

MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2022

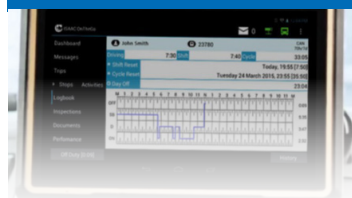
RECOGNITION

DRIVERS OF THE YEAR NAMED

Gilstad named Company Driver of the Year - other terminals name Drivers of the Year.

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SAFETY



ELECTRONIC LOGS

Important reminders on correct usage of ELDs.

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RECOGNITION



DRIVERS PROFILED

Wade, Sumwalts get articles in Trucking publications.

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RECOGNITION

CELEBRATING THREE DECADES

Five long-term employees mark 30 years of service.

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HUMAN RESOURCES

AIMING TO STOP TRAFFICKING

Marten part of Truckers Against Trafficking campaign.

SEE PAGE 8

FEATURE STORY



Front row, left to right: Sirena Dennis, Edward Theall, Vanessa Mercer, Bradley Stinehelfer, Jeffery Stanton, Matthew Zerbe. Back row, left to right: Harjan Sloots, Barry Pease, Paul Gilstad, Richard Roth, Paul Wiese, James White.

Marten Drivers Honored

Wisconsin Motor Carrier President's Safe Driver Club

The Wisconsin Motor Carriers Association has been honoring safe, professional Wisconsin-based drivers since 1996. This past year, Marten Transport had 63 drivers honored. Drivers were celebrated at a luncheon and dinner banquet at the Blue Harbor Resort & Conference Center, in Sheboygan, WI. As well as honoring driver's who have earned their 5th year or more of safe driving, we celebrated Edward Theall who was chosen as Wisconsin Motor Carrier's Driver of the Month for June.

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 (on or off work) be dispatched out of Wisconsin and drive a minimum of 10,000 miles in Wisconsin per year.

Congratulations to all our drivers! Here is the complete list of Marten drivers earning President's Club honors.

1st Year Recipients: William Bell, Mark Davis, Timothy Duquaine, Paul Eigenman, Richard Hickman, Shamus Keats, Jacob Lakoduk, James Langley, Robert Larson, Brian Olson, Christopher

Ponto, Wesley Slagerman, Robert Sparks, Edward A. Theall (June Driver of the Month), shown below.



2nd Year Recipients: Michael Deck, David Dewitt, Paul Fortney, Kraig Hollingsworth, Vlado Keskic, Nicholas Klinger, Jerry Larsen, Barry Lawhorn, Marcelino Mata Zuniga, Keith Mcdaniel, Vanessa Mercer, Ted Zaczekiewicz.

3rd Year Recipients: Hiltwentif Bryant, Thomas Campbell, Daniel Carroll, Thomas Dubasik, Dwain Hansen, William Howard, Christopher Jendro, Daniel Kivimaki, Philip Mrozla, Christopher Osburn, Ronnie Ray, Richard Roth, Dallas Seif, Donald Soderstrom, Raymond Weeks, Lee

West, James Whiting, Vernon Wilberg.

4th Year Recipients: Todd Almlad, Adrian Cocio, Roger Cook, Mario Douglas, Daniel Knautz, Mark Linquist.

5th Year Recipients: Barry Pease, Bradley Stinehelfer, James White, Bobby Zellars.

6th Year Recipients: Sirena Dennis, Jeffery Padilla, Jan Sloots, Matthew Zerbe.

7th Year Recipient: Paul Gilstad.

9th Year Recipient: Paul Wiese.

11th Year Recipient: Jeffery Stanton.

RECOGNITION

Marten Drivers of the Year

Company Driver of the Year & Terminal Drivers of the Year Announced



Marten annually selects a driver from each terminal that exemplifies what it is to be a Marten Driver. From that group, one driver is selected as the Company Driver of the Year.

Paul Gilstad (shown at left) goes above and beyond what it means to be a Marten Driver and we want to congratulate Paul for being Marten's Company Driver of the Year!

Paul has been behind the wheel of a Marten truck since 2010. In 2020 Paul earned his Million Mile Safe Driving award and in the same year earned the Wisconsin Motor Carriers President's Club September Driver of the Month. Paul has also been inducted into the Wisconsin Motor Carrier's Safe Driving Club for the last 7 years.

When Paul isn't driving you will find him on the golf course doing what he loves.

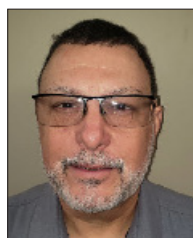
This years Terminal Drivers of the Year are shown below. Congratulations to all and keep up the good work!



