

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



SECOND QUARTER, 2023

## SAFETY



### INSPECTIONS

Looking at the impact of road-side inspections on you, your paycheck and your company. **SEE PAGE 2.**

### HANDHELD DEVICES

Important reminder about not using handheld devices while driving. **SEE PAGE 2.**

## BENEFITS

### MENTAL HEALTH BENEFITS

Teladoc offers free mental health care options to those on medical plan. **SEE PAGE 3.**

## SCHOLARSHIPS



### RLM SCHOLARSHIPS

Twenty students selected for \$3,000 award to go toward continuing their education. **SEE PAGE 4.**

## RETIREMENTS

### SAYING GOODBYE

Six long-term Marten employees retire after long careers in the office and on the road. **SEE PAGE 5.**

## FEATURE STORY

# Welcome to the Club!

## Million Mile & Medallion award winners honored

Marten takes pride in announcing the induction of our newest 2023 Million Mile and Medallion inductees. This year we inducted fifty 1-Million Mile Drivers, three 2-Million Mile Drivers and two 3-Million Mile Drivers.

The Medallion award honors drivers who do not drive more than 80,000 miles per year, but they routinely operate in congested city traffic and are in and out of customer facilities multiple times a day. The criteria for the Bronze Medallion is 8 years accident free and a Silver Medallion is 16 years accident free. In addition to our Million Mile awards Marten

inducted seven Bronze Medallion Drivers and one Silver Medallion Driver. This year Marten was

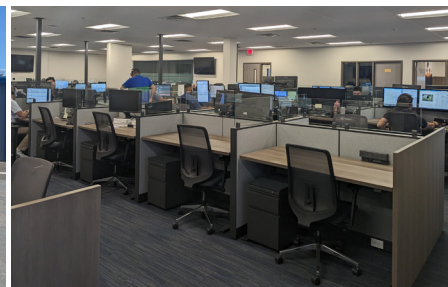
honored to celebrate these drivers as well as one hundred and eleven of our 2020, 2021 and 2022 past award recipients.

The banquets to honor these drivers were held at the Atlanta Evergreen Resort in Tucker, GA, The Dallas Omni in Dallas, TX, the Holiday Inn in Eau Claire, WI, The Arizona Grand Resort in Phoenix, AZ and the Sheraton Indianapolis Hotel at Keystone Crossing in



Indianapolis, IN.

Watch your mailbox for our special edition Transporter to honor our award recipients.



## Phoenix Terminal Open - Project Nearly Completed

After much anticipation the remodel of the Phoenix terminal is almost completed! Construction began in June of 2022. Office personnel were sent off-site at that time and moved back into the remodeled Operations area in April of 2023. Contractors are still working on minor details but the terminal is open for business. Come by and check out the facility if you're passing through!

### Highlights of the remodel include:

- Updated façade/main office entryway
- Remodeled and expanded Ops floor, conference rooms and office breakroom
- Brand new bathrooms installed for Ops side of the building
- New Driver Orientation has been expanded and updated
- Driver break area and laundry has been completely remodeled to include two quiet rooms
- Driver restrooms have been completely remodeled
- An automated wash-bay has been constructed on-site
- Brand new body shop is finishing up its last leg of construction for the Maintenance Department

**SAFETY**



# The Impact of Roadside Inspections

*You, your vehicle, your paycheck and your company are all affected*

Roadside inspections have a direct effect on your paycheck and the health of the company. The FMCSA uses a scoring system called CSA which stands for Compliance Safety Accountability. You may wonder how that affects you. The CSA score is made up of data collected from DOT inspections. There are 7 different categories that a company is scored on. Once the data is compiled it is made available to the DOT in all 50 states. If a company is high risk in a category that company will get targeted for more inspections. This is how they decide who gets the green light at a weigh station. This data is also made public so customers can also see if a carrier has safety issues. A customer is not going to want to send their freight on a truck if they are unsure if it will safely make it to its destination.

