

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2022

OPERATIONS



MORE ACCOLADES

Marten earns honors for its dry van coverage from Nestle Waters and Five Below.

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RECOGNITION



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Holiday card contest winners announced.

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FEATURE STORY

Celebrating a Great Year

Marten continues to navigate down the road to success

We believed that 2022 would be a simpler year after conquering the challenges seen during the worldwide pandemic. However; the year did come with a few challenges, all of which our people overcame like pros and pushed to ensure that 2022 was filled with many successes. We hit the ground running in January with strong driver recruiting that continued throughout the year. This success set a strong foundation on which to grow our seated tractor count, provide the capacity our customers needed, and expand the freight and lane diversity our drivers desired to give their families a good work/life balance. These efforts provided a boost to net income and commemorate our 15th consecutive quarter of profitable growth.

In 2022, the transportation industry had its fair share of obstacles and challenges, no different than years past. Likewise, what has not changed is the appreciation Marten has for our professional drivers. We continue to focus on creating jobs that lead to more frequency and predictability of home time. We also are proud to stand behind these jobs by providing Minimum Guarantee pay to drivers who work their full week. We know the bumps in the road drivers face, those obstacles should not impact their paychecks. Driver-friendly jobs with industry-leading pay have proven to be a winning combination. The continued efforts to provide driver improvements are reflected in our growth of more than 450 professional drivers.

All of our businesses were successful in 2022. Our Brokerage division grew our carrier base and shipper count by over 50%, which drove terrific load count and revenue growth. Our Intermodal division also added 168 more refrigerated

containers to provide capacity our customers needed. Marten's rail division is gaining momentum to produce even bigger numbers next year.

Our Dedicated division added nine new fleets, two of which were new customers adding 97 additional drivers. On top of that, we added 64 more drivers to 11 of our existing fleets. Both the Coca Cola Dedicated Carrier of the Year and the Chemours Platinum Carrier of the Year honors were won by our team of Dedicated drivers. Our team has won the Chemours Carrier of the Year award for the second year in a row. "You're the carrier we think of when we need help," said Chemours Global Supply Chain Director, Christopher Young at the award ceremony. In what was expected to be a difficult year in 2021, we transported over 2,600 truckloads over 1.5 million miles with an on-time load percentage of 99.3%. We appreciate not only the drivers of these two specific carriers, but also the drivers of all our dedicated fleets.

Marten's Dry Van Division celebrated another successful year of organic growth and expansion projects throughout the country. We started this division with three trucks in 2016 out of Edwardsville, KS, and now support and operate 350 Dry Van drivers on the road today. We have a Dry Van presence in seven terminals, including Edwardsville, Tucker, Tampa, Phoenix, DeSoto, Laredo, and Otay Mesa. Our largest expansion project executed this year was the inception of our Dry Fleet in Desoto and expanding our operations into Mexico through Laredo and Otay Mesa. We also added several Dry Van dedicated customer accounts to our network internally. Our Dry Van team also won two awards this year, including the Nestle Waters Carrier

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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.

OPERATIONS

CELEBRATING...continued from page 1

of the Year award, which we received out of 67 carriers in the southeastern network. The Five Below New Carrier of the Year is the other award which was made possible by the efforts of our teams in Georgia and Texas.

Our core focus for 2023 will be growing the Dry Van Division organically and profitably. We are determined to operate two additional Dry Van segments based in Memphis, TN and Wilsonville, OR. We are excited about this future growth made possible by our team of empowered employees dedicated to excellence.

Marten is committed to reducing our carbon footprint. In order to accomplish this, we have installed solar panels with APUs on our nationwide fleet of over 33,500 tractors and 15 terminals. As a result of this, Marten remains a top contender in our industry for solar technology. This progress has been monumental for Marten, and we intend to continue pushing for energy sustainability and long-term profitability in the future.

Our top priority has remained constant over the past year. Marten values safety above all else, and we have taken extra precautions this year to ensure it. As of November, 1,203 of our trucks were equipped with front disc brakes, and 303 were equipped with both front and rear disc brakes. At 65 miles per hour, these disc brakes will stop our trucks 22 feet faster, reducing collisions and risk to our drivers. Other significant additions to our trucks include 708 trucks with blind spot detection, bringing the total to 2,521 trucks with this feature, and 431 trucks added with lane departure, bringing the total to 3,502 trucks.