Alfred Newell
Walmart - Clarksville



Avar Kaarama
Walmart - Tomah



Benny Perez
Dry-GA



Burnell Harris, Jr
Coke Dedicated



Carlos Reyes
OTR



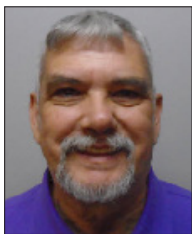
David Phinney
Kansas



Tony Winn
Tucker



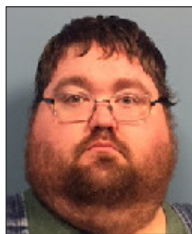
Doug Smith
Colonial Hts.



Douglas Filing
Walmart - Wintersville



Gary Farley
Zionsville



Jacob White
Memphis



Jason Jones
Phoenix



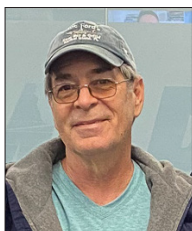
Jean Marie Kambere
Walmart - Monroe



William Christian
Walmart - Shelbyville



James Bolen
Intermodal



John King
Tampa



Juan Hernandez
Wilsonville



Mario Cerrato
DeSoto



Mitchell Allen
Carlisle



Scott Gray
New Albany



Ken McNair
Dry - KS

SAFETY

Doing Electronic Logging Right

Some important reminders for drivers regarding usage of ELDs



An ELD is an electronic logging device, used by commercial drivers to automatically record driving time and Hours of Service (HOS) records.

ELDs help with engine maintenance and operational efficiency because they can capture data on the vehicle's engine, movement and miles driven. The ELD keeps truck drivers and dispatchers informed of driver status in real-time to support fleet compliance, inspections and planning. Here are some reminders to help drivers use ELDs best.

- While working with the ELD, there are a couple of things to avoid that will cause log violations or other issues on your logs. Make sure to log out of the Omnitrac anytime the truck is going into the shop or is going to be driven by another Marten employee. Driving cannot be edited so if a mechanic were to drive the truck while your logged in it could interrupt your 34-hour restart or 10-hour break.

- Anytime you are driving the truck you need to be logged in. If you are logged out and driving that is log falsification and can cause you to be placed out of service by an officer or disciplined by Marten. Once you finish driving it is important to change your status, if you don't change your status the ELD could leave your log stuck on driving.

- Other common logging mistakes are logging on-duty. DOT requires the following time to be logged on-duty: pre- and post-trip

inspections, checking in and out at customers, drop and hooks, fueling and random drug testing.

If the Omnitrac isn't working you need to contact the Safety Department and switch to a paper log asap.

- Personal Conveyance (PC) reminders- If you are using the tractor for personal use, you must switch to personal conveyance (PC) and put a comment in Omnitrac 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 you need 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.

New Equipment Updates Show Commitment to Safety

YOUR SAFETY IS OUR NUMBER ONE PRIORITY!

DISC BRAKES

We added disc brakes to 50 trucks in 2021 and plan to add an additional 420 this year.



STOPPING DISTANCE

These disc brakes will decrease stopping distance by 23 feet at 65 mph to reduce collisions and risk to our drivers.



990

Trucks added in 2021 with Blind Spot Detection

2,000+

Total trucks with Blind Spot Detection as of February 2022

730

Trucks to be added in 2022 with blind spot detection and lane departure

3,300

Total trucks with Lane Departure as of February 2022

All of our new trucks come with lane departure and blind spot detection. This year's new trucks are just beginning to arrive!

RECOGNITION

Marten Drivers Profiled in News

Jerome Wade: Professional Driver...

"I am proud of the work I have done as a truck driver! I've devoted my life's work to the road and looking back the obstacles I have overcome feels surreal."

- Jerome Wade



■ Driver Jerome Wade (shown above) was recently quoted in National Truckin' Magazine talking about his experience as a Driver. Jerome has been with Marten Transport since 1989. He earned his Million Mile award in 2003, his Two Million Mile award in 2006 and his Three Million Mile award in 2014.

Jerome was quoted saying, "The one thing that has kept me in this business, whether driving trucks across country or local buses, is the joy of meeting new people. Getting out in the world and seeing different surroundings and cultures is always a reminder for me that there is so much more to experience in life. You are given this opportunity to learn from others; sharing that experience gives it power to exist beyond yourself. That alone is a priceless gift."

Thank you for your service to the industry and Marten Transport Jerome!

*Edited by Mandy Hayes, National Truckin' Magazine, 2/2022,
<https://www.nationaltruckinmagazine.com/>.*

Check Out the Marten Store!

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

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



Sumwalts: Love on the Road - Couples and Team Drivers

"Stepping out of a semi-truck in formal wear is one highlight of being a professional driver with my passenger wife. Driving a load to Wisconsin in April allows us to attend a Viennese Ball at my wife's alma mater. My driving career began as a school bus driver, then I became a CDL truck driver. Since my wife loves to travel, we decided to become a trucking couple. Over 13 years later of driving for Marten Transport, we still make a trucking lifestyle work by preparing healthy meals and snacks on our home time. Then, we take them on the truck in our large cooler.