So back to the way it will affect your paycheck, the obvious is a citation. A citation for using a handheld device while driving can cost over \$500, jeopardize your job and cost the company 30 CSA points. Even if the officer issues a warning instead of a citation the company still receives the full CSA points. Other examples of CSA violations are inoperative brake lights 24 CSA points, flat tire or audible air leak 30 CSA points, false record of duty status 21 CSA points. The CSA points remain for 2 years, lessening in severity after 6 months and 1 year.

So far in 2023 Marten drivers have had **1256 DOT inspections, 465 of them ended up with at least 1 CSA violation or 37% of our inspection had violations.** The most common category that we receive violations in is vehicle maintenance. Of these violations the most common we receive are inoperable light bulbs and low or flat tires. Both of these are items that should and need to be caught on a pre or post trip inspection. The next highest category that we violate is unsafe driving. This includes cell phones, speeding, seatbelts, and failure to obey a traffic control device. **These are all violations that are 100 percent avoidable, and costly.**

The best way to combat a bad inspection is with a good inspection. The more clean or good inspection a company has the less impact a bad inspection will have. We want our CSA scores to be well below the alert threshold so when you roll up to a scale you get the green light and you can just keep rolling.

Take the time to do a proper and thorough pre and post trip inspection. Report any defects or concerns to the shop or road service. Obey the traffic laws, stay alert and avoid distractions. Follow these simple steps and you will be able to watch the other guy get pulled into the inspection lane while you get to drive past.

## Important Reminder About Using Handheld Devices While Driving

Good Afternoon All Marten Drivers,



I'm writing this note as a follow up to the message below that was sent just this past Friday. I'm very disappointed that **SEVEN** more drivers have been terminated since Friday for **this very reason.** To the vast majority of our drivers, I want to say **THANK YOU** for staying attentive while driving and not using your cell phones or other handheld devices. However, to those drivers who continue to drive distracted and use your cell phones, **you need to know that this will NOT be tolerated.** It is **illegal**, it is **unsafe**, and you can expect to lose your good driving job with Marten. We are not going to allow drivers who don't care about safety, to jeopardize the livelihoods of our drivers who do care about the safety of the motoring public, their personal safety, and the livelihood they provide to their families.

- Doug Petit, President

**PROHIBITED**

**34**

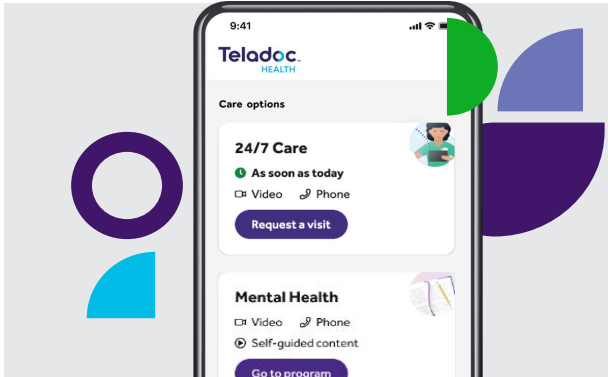
*drivers have lost their jobs at Marten as of June 2023 due to the use of handheld devices while driving.*

It can be very difficult to get another driving job for several years with this offense on your record.

**BENEFITS**

# Mental Health Benefits Available

*This service is free of charge to anyone on the Marten medical plan*



Did you know 1 in 5 adults battle with Mental Health challenges each year?<sup>1</sup>

This means it's likely you or someone you know may need to find mental health help at some point. Our Teladoc Health plan might offer additional services like meeting with mental health professionals by phone or video. This care is always private because you choose when and where to meet with the therapist or psychiatrist (like at home, in your vehicle). These experts help with stress, anxiety, sleep and more so you can care for yourself emotionally. Your mental health deserves as much attention as your physical health. So join the 75% of people using the Teladoc Mental Health benefit who say this service has helped them feel better in just 3 appointments.

