

# MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2022

## OPERATIONS

### GETTING NOTICED

Marten earns prestigious awards from customers.

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## BENEFITS



### OPEN ENROLLMENT

401k and Benefit enrollment periods announced.

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### WINTER DRIVING

Important tips for driving during the winter season.

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## RECOGNITION



### FREEMAN RETIRES

Long-term driver leaves the road after 32 years.

### THREE DECADES

Janet Forsyth celebrates three decades working at Marten Transport.

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## FEATURE STORY



## Safest Fleet Award Winner

*Marten earns recognition for second straight year*

Marten Transport was awarded the 2022 Safest Truckload Fleet in Wisconsin by the Wisconsin Motor Carriers Association. This is Marten's second consecutive year being awarded this prestigious award.

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.

Thanks to our Marten Team we had an accident ratio in 2021 of 0.021 with 20,719,196 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 to support our drivers.

It is an honor to be recognized for the second year running by the Wisconsin Motor Carriers Association for our efforts in keeping our drivers and other motorists safe on the roads.

Awards were announced at the awards banquet held at the Inn at Sentry World in Steven's Point, WI.

## Marten Expands Mexico Footprint, Adds Partners

In September, Marten Dry Van expanded our Mexico footprint with the first shipment out of Salinas Victoria, Nuevo Leon, Mexico, for long-term customer Mondelez.

One of our new partner carriers, Sega Carriers, crossed the shipment via the World Trade International Bridge in Laredo, TX. The shipment was picked up by a Marten driver at our Laredo terminal and delivered to a Mondelez facility in Fort Worth, TX.

We are excited to partner with new (and existing) customers to support our expansion in Mexico and to provide capacity solutions to our long-term customers. We are also thrilled to announce new carrier partnerships with Trafico Transportaciones, Grupo Alpenasa, and Sega Carriers.

These carrier partners will help us provide safe capacity solutions to our customers in Mexico. We thank our operation and sales team for the successful startup of our newest Mexico Dry Van expansion. Together as a team, we move Marten forward.

OPERATIONS

# Celebrating Customer Service Success

*Marten earns awards from customers for performance dependability*

## Chemours North American Platinum Carrier of the Year 2021



Ray Dobbs  
Charles Vanhovel  
Michael Balkovich  
Chris McClure  
Mark Wagner  
Ralph Elam  
Jelani Johnson  
Barry Moulder  
Charles Fairley  
Lawal Owokunle

Gregory Davis  
Antonio Vasquez  
Jaresa Robinson  
Katrina Fort  
Aasia Anderson  
Steven Pullin  
James Dampier  
Deandre Dartez  
Kory Davis  
Kedwin Allen

Christopher Rainey  
Allen Opal  
Franklin McKinnis  
Ali Benkalifa  
Marcos Guevara  
Tre Washington  
Damian Dominguez  
Trevor Watkins  
Chris Babilon  
Justin Gilbert



*Earning high praise from customers has become a tradition at Marten Transport. Our drivers and employees take a great deal of pride in doing things the right way - and that hasn't gone unnoticed.*

• **Chemours Award:** Marten has been named the Chemours North American Platinum Carrier of the Year for the second year in a row - boasting more than a 99% on-time pick-up and delivery rates. Marten has showcased dependability and commitment in serving the Tri-Pure titanium dioxide customer.

• **2022 SmartWay Multimodal Carrier High Performer:** Marten was awarded the High Performer award for being able to consolidate and optimize shipments along the most efficient route. Shipments move from door-to-door, utilizing truck, rail, ocean and air transportation.

These methods minimize time, costs, and fuel use. In return there is less impact on the environment and lowers costs. This is another example of Marten working on energy sustainability.

Thank you to everyone who helped earn the respect and recognition of our customers. Keep up the great work!

• **2022 Coca Cola Dedicated Carrier:** This success is because of our entire Marten team. Thank you to our drivers, to our recruiting team that found us the best qualified drivers, our maintenance team that keeps our trucks running and to our operations and support teams.

Thank you for making Marten the 2022 Coca Cola dedicated carrier of the year!

