continue to provide exemplary service for not only Chemours but all of our dedicated fleets!

Our Dry Van Division celebrated its 5th anniversary this year. The division started in 2016 with 3 trucks based out of Edwardsville, KS. Over the years we have expanded to the Southeast and West Coast. We have grown our business organically, operating 300 trucks and servicing over 140 customers. Our 2022 plans include a regional expansion in Desoto where we will service the Southwest. We will also expand the Dry Division into Mexico, joining the Marten De Mexico teams in Laredo and Otay Mesa.

Marten remains an industry leader in solar technology. Energy sustainability and solar initiatives provide Marten with long-term profitability while minimizing our carbon footprint. In 2021 we completed the installation of solar panels on our last solar project at our terminal in Zionsville, IN. Solar will continue to be something we look to expand in the future.

All the changes implemented in 2021 have provided us with great wins, including, year over year records in operating revenue and operating income. All of this helped make 2021 one of the best in company history! This doesn't happen without the hard work and dedication from all our employees. Thank you for an outstanding year - amidst continued challenges of the COVID-19 pandemic. Our success and achievements will follow us into 2022 and beyond.



Saluting Our Veterans

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

RECOGNITION

Taking Home A Platinum Honor

Marten named Carrier of the Year for Chemours Titanium Technologies

Marten Transport was chosen as the 2020 Platinum Carrier of the year based on a more than 99 percent on-time pick-up and delivery, outstanding customer service and ease of doing business, among other metrics.

Marten started transporting Ti-Pure titanium dioxide to Chemours customers in 2018 and has hauled over 3,530 loads from 2020 to November 2021.

Thank you to our Chemours dedicated drivers for their hard work and superior service!



OPERATIONS

Otay Mesa Terminal Construction Project Update



Construction is moving along on Marten's new facility in Otay Mesa. The anticipated completion date is the end of January 2022. This facility is located in the City of San Diego. Windows have been installed, all the doors have been hung and locked and the HVAC, sprinklers and ductwork have all been completed. This facility will be home to a completely furnished drivers lounge and restrooms including showers for our driver's. Among the amenities there will be an inspection lane that can accommodate minor trailer repairs and an Operations floor.

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 at www.marten.com/driver-employee/employee-resources and click on the Scholarship program for more information and to apply. Applications open 1/3/2022 and the deadline is 2/28/2022.*



SAFETY

Inclement Weather Pay Increased



Remember, Marten Transport is the only carrier that pays you for shutting down due to inclement weather. Marten puts the safety of our drivers first and shows it by increasing your inclement weather pay! **Your pay for inclement weather is now \$25.00 per hour with a daily max of \$250.00.**

Important Information About Fighting Against Driving Fatigue

It is believed that driver fatigue may be a contributory factor in up to 20% of road accidents, and up to one quarter of fatal and serious accidents. The Federal Motor Carrier's Association defines fatigue as the result of physical or mental exertion that impairs performance. Research has indicated that being awake for 18 hours is comparable to having a blood alcohol concentration (BAC) of 0.08 percent, which is legally intoxicated and leaves you at equal risk for a crash. No load is worth risking the life of a driver or others on the road.

Here are some ways to help avoid fatigue. Get enough quality rest each night. Treat sleep apnea with a CPAP machine. Maintain a balanced diet complete with fruits, vegetables, whole grains and protein. Avoid junk foods and foods that cause blood sugar spikes. Drink more water and less soda.

Try more regular exercise, limiting time on social media and building strong relationships are ways to help combat depression. Limit your caffeine intake to avoid jitteriness, increased heart rate or palpitations, high blood pressure, anxiety and insomnia. When caffeine wears off users can feel fatigued. Diabetes can cause fatigue with either high or low blood sugars. When your sugars are high, they remain in the flood stream instead of being used for energy while being low means you may not have enough fuel for energy.

Dehydration can cause increased thirst, headaches, dizziness and fatigue. To avoid this drink more water. Stick to a regular sleep-wake schedule as much as possible. As a reminder never drive fatigued.

The most common causes of fatigue:

- Sleep deprivation
- Sleep apnea
- Poor nutrition
- Depression
- Too much caffeine
- Diabetes
- Dehydration
- Working at night

Winter Driving Reminders

Winter weather is headed our way. Here are reminders for driving in wintery conditions.

- 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 – 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.
- 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 — Keep everything clean, so you can BE SEEN.