"Being on the road together allows us to communicate in person and to enjoy each other's company. We share adventures wherever we go: from seeing Niagara Falls and seaports to watching frolicking squirrels and grazing deer in the pine tree-covered rest areas. With both of us on the road, sometimes household projects get put on hold. We use our home time to clean and restock the truck. Also, we try to get in at least one car trip to our favorite beach to collect seashells. After each completed trip, we eagerly read the destination detail of our new trip. Each day, we look forward to the new adventures awaiting us!"

Thomas has been behind the wheel of a Marten truck for 14 years and earned his Million Mile Safe Driving award in 2019.

Thank you for your dedication to Marten Transport Thomas!

*David Hollis. "Love on the Highway: They're Couples and They're Team Drivers." Truckers News, 21 Feb. 2022,
<https://www.truckersnews.com/life/arti->*

RECOGNITION

McGee Retires as a Leadman



Bobby McGee (center) receives a “crystal truck” in recognition of his service. McGee, shown with Dave Meyer (left) and David Pettis, served for nearly three decades in the Mondovi Maintenance and Trailer shop areas.

After almost 30 years of service, we congratulate Bobby McGee on his retirement from the Trailer Shop.

Bobby worked in Mondovi in the Maintenance department as a Trailer Technician and later as Leadman until his retirement in February. We will still see Bobby around as he plans to assist with plowing and mowing. In his free time he is going to be helping the Amish community by providing rides.

RECRUITING

MARTEN TRANSPORT DRIVER REFERRAL BONUSES

Our referral program allows current employees and drivers to receive \$2,000 for the first referral and \$2,500 for any additional referrals during the year!

Please reach out to the Recruiting Department for informational brochures you can hand out for referrals:

- ❶ Write your name on the inside of the brochure and hand out at truck stops, gas stations, etc.
- ❷ Inform the driver they will write your name on their application where it asks how they heard about Marten.

Our top earner in 2021 made \$8,500 on top of his regular pay!

✈ ✈ ✈ ✈	\$2,000	\$2,500
Upon Hire	\$500	\$500
30 Days of Employment	\$500	\$500
60 Days of Employment	\$500	\$500
90 Days of Employment	\$500	\$1,000

BENEFITS

Real Appeal | Weight Loss Support

Small Changes. Big Impact.

Now more than ever - making simple adjustments to your routine can help you feel better and improve your health. Meet Real Appeal - a free online weight loss program tailored to help you create health habits that fit into your life.

Stay Well. Stay Focused. Stay Connected.

Real Appeal is a program on Rally Coach™ available to you and eligible family members at no additional cost as part of your health benefits plan.



Stay Well with guidance from a coach who offers ongoing support to help you create lasting, healthy changes – when and how you need it.



Stay Focused on your nutrition, exercise, and weight loss goals using our 24/7 online resources and a Success Kit that's delivered to your door.



Stay Connected with 30-minute online sessions and a community of caring members to connect with and learn from.

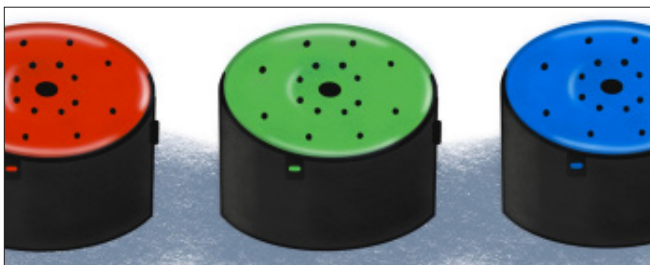
Find Your Support at
enroll.realappeal.com

Earn Your Incentives



New for 2022! Complete 9 or more Real Appeal coaching sessions and earn \$50. Members must opt-in in order to receive their incentive. Current members can log into their Rally Coach account and select "share my health information for incentives" under Settings. New members can opt-in during enrollment by clicking "share my health information" on the incentives consent screen.

PAYING IT FORWARD



Talking Buttons

Talking Buttons are recordable voice output buttons. You can record up to 10 seconds of audio, and re-record as often as you want!

Ways Talking Buttons are Used:

- Use one button for a single phrase such as, "Happy Valentines Day!"
- Use one button while reading to say, "Let's see what happens next!"
- Use two buttons to teach how to respond YES or NO

Marten Donates "Talking Buttons"

As part of Marten Transport's annual holiday donation, Marten donated to Believe Beyond Ability. Believe Beyond Ability is a nonprofit organization out of Gilbert, AZ whose mission is to evaluate, determine and provide assistive technology to those with multiple disabilities to increase independence in daily living.