## MARTEN HAS BEEN AWARDED COCA COLA DEDICATED CARRIER OF THE YEAR FOR 2022!



NICHOLAS BREIDENBACH  
SHAWN ANDERSON  
MICHAEL BIRK  
NICHELLE BROWN  
LARRY DREWES  
DAKOTA LOVE  
DANA PEOPLES  
RECARDO TOLER  
ISAIAH MORRIS  
SHAUNE TURNER  
AARON HERNANDEZ  
GEORGE HEINE  
ROMEO SARMIENTO  
RANDALL LANE II  
TYLER HICKEY  
JERRY MCBRIDE  
CANDACE EVERAGE  
JOSE ORTIZ  
DEMARCO JOHNSON  
DONNA DEVINE  
MARK KIRCHER  
JEREMY JUDD  
QUINTIN BUCKNER  
NAZIR AL AMMATOURI  
TOIRREY WARREN  
TIMOTHY MAUSER  
KIMBERLY WHITE

ANDREW MCCORD  
BRIAN BREIDENBACH  
EUSEBIO CAMACHO MORA  
ERICK ROSSNER  
ANTHONY JEWELL  
DAVID CUTRIGHT  
CHRISTOPHER SMITH  
RICKIE LONGSTREET  
ROGER REHBERG  
ROBERT WOLF  
LORENZO HENDERSON  
JERRY HAWKINS  
MICHAEL BONANATA  
JAMES ARVEN  
BILLY HALL  
TIM AUSBURN  
RODGER MCCREARY  
PETER KING  
RICHARD SLATER  
JAMES MORTON  
BRYAN SHORTALL  
FREDDIE YOUNG  
JORDAN CAULDWELL  
MARK MEINEMA  
RICHARD MATHIAS  
CHRISTOPHER MCGEE



## SAFETY

# Important Winter Driving Tips

Winter weather is headed our way. Here are a few tips 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 you are 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.**

## BENEFITS

## 401(k) Annual Auto Enrollment Period

*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 15%.

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, 2022. 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 26th at 1-800-755-5801 or log on to [www.Transamerica.com/portal](http://www.Transamerica.com/portal).

Don't shortchange your future! Participate in the plan, receive the Marten match and watch your money grow!

**Benefit open enrollment is scheduled for October 25 - November 18. Keep an eye out for benefit information in the mail and on Omnitrac.**

## All UMR Covered Employees Are Eligible to Receive a Free Flu Shot!

Flu season is upon us again. The continued goal of Marten Transport is to keep our employees safe and healthy! 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.

**GET YOUR FREE FLU SHOT AT ANY OF THE PARTICIPATING LOCATIONS NATIONWIDE.**

## SAFETY



### WE HAVE UPDATED OUR ACCIDENT POLICY.

ACCIDENT COST	POINTS
\$4,000 - \$8,000	+ 1 point
\$8,001 - \$13,000	+ 2 points
\$13,001 - \$20,000	+ 4 points
\$20,001 - \$30,000	+ 6 points
\$30,001 - \$105,000	+ 8 points
More than \$105,000	+ 14 points

THE COST THRESHOLD HAS BEEN ADJUSTED FOR INFLATION.



PLEASE REFER TO PAGE 116 IN THE DRIVER HANDBOOK.

Marten has updated its accident policy to reflect current prices due to rising inflation. Marten takes safety very seriously which is why Marten invests in electronic logging, our sleep apnea program, collision avoidance systems, grille guards, weather warning alert systems, automatic transmissions, forward facing cameras and lane departure systems. Marten is continually making improvements to make sure drivers make it home safely to their families. Thank you for your dedication and safe driving.



### YOUR SAFETY IS OUR NUMBER ONE PRIORITY!

As of September 2022...

#### DISC BRAKES

1,200 of our trucks now have front disc brakes and 224 trucks have both front and rear disc brakes.



#### STOPPING DISTANCE

These disc brakes will stop our trucks 22 feet faster at 65 mph to reduce collisions and risk to our drivers.



558

Trucks added in 2022 with Blind Spot Detection

2,371

Total trucks with Blind Spot Detection

347

Trucks added in 2022 with Lane Departure

3,418

Total trucks with Lane Departure

We are constantly making changes to keep up with the latest technology to provide our drivers with the safest equipment! This is one more area we are the leader in keeping our drivers safe, and our goal is to have all of our trucks with blind spot detection by year end next year.

Another safety feature Marten is improving upon is installing disc brakes on all our trucks. Disc brakes allow our trucks to stop 22 feet faster when going 65 mph! Currently, 1,200 trucks have front disc brakes and 224 have both front and rear. These numbers are increasing every month and eventually all Marten trucks will have disc brakes installed.

Blind spot detection has already been installed in 2,400 Marten trucks and by the end of this year, all Marten trucks will have blind spot detection systems installed.