HOLIDAY GIVING

Marten Transport

Holiday Contributions

In 2013, we began contributing to healthcare providers where the children of our employees were being helped. This year, we celebrated our 15th Anniversary, and we were able to increase our contribution to \$75,000 and donate to three organizations helping children of the Marten family! It is because of our employees' consistent hard work that we are able to make this donation.

2021: \$75,000

- BELIEVE BEYOND ABILITY - GILBERT, AZ
- ASSOCIATION FOR CREATIVE DEFICIENCIES - CARLSBAD, CA
- PARKWOOD FARMS THERAPY CENTER - SNELLVILLE, GA

NEWBORN INTENSIVE CARE UNIT (NICU) AT PHOENIX
CHILDREN'S HOSPITAL - PHOENIX, AZ

2020: \$60,000

2019: \$50,000

ST. JUDE CHILDREN'S RESEARCH HOSPITAL PROTON
THERAPY CENTER - MEMPHIS, TN

CLINICAL PEDIATRIC DIABETES PROGRAM AT RILEY
CHILDREN'S HOSPITAL - INDIANAPOLIS, IN

2018: \$40,000

2017: \$35,000

CHILDREN'S HOSPITAL & MEDICAL CENTER OF OMAHA,
NE MEDICAL/SURGERY FLOOR AND THE CAROLYN
SCOTT RAINBOW HOUSE

MAYO EUGENIO LITTA CHILDREN'S HOSPITAL IN
ROCHESTER, MN

2016: \$30,000

2015: \$30,000

ALL CHILDREN'S HOSPITAL OF ST. PETERSBURG, FL
AUTISM CENTER

CHILDREN'S MERCY OF MISSOURI NEPHROLOGY DEPT.

2014: \$25,000

2013: \$25,000

CHILDREN'S OF MINNESOTA ONCOLOGY

Once again, Marten is paying it forward so that all of our people and their children cannot only have an enjoyable holiday season this year, but a lifetime of healthy holidays as well. The Marten holidays are all about the health and welfare of our Marten families. We are able to spread extra holiday cheer because of ALL of our Marten people!

WE HOPE ALL OF YOU HAVE A WONDERFUL HOLIDAY SEASON!

HOLIDAY GIVING

Helping to Make the Season Bright

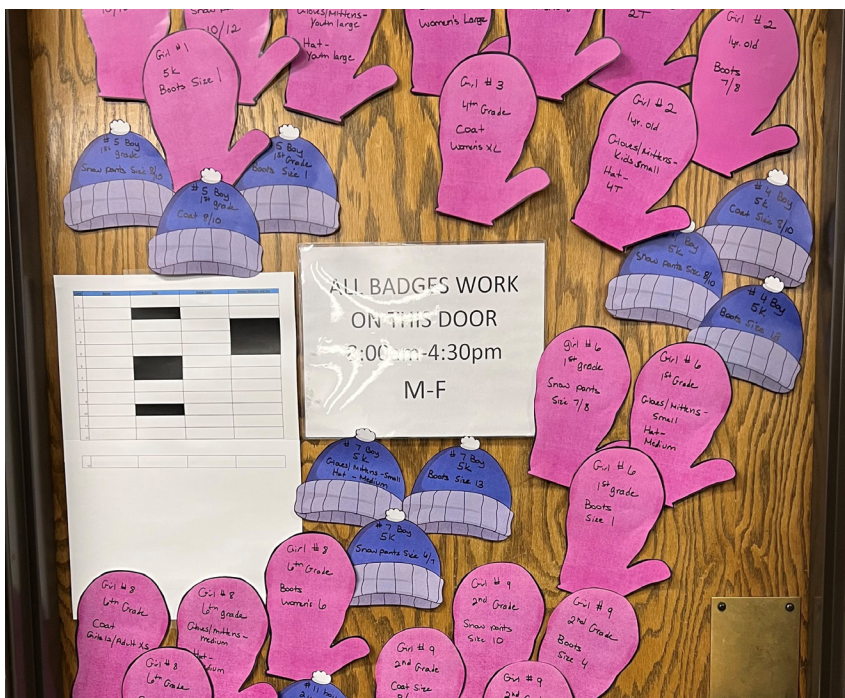
Marten employees participate in charitable events for the holidays



CHRISTMAS FROM THE HEART: "Christmas From the Heart" is a charity that collects items for families that need a little extra help this time of year. The Mondovi terminal was able to fulfill 45 donation requests this year!