We were recognized as a SmartWay Higher Performer in 2022.

This honor is awarded to multimodal carriers that maximize efficiency by consolidating and optimizing shipments along the most efficient routes.

As Marten has expanded this year, many significant changes have occurred in both new and old facilities. Our terminal in Phoenix, AZ is undergoing many large additions to their operations facility, including a full remodel with much more space for additional workstations. Their driver facility is being renovated, with new restrooms and a driver lounge, as well as two new quiet rooms. Finally, for maintenance, they are currently building a new body/paint shop as well as an automated truck wash.

In Orlando, a new drop yard is being prepared for construction. The land has been purchased, and the site plans are complete and awaiting county approval. At this early stage in the process, completion is expected in the second quarter of 2023.

Finally, our Otay Mesa, CA facility has been completed. To support our future growth, we have built a brand-new terminal with 20 workstations and a fully equipped driver lounge. These changes are just a fraction of what is yet to come.

"I'd like to thank all our people for the hard work and dedication they provided our company in 2022 and also thank you all for the exceptional work you'll be doing in the future. We've built an exceptional team of drivers, mechanics, and office staff in multiple departments that truly DRIVE our success."

- By Doug Petit

From all of us in the Marten Management Team, please enjoy your friends and families throughout the holiday season.

More Accolades for Marten Transport

Dry Van earns recognition from Nestle Waters and Five Below



Marten Transport Dry Van was recently awarded Nestle Waters – Southeast (Blue Triton Brands) Carrier of the Year! Congratulations to the Georgia and Texas Dry Van teams for earning the Five Below New Carrier of the Year Award! Another example of Marten being recognized for our excellence in service to our customers.

BENEFITS

COMPLETE YOUR CHRA

WHAT'S A CHRA?

UMR's clinical health risk assessment (CHRA) is a series of questions to help you see your current health status. It takes about 20 minutes to complete the questionnaire online.

STEP 1 - CREATE AN ACCOUNT ON UMR.COM

To get started, visit **umr.com** and select **Login/Register**. Choose **Member** from the drop-down menu to register or log in as a member. Enter your username and password, or if it's your first time visiting us, click **Register now** to open an account.

Helpful hints:

- When you register to use your online services for the first time, make sure you have your UMR member ID card handy. You will need your **member ID number** and **group number** (no dashes) to enroll, and you can find this information on the front of your ID card.
- Spouses eligible for the program must create their own online member account on **umr.com** and complete their own CHRA.
- You will need to provide a valid email address when you register. We may use email to send you important information or reminders about your benefits.

Make sure you select a username and password you can remember. You will need these when you log in again in the future. If you can't remember your login information, you can use the "Forgot username or password?" links to recover your username or reset your password.

STEP 2 - COMPLETE YOUR CHRA

After you've successfully logged in to your online services on **umr.com**, you can complete your CHRA at any time that is convenient to you. But remember, you must submit your completed CHRA between **12/01/2022** and **10/31/2023** to participate in the wellness program.

If not completed by 1/31/23, a surcharge will start coming out of your paycheck.

To begin your CHRA:

1. Select **Take a CHRA** from your member home page.
2. Select the **Get started!** button from the wellness activity center landing page; if you are not redirected, please check to see if a new tab or page has opened.
3. Under **Clinical health risk assessment**, press the **Complete** button.
4. After answering all the questions in the CHRA, make sure to press **Submit**. Your CHRA is considered incomplete until it is submitted, and we will be unable to process your results.

Note: You can also complete your CHRA on your mobile device. Simply log in to **umr.com**, select **Health center** from the main menu and choose the **Wellness activity center** button.

When you are done, it's time to view your report. You will also receive the results of your CHRA in the mail about 2 weeks after completing your assessment. Your results will tell you your personal wellness score, health status and risk for developing a disease in the future.

If you experience technical issues, such as difficulties with your browser or pop-up blocker settings, please call our technical support team at 866-922-8266.

