

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2023

SAFETY

WHEN IN DOUBT...

G O A L

Get Out And Look

SAFETY STARTS, ENDS WITH G.O.A.L.

Slogan helps lead to increased safety awareness.

SEE PAGE 2.

OPERATIONS

ABBOTT NUTRITION CARRIER AWARD

Marten earns Carrier of the Year award from Abbott Nutrition.

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OPEN ENROLLMENT

401k and Benefit enrollment periods announced.

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RECOGNITION



WULFF RETIRES

Long-term employee retires from Mondovi Trailer shop.

DRIVER APPRECIATION

Marten celebrates annual week of driver pride.

INDY TEAM DOES TRIATHLON

Team from Indy Terminal participates in Triathlon

SEE PAGE 5.

FEATURE STORY



TOP (Left to Right): John Joines (Great West Causality Risk Assessment), Superintendent Tim Carnahan, Dan King (Marten Transport Safety Director), Bill Stannard (Great West Causality Risk Assessment) at the annual safety awards ceremony held at Lambeau Field in Green Bay, WI on September 19. BOTTOM: Marten displays its three consecutive Great West Safety Awards for fleet safety.

Wisconsin's Safest Fleet

Marten is safest truckload fleet for third straight year!

Marten Transport was awarded the 2023 Safest Truckload Fleet in Wisconsin by the Wisconsin Motor Carriers Association. This is Marten's third 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

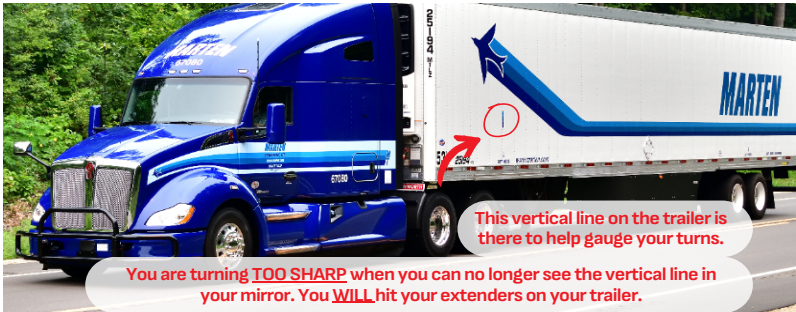
ratio in 2022 of 0.016 with 17,366,604 miles driven! That is an incredible statistic. At Marten, safety is our number one priority, we invest in experienced drivers and install the best technology in our trucks to support our drivers. It is an honor to be recognized for the third year running by the Wisconsin Motor Carriers Association for our efforts in keeping our drivers and other motorists safe on the roads.



OPERATIONS

Safety Starts and Ends with a G.O.A.L.

Slogan provides the keys to awareness and safety for delivering freight



WHEN IN DOUBT...

G | O | A | L

Get | Out | And | Look

This will help you avoid common and preventable accidents.

The goal of a trucking company and also for any truck driver is to deliver freight from one location to another safely, and to have the freight be in the same condition it was when we received it. As simple as that sounds we all know there are many outside factors and obstacles that can prevent that from happening. Marten continuously upgrades equipment and safety features but that can only help.

It takes a skilled driver using the tools and equipment they are provided to complete the job. One of the most simple and effective tools a driver has is G.O.A.L. Goal stands for Get Out And Look. Backing accidents are a huge expense. Marten has had 374 preventable backing accidents, costing approximately \$960,000.

G.O.A.L. is as easy as it sounds. Before you back into the dock or parking spot set your brakes and get out of your truck and look on all 6 sides of your truck to ensure you have a clear path to your destination (front, back, left side, right side, top, and bottom). While you are out looking make a mental note of any hazard or obstacle that you see so you can watch for them as you back up.

Once you have completed your survey get back in the truck, locate any of the hazards or obstacles you noted in your mirrors, proceed to back into your dock or parking spot. By doing this you

will minimize the potential of having a backing accident.

G.O.A.L. is not only a tool for backing, You can and should use this in any situation that you are unsure of your surroundings. Taking a few seconds to get out and look to prevent an accident will save you time, money, and pride by not having to be down with an accident.

Get Out And Look also means that you should always be aware of your surroundings in parking lots, yards, or in heavy traffic. In situations when you cannot get out of your truck and look, you should use the same thought process to ensure you know where the hazards are around you as you maneuver through these constantly changing situations. It is easy for something to get lost in a blind spot if you are not paying attention to what is going on around your truck.

If you lose track of a car or other hazard while driving never assume it is clear, It may have moved into a blind spot. Make it a priority to know what is always around your truck, whether you are driving down the interstate, or backing into a dock you are responsible for being in control of the truck. Why not make sure you have all the information you need to be the best driver possible on the road.



Marten Named Abbott Nutrition's Carrier of the Year for 2022

Marten Transport was recently awarded the Abbott Nutrition 2022 Carrier of the Year award.

Marten was given this award based on its near perfect scorecard numbers. The scorecard results included a 98% service to Walmart distribution centers, 85% preloading