FESTIVAL OF TOYS: The Mondovi terminal participated in the 19th annual Chippewa Valley Festival of Toys. Since the drive began, more than 98,000 toys and gifts have been collected and distributed to those in need in the Chippewa Valley by FAMILY PROMISE OF THE CHIPPEWA VALLEY through the generosity of Mid-West Family Eau Claire listeners and sponsors. A very special thank you to all who contributed this year.



MONDOVI CLOTHING DRIVE: Thanks to the generosity of our Mondovi terminal, we provided coats, boots, snow pants, gloves and hats to 17 local school children.

BENEFITS

Clinical Health Risk Assessment

ONLINE REGISTRATION INSTRUCTIONS FOR UMR MEDICAL PLAN MEMBERS

Take an active role in improving your overall health! Start by completing a clinical health risk assessment (CHRA). To access the CHRA, simply follow the instructions below!

You can complete your CHRA December 1, 2021 through January 31, 2022 to avoid a surcharge in 2022.

TO GET STARTED YOU WILL NEED: 1) Hip Measurement, 2) Waist Measurement, 3) Benefit ID Card, and 4) Email address.

1. Go to fhs.umar.com.
2. Click on Member.
3. If you have previously registered, enter your username and password in the TOP RIGHT CORNER of the page. Then skip to #6. First time users, click New user? Register here. If you do not remember your username and/or password, click on Forgot username or password! If you have not logged on to your account for more than one year, you will need to re-register.

4. Employees select I am the employee/retiree. Spouses select I am the spouse or dependent.

5. Provide the following information: a) First name, b) Last Name, c) Member ID (enter the number located on your Benefits ID card with no dashes), d) Group number (no dashes), e) Birth date, f) Gender, g) Email. Create a username and password and choose two security questions. Record these for future reference. Click Continue.

6. Click Take a CHRA located on the right side of the page.

PLEASE NOTE: If you are not redirected, check to see if a new tab or page has opened.

7. Click on Start CHRA located in the To Do List on the right side of the page.

8. Click on English or Spanish. The CHRA takes about 20 minutes to complete.

IMPORTANT: Spouses need to create their own account when registering online.

QUESTIONS? If you have any questions or need assistance, please call UMR Customer Service at 1-800-207-7680.

When you have answered all questions on the CHRA, click on Submit, located in the lower right side of page.

PLEASE NOTE: CHRA's that have not been submitted are considered Incomplete and will not process your CHRA results. You may receive custom e-mail messages which are triggered by your online activities and/or CHRA results.



TELADOC REMOTE HEALTHCARE CAN TREAT MANY COMMON HEALTH ISSUES

Teladoc doctors can diagnose many health issues like cold and flu symptoms, allergies, rash, skin problems and so much more!

Here is a small sample of things we've treated in the last year:

- | | | |
|--------------------------|---------------------|----------------------------|
| • Abdominal Pain | • Constipation | • Laryngitis |
| • /Cramps | • Cough | • Pink eye |
| • Abscess | • Croup | • Poison Ivy/Oak |
| • Acid Reflux | • Diarrhea | • Rash |
| • Allergies | • Dizziness | • Respiratory infection |
| • Arthritis | • Eye Irritation | • Sinusitis |
| • Asthma | • Fever | • Skin Injury |
| • Backache | • Flu | • Sore throat |
| • Blood Pressure issues | • Gas | • Sprains & Strains |
| • Bronchitis | • Gout | • Strep |
| • Bowel/Digestive issues | • Headache/Migraine | • Tonsillitis |
| • Cellulitis | • Herpes | • Vaginal/menstrual issues |
| • Cold | • Joint Pain | • Yeast infection |
| | • /Swelling | |

TELADOC MENTAL HEALTH - NEW!!!

Schedule a visit with a therapist or psychiatrist, 7 days a week for challenges like depression, anxiety, loss, grief, addiction, pain management and many others!

Here is a small sample of things we've treated in the last year:

- | | | |
|--------------------------------|---------------------------------|-----------------------------|
| • Anxiety, stress, overwhelmed | • Not wanting to get out of bed | • Negative thought patterns |
| • Depression | • Relationship conflict | • Mood swings |
| • Not feeling like yourself | • Trauma/PTSD | • Medication management |

WHY WAIT?