## MAINTENANCE

### Evaporative “Swamp” Coolers Brought Relief to Shop Spaces



Evaporative coolers, sometimes called swamp coolers, use water evaporation to reduce temperatures without consuming large amounts of energy. This eco-friendly technology allows for fast spot-cooling through lowering of temperatures by as much as 33 °F (18 °C) when Cool-Space evaporative coolers are used.

This summer Marten was able to provide our shops located in the warmer climates, portable evaporative coolers. These gigantic fans are 6 feet tall and use water to deliver cold air into the environment. One cooler can cool half a bay! What a huge difference this has made to our employees.



## RECOGNITION

# Freeman Retires after Three Decades



Congratulations to Mark Freeman on his retirement from Marten Transport. Mark started behind the wheel of a Marten truck 32 years ago. In 2019 Mark was the first Marten driver to receive a Four Million Mile award for his accident-free safe driving. Thanks for all your years of professional, dedicated service and friendship. We wish you all the best.

## 30 Years and Counting...




Congratulations to Janet Forsyth on her 30th anniversary with Marten Transport. Janet has worked in Trip Entry, Payroll and currently in the Billing and Collections Department. Janet states that when she started at Marten drivers had to submit all their paperwork through the mail to be processed versus now drivers scan in their paperwork from their trucks. When asked if she has any memorable moments while working at Marten, Janet states that she remembers seeing

Roger and Randy in the breakroom and walking around the building which was "pretty cool". She also remembers processing stacks of paperwork in one cramped area because Mondovi only had one building at that time. Janet says that what she likes best about working at Marten is feeling like you are part of the "Marten Family".

THERE ARE THREE HOLIDAYS RIGHT AROUND THE CORNER. DO NOT MISS OUT ON YOUR OPPORTUNITY TO EARN YOUR HOLIDAY PAY!

THANKSGIVING
\$250/DAY
CHRISTMAS
\$300/DAY
NEW YEARS
\$250/DAY

Contact your fleet manager to find out  how to earn your extra pay.

Expect the Best!

# Driver Earns Praise for Clean Up

*Lewisburg, OH Chief of Police sends letter of appreciation to Marten*



Marten received a letter of appreciation from the Chief of Police of the Village of Lewisburg, Ohio thanking Driver William Baxley, Jr. Chief McGee was impressed by William and thankful for him taking the time to clean up garbage at a rest stop. William is pictured with Wayne Gale, Florida Regional Operations Manager, who presented William with a gift card from Marten thanking him for his community service. Great job William, thank you for taking the time to make a good impression for yourself and Marten Transport.

## 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:

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Name: \_\_\_\_\_ Driver No.: \_\_\_\_\_

**Marten Transport, Ltd.**  
**129 Marten Street**  
**Mondovi, WI 54755**

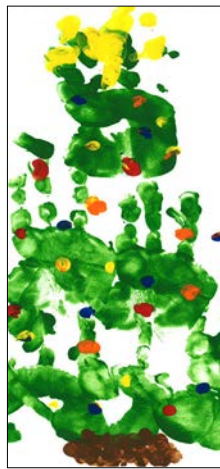
## RECOGNITION

# Drivers of the Quarter | Q2 '22

OTR-Randy Brack  
 Upper Midwest-George Weidendorf  
 Kansas-Andrew Myers  
 Dry-KS-John Fisher  
 Dry-GA-Huy Phan  
 Dry-AZ-Daniel Rodriguez  
 Carlisle-Nick Bellomo  
 Tampa-Jose Badillo  
 Tucker-Girma Lemu  
 Zionsville-Paul Fortney  
 Wilsonville-Robert Caban  
 Colonial Heights-William Jackson  
 DeSoto-Robert Ferguson

Memphis-Bradley Gotch  
 Wal-Mart NA-Latoya Triplett  
 Intermodal-Robert Watkins  
 Phoenix-Danielle Prine  
 Wal-Mart Clarksville-Steven Lucas  
 Coke Dedicated-Burnell Harris  
 Wal-Mart Tomah-Kevin Parsons  
 Wal-Mart Shelbyville-Chris Wilson  
 Wal-Mart Wintersville-Don Spock  
 Wal-Mart Monroe-David Love, Jr.

## HUMAN RESOURCES



# 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 11th**

# Employee Appreciation Week

Marten Employee Appreciation week was held September 12th-16th. Marten extends a special thanks to all our employees for everything you do! YOU are what makes continued growth and success possible. Make sure to get your appreciation gift at our terminal locations.