- **What Mental Health services does Teladoc Health provide?** Teladoc Health licensed therapists and psychiatrists are here for you no matter what you are facing, whether it's big or small. They can help you improve your mood with things like:
  - Learning to stay calm in stressful moments
  - Managing and understanding depression
  - How to handle relationship and family problems
  - Controlling anxiety caused by work or personal issues
  - Working through past trauma
  - Overcoming burnout which could be causing mental or physical exhaustion and irritation
- **How much does Teladoc Health cost?** Your out of pocket cost varies based on your plan. If you do have to pay, you will see your cost before you finish requesting your visit. You can pay with a credit card, prepaid debit card, HSA (health savings account), or by PayPal.
- **How do I sign up?** To sign up for Teladoc Health, scan the QR code below to download the app, call 1-800-835-2362, or visit the website. After you set up your account, you will fill out a short medical history. You can choose the provider who you like and best fits what you are looking for. Then you will schedule a private visit at a time - and place - that works for you.

**CALL 1-800-835-2362**

Visit [TeladocHealth.com](https://TeladocHealth.com) | Download the app



## Rewired & Real!

Rewired and Real is a nonprofit organization whose mission is to bring awareness and fund mental health and kindness tools. They do this by funding Treasure Boxes, Kind Hero Awards, Therapy and Counseling Services, Gifts of Encouragement, Supplies to area teachers, and activities that support overall well bring.

Marten Transport has donated two Treasure Boxes to area locations. Included in the Treasure Boxes are activities that promote wellness skills, mindfulness and communication.

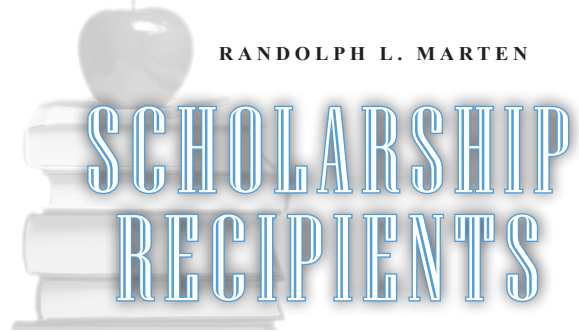


SCHOLARSHIPS

# 20 Students Selected for \$3,000 Award

*Company has provided \$510,000 in funding for higher education programs*

▶ Marten Transport has established a scholarship program to assist company employees' children who plan to pursue post-secondary education at a college or vocational programs. Scholarships are offered each year for full-time study at any accredited post-secondary institution of the student's choice. The scholarship program is administered by Scholarship Management Services, a department of Citizen's Scholarship Foundation of America, Inc. (CSFA). CSFA is a national nonprofit educational support and student aid service organization that seeks to involve and assist the private sector in expanding educational achievement. Awards are granted without regard to race, color, creed, religion, age, gender, disability or national origin.



(Top Row, Left to Right)  
Caitlyn Alcorn, Lauren Brunner, Jonathan Capp, Grace Clark, Taylor Collins, Scarlet Fay, Emma Ford, Karla Gallardo, Blake Herman, Josie Hulke.  
(Bottom Row, Left to Right)  
Steffen Jarrett, Maxwell Marten, Andrew Mikhail, Alexander Nichols, Lauren Peterson, Abigail Rivera, Nicholas Thompson, Kaitlyn Walsky, Caden Weber, Gavin Wiese.

The Randolph L. Marten Scholarship Program started in 1998 to provide financial assistance to employees' dependents who wanted to further their studies and go onto secondary education. To be eligible for the Scholarship program applicants must be a dependent child of a Marten Transport employee who has been with the company for at least a full year. Recipients are chosen by merit by Scholarship America a non-profit organization. When the program started in 1998 recipients were awarded \$1,000 each. The program continued to grow and the award is currently \$3,000. Marten has awarded \$510,000 to date and awarded 266 Scholarships.

Congratulations to this year's recipients of the Randolph L. Marten Scholarship Program.