Set up your Teladoc account today! Call 1-800-Teladoc (1-800-835-2362), or go to: www.teladoc.com

This is a FREE Benefit!
Register online today before you need it.

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 2022 benefits.

RECOGNITION

Seeing A Whole Lot of Growth

Pickford has experienced many changes at Marten in 30 years



Don Pickford has been behind the wheel since 1984 and with Marten for the last 30 years. When Don started with Marten back in 1991, the only two terminals were Mondovi and Oregon. Don commented that Marten has grown to have 15 terminals and so many fleets over the years.

Don liked stopping at his favorite truck stops along the road. Don stated that he has always appreciated the variety of different opportunities at Marten. He started as an OTR driver and was the sole city driver in Atlanta for ten years. He trained drivers who needed a little extra help and was able to run the city loads.

Currently, Don has been working on Marten's Sweetwater dedicated account since its start in 2014. Don talked about his most memorable time at Marten was when Roger Marten passed away. He met Roger on a couple of occasions and was saddened by his passing. Don has met many different Marten employees through his years and has watched many of them get promoted and retire. He appreciates the people he has had the chance to meet throughout his career at Marten.

Congratulations Don! We look forward to many great years ahead.

RETIREMENT

Mosier Says “Goodbye” After Nearly Three Decades

Congratulations to Greg Mosier (shown with Randy Marten at right), who retired in October after accumulating nearly 30 years of driving with Marten Transport. After taking a few months off, Greg (a 3-million mile driver) plans on getting a delivery job to keep himself busy. He is looking forward to working on his hot rod and remodeling his kitchen and bathroom in his free time.

Thank you Greg for all your hard work and friendship over the years.



EMPLOYEE RELATIONS



A festive red background with white snowflake graphics. At the top center is the Marten logo with the tagline "Expect the Best!". Below it, the title "Holiday Card Contest" is written in a large, white, cursive font. Underneath the title, the text "CONGRATULATIONS TO OUR WINNERS!" is displayed in a white, sans-serif font. Four winning cards are shown, each with a name below it: Savannah T. (a blue Marten truck), Ayla W. (a green Christmas tree), Adam - Employee (a card with multiple drawings and text including "MARTEN TRANSPORT DELIVERING GIFTS SINCE 1946!", "MERRY CHRISTMAS AND HAPPY NEW YEAR!", and "75 YEARS"), and Bryce C. (a card with "Happy Holidays!" and a drawing of a Marten truck and Santa Claus). At the bottom, the text "THANK YOU TO ALL OUR PARTICIPANTS!" is written in a white, sans-serif font, above a row of eight smaller, diverse drawings of holiday-themed cards.

MARTEN
Expect the Best!

Holiday Card Contest

CONGRATULATIONS TO OUR WINNERS!

Savannah T.

Ayla W.

Adam - Employee

Bryce C.

THANK YOU TO ALL OUR PARTICIPANTS!

This is the 7th 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!



DID YOU KNOW? in 2013 in lieu of holiday gifts to customers Marten started the tradition of making donations to healthcare providers that have benefited our employees and children. To date Marten has donated to 11 organizations a total of \$370,000!

EMPLOYEE RELATIONS



Marten Door Decorating Contest Winners



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 | Q3 '21

OTR- Jose Bernabel
 Upper Midwest- Vlado Keskic
 Kansas- David Phinney
 Dry- KS- Krystal Sierra
 Dry- GA- Benny Perez
 Dry-AZ- John Aitken
 Carlisle- Jo-Ann Bailey
 Tampa- Willie Thigpen
 Tucker- Tam Le
 Zionsville- Barbara Dodd
 Wilsonville- Johan Hallin
 Colonial Heights- Doug Smith
 DeSoto- Shem Ngugi
 Memphis- Denise Gardner
 Wal-Mart (N. Albany)- Robert Schierholz

Intermodal- Richard Singley
 Phoenix- Chris Lee
 Wal-Mart (Clarksville)- Jimmy Jones
 Coke Dedicated- Donald Bishop
 Wal-Mart (Tomah)- David Mullen
 Wal-Mart (Shelbyville)- Christopher Garman
 Wal-Mart (Wintersville)- Charles Howerton
 Wal-Mart (Monroe)- Robert Jones

MARTEN STORE



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? In 1983, just to accommodate the needs of one customer, Marten bought 15, 47-foot trailers.