Marten's donation enabled Believe Beyond Ability to purchase Talking Buttons. Talking Buttons is an assistive technology tool to help those with disabilities to communicate. They are distributed by www.inclusivetlc.com.

These buttons are a type of augmentative and alternative communication (AAC) device. They can help people communicate when talking is difficult. They can be used to support learning cause and effect, and to show the power of communication! Recordable buttons might also be used to record verbal reminders or step-by-step instructions for someone.

RECOGNITION

Thirty Years of Excellence

Group of Marten employees mark three decades with company



Celebrating 30 Years at Marten: Marten employees Kim Thronson, Jill Larson, Connie Ahlers, Wendy Olson and David Roe.

There's a reason Marten Transport has forged itself as one of the most successful and consistent transportation companies in North America. It has a great team of long-term, dedicated employees. Like the five who each recently celebrated 30 years with the company.

• **Kim Thronson** has worked in Trip Entry, Payroll, and was an Accounting Floater. Kim has been working in Contractor Relations since 1996. When asked if there were any memorable moments at Marten, Kim spoke about an incident that she and a current co-worker still laugh about today although, she wouldn't give details.... Kim mentioned that she has made some great friends and miss those that have retired. Congratulations Kim!

• **Jill Larson** has worked in Payroll, Recruiting and currently in Safety as the Sleep Apnea Manager. Jill commented on Marten's growth in not only in buildings and terminals but in the number of trucks, as there were only 500 trucks when Jill started. When asked what she likes about working at Marten Jill responded, "Marten has the ability to resolve to change and proactively react to the challenges faced by the world around

it". Jill stated she has too many Marten memories to recall, time has gone by so quickly she can't believe it's been 30 years!

• Congratulations **Connie Ahlers** on 30 years of service at Marten Transport! Connie began her career as a Dispatcher, worked as a Planner, Customer Service back up and currently as a Fleet Manager. When Connie started, she stated all of Operations was out of Mondovi, there was not Omnitrac or GPS. Computers were relatively new, and Marten had their own in house programmers. Drivers used to call in twice daily by use of a pay phone until cell phones became more popular. Connie was asked what she likes best about working at Marten, her response is that Marten is a great place to work, there is a family atmosphere from both the drivers and the office. Time has flown by and Connie enjoys working with a great group of people.

• **Wendy Olson** started her Marten career working in the Safety Department during her senior year of college. Wendy worked for a short time in Trip Entry and transitioned into the Operations Department. Wendy has worked as a Fleet Manager, a Customer Service Manager, Area

Coordinator, Dedicated Fleet Manager, and currently as an Assistant Manager in Freight Claims. Wendy commented that when she started working at Marten there were only 400 trucks, and 3 terminals. Operations had their own room and Fleet Managers could smoke at their desks! Wendy has seen a lot of people come and go at Marten and remembers fondly the Friday nights at the Mondovi Inn recapping the week's events. Since working half her life at Marten, Wendy has gotten married, had children, raised her family, while being able to attend school activities and now she is enjoying being an empty nester! Thank you for 30 years of service Wendy.

• **David Roe** joined the military out of high school, stationed in the United Kingdom. After he left the service David was hired by Marten Transport which was the first company he applied to! He never thought he would choose a career as a truck driver but hasn't looked back since starting at Marten 30 years ago.

David mentioned the amazing growth Marten has had over the years. He misses the days when trucks had manual transmission. When David is not on the road he is catching up on work around the house.

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 | Q4 '21

OTR-Todd Wheeler
 Upper Midwest-Paul Gilstad
 Kansas-Larry Sheldon
 Dry-KS-Ken Mcnair
 Dry-GA-Gio Maier
 Dry-AZ-Claud Mathews
 Carlisle (Northwest)-Alan Landers
 Tampa-John King
 Tucker-Tony Winn
 Zionsville-Gary Farley
 Wilsonville-Juan Hernandez
 Colonial Heights-Clifton York
 DeSoto-Mario Cerrato
 Memphis-Jacob White

Wal-Mart N. Albany-Brad Heard
 Intermodal-Irvin Garfield
 Phoenix-David Varner
 Wal-Mart Clarksville-Roger Allen
 Coke Dedicated-Burnell Harris
 Wal-Mart Tomah-Alvar Kaarama
 Wal-Mart Shelbyville-James Jones
 Wal-Mart Wintersville-Norm Austin
 Wal-Mart Monroe Dexter Hill

HUMAN RESOURCES

Truckers Against Trafficking

Marten proud sponsor of key awareness and educational campaign



**Make the Call,
Save Lives.**

1-888-3737-888 (US)
1-833-900-1010 (Canada)
01800-5533-000 (Mexico)
Text INFO or HELP to BeFree (233733)
www.truckersagainstafficking.org

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.