**Caitlyn Alcorn** is enrolled in the Nursing program at Truman University. Caitlyn is the child of Ronnie Alcorn.

**Lauren Brunner** is enrolled in the Business Management pro-

gram at University of Wisconsin, Eau Claire. Lauren is the child of Jeffrey Brunner.

**Jonathan Capp** is enrolled in the Biology program at Truman State University. Jonathan is the child of Jon Capp

**Grace Clark** is enrolled in the Liberal Arts program at New York university. Grace is the child of Kathy Degenhardt.

**Taylor Collins** is enrolled in the Business Management program at Randolph-Macon College. Taylor is the child of Clint Collins.

**Scarlet Fay** is enrolled in the Animation program at the Los Angeles Film School. Fay is the child of Joshua Hallmark.

**Emma Ford** is enrolled in the Elementary Education program at Winona State University. Emma is the child of Thomas and Tina Ford.

**Karla Gallardo** is enrolled in the Business Management program at Texas A&M International University. Karla is the child of

Luis Gallardo.

**Blake Herman** is the enrolled in the Special Education program at University of Wisconsin-Madison. Blake is the child of Catherine Herman.

**Josie Hulke** is enrolled in the Occupational Therapy Assistant program at Hawkeye Community College. Josie is the child of Sadie Hulke.

**Steffen Jarrett** is enrolled in the Athletic Training program at Pennsylvania Western University-Clarion. Steffen is the child of Randal Jarrett.

**Maxwell Marten** is enrolled in the Business Management program at the University of Wisconsin-La Crosse. Maxwell is the child of Jason Marten.

**Andrew Mikhail** is enrolled in the Real Estate Business program at Liberty University. Andrew is the child of Magdi Mikhail.

**Alexander Nichols** is enrolled in the Business program at the University of Kansas. Alexander is the child of Darin Nichols.

**Lauren Peterson** is enrolled in the Biochemistry program at the University of Minnesota-Twin Cities. Lauren is the child of Jackie Peterson.

**Abigail Rivera** is enrolled in the Psychology program at the University of Tennessee-Knoxville. Abigail is the child of Angel and Rebecca Rivera.

**Nicholas Thompson** is enrolled in the Exercise and Rehabilitation Sciences program at University of Minnesota-Duluth. Nicholas is the child of Chad Thompson.

**Kaitlyn Walsky** is enrolled in the Business Management program at the University of Wisconsin- La Crosse. Kaitlyn is the child of Amie Christie.

**Caden Weber** is enrolled in the Accounting and Finance program at the University of Wisconsin-La Crosse. Caden is the child of Jay Weber.

**Gavin Wiese** is enrolled in the Pre-Seminary program at Concordia University-St. Paul. Gavin is the child of Paul Wiese.

RECOGNITION

# Three Decades and Still Going

*Quartet of Marten employees share insights of their long tenures*



• **Charles Tederman** (left): Charles has spent the last 30 years behind the wheel of a Marten truck as an over the road driver. He received his One Million Mile, Two Million Mile and most recently in 2015 his Three Million Mile award. Charles is currently working hard on achieving his Four Million Mile award.

• **Pam Gilreath** (group photo right): Pam started at Marten as a billing clerk and over the years worked her way up to a load planner and now her current position, Fleet Manager. Pam remembers the days when all dispatches came from Mondovi, because we only had a handful of small outside terminals.

• **Randall Baier** (group photo left): Randy started with Marten in the IS Department in 1993 and today is the Sr Vice President of



IS. Randy's favorite memory: One of our System Administrators was working on new equipment. He was unboxing new hardware and setting it up. As he was sitting at his desk working on the equipment he could hear a chirping/squeaking sound but couldn't figure out where it was coming from or what was making the sound. At one point he got up and was walking to get another box and brushed his hand along his pant leg and felt something furry. At that point he realized he

had a bat stuck to his pant leg. It was Friday and he was wearing shorts and, in a panic, dropped his shorts and ran into the next room. A couple of the other IT folks took care of the bat and handed our System Admin his pants back. Still makes me laugh.