If you need help registering for umr.com or completing your CHRA, you can reach us in the following ways:

1. Log in to **umr.com** and select **Contact us** to send a message to the **Wellness CARE** program. A specialist will contact you within two business days.
2. Call us at **800-207-7680**.

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 2023 benefits.

SAFETY

Winter Safety Tips; slips, trips and falls

Reminders for how to stay safe when outside during wintry conditions

No matter how well the ice and snow are removed from surfaces there is still a risk for slipping when walking outdoors. Here are some tips to keep you safe this winter season.

*Assume all wet areas are slippery and icy.

*Avoid wearing boots or shoes with a smooth sole. Instead choose boots that are made with non-slip rubber or neoprene with grooved soles.

*Use your 3-point contact when exiting your truck and do not break contact until you have reached the ground.

*Walk along the grassy edge if sidewalks are slippery.

*Walk slowly and with small steps.

*Point your feet out slightly, while bending at the waist. Keep your hands out of your pockets and out to your side. This will increase your center of gravity.

*If you feel like you are falling, try to relax your muscles and fall towards your side. This will avoid injury to the knees, wrist, and spine.

*When entering buildings remove snow and water from your shoes so you do not slip.

RECOGNITION

Raising Awareness for Breast Cancer

Marten employees band together to raise funds and show support



October was Breast Cancer Awareness Month. As in past years, Marten employees again came together to show our support for such a great cause by selling t-shirts and various fundraisers.

Thanks to all who participated in this great effort.

Annual Holiday Card Contest Winners

This is the 8th year we have held our annual contest for the Marten Holiday Card. Five winning cards were selected to be printed as our Holiday Cards. Honorable mention goes to the rest of the wonderful entries that we received. THANK YOU to everyone who participated in this year's contest.



Congratulations to this years holiday card contest winners. Top Row, from left to right are Evan W. (age 9) and Eric P. (employee). Bottom Row from left to right Evelyn P. (age 5), Harper F. (age 6) and Riley M (age 12).

OPERATIONS

Otay Mesa Facility Opens in California



Marten Transport opened a brand new facility in Otay Mesa, CA on July 1, 2022. The new facility features a wide variety of amenities, including:

- Reception area
- Executive conference room
- Full equipped driver's lounge with kitchen and spacious bathroom with showers
- Operations floor that includes 20 workstations to support our future growth
- Full laundry services
- Outdoor area with large canopy shade structure

The new terminal is at a strategic location next to the border crossing and sits on nearly 8 acres of property with capacity of up to 200 spaces.



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 20 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 <https://learnmore.scholarsapply.org/randolphmarten> or <https://www.marten.com/employees> and click on the Scholarship program for more information and to apply. Applications open 1/3/2023 and the deadline is 2/28/2023.*



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.: _____

RECOGNITION

Drivers of the Quarter | Q3 '22

OTR-Charles Darnell
 Upper Midwest-Scott Berther
 Kansas-Randal Hudson
 Dry- KS-Tony Walters
 Dry- GA-Robert Wheatley
 Dry- AZ-Stephen Tetzlaff
 Carlisle-Stephen Greer
 Tampa-Rebecca Ling
 Tucker-Ken Boggs
 Zionsville-Perry Boykin
 Wilsonville-Frank Myers
 Colonial Heights-Otto Wright III
 DeSoto-Noel Palma
 Memphis-Desiree Madison
 Wal-Mart (N. Albany)-R. Livingston

Intermodal-Curt Nelson
 Phoenix-Daniel Lee
 Wal-Mart (Clarksville)-Larry Boggs
 Coke Dedicated-Dana Peoples
 Wal-Mart (Tomah)-Duane Atkinson
 Wal-Mart (Shelbyville)-Jon Daniels
 Wal-Mart (Wintersville)-D. Horwedel
 Wal-Mart (Monroe)-John Bland
 Target (Lugoff)-Julia Wynn

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The holidays are upon us which means the chance to earn extra holiday pay!

Christmas
\$300/Day

New Years
\$250/Day

Contact Your Fleet Manager to find out how to get yours!





It's never TOO EARLY to start thinking about a career at Marten Transport!

Picture provided by Marten driver, Douglas Double, of his Grandchild.