• **Kathleen Deinhammer-Timm** (group photo middle): Kathy started in the accounting department as a Temp and is now a Senior Team Lead in Payroll. When asked about her best memories, she says it is all the people, drivers and non-drivers that she has met along the way. Many of these people are not only co-workers, they are now her family. The changes in the last 30 years have been significant due to technology and not having to do everything manually.

Kathy was one of the "Payroll girls" that drivers stopped in to meet and say Hi. Her favorite line from the drivers was "I just love the accent you girls have up there."

RETIREMENTS

# Six Long-Term Employees Retire from Marten

A group of long-term company employees capped off successful careers at Marten Transport recently.



• **Monica Brantner:** Monica started her career with Marten Transport in the spring of 1997 in the Billing and Collection department. During her 26 years, she has seen many changes throughout the company. Monica will leave behind numerous friends at Marten that she has made along the way. We wish Monica all the best in her retirement.

• **Cindy Gregory:** Cindy came to Marten in 1989 and started her long-time employment in the Payroll department. Cindy recounted, "It has been a privilege to work with the Marten drivers and non-drivers over the last 33 years as Payroll Manager. There have been many changes over the years, but one thing stayed the same: The payroll group always remembers to take care of our drivers who keep the company rolling. I will miss my Marten Family."



• **Carrie Weber:** Carrie started working for Marten in 1987 and after 36 years in the Payroll Department decided it was time to relax and enjoy retirement. Her latest position in driver payroll was working with the owner operator drivers. Carrie was always helpful to drivers with

a smile on her face and in her voice for every call. Carrie's plans for retirement include traveling to visit her kids, grandkids and fishing.



• **Sharry Andre:** Sharry started in the mailroom at Marten Transport in 1994. She thought her career was going to be very short lived as three days into the job, she got yelled at for opening the wrong mail. However, she received an apology and 29 years later she decided it's time to retire. Her fondest memories are of all the people she has met along the way. The majority of her years have been spent in the Billing Department and in her last years she has also been training new people coming into the department. Sharry is now ready to do nothing other than play cards, travel, enjoy grandkids and anything she wants to do!

• **Mark Rogers:** Mark started his driving career with Marten Transport in 2011 and achieved his Million Mile driving award in 2021.



• **Stephen Hodson:** Stephen has been a driver with Marten Transport for approximately 8 years on the Coke Dedicated Account. He is ready for retirement and plans to travel with his wife in their new camper. Good luck to Stephen in his retirement.



**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.: \_\_\_\_\_



Thank you to all our participants! One shirt has been given to all employees. Drivers also received a Marten safety vest on top of the shirt!



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

2023  
 Quarter 1

# DRIVERS OF THE QUARTER



*Expect the Best!*

- Mondovi OTR - Carlos Reyes
- Mondovi UM - Vlado Keskic
- Kansas - Brandon Bush
- Kansas Dry - Billy Ailshire
- Georgia Dry - Mohammed El Badaoui
- Arizona Dry - Jesse Lucas
- Carlisle, PA - Frank Coll
- Tampa, FL - Donna Mitchell
- Tucker, GA - Damon Sneed
- Zionsville, IN - Andrew Nimblett
- Wilsonville, OR - Charlie Jett
- Colonial Heights, VA - Juan Torres
- DeSoto, TX - Juan Pena
- Memphis, TN - Robert Durbin
- Walmart (New Albany) - Harvey Lawson

- Intermodal - Alphonso Dobey
- Phoenix, AZ - David Varner
- Walmart (Clarksville) - Jimmy Hudson
- Coke Dedicated - Christopher Smith
- Walmart (Tomah) - Eddie Theall
- Walmart (Shelbyville) - Jon Daniels
- Walmart (Wintersville) - Timothy Clark
- Walmart (Monroe) - John Leblang
- Target (Lugoff) - Antwain Johnson
- Clorox - Davion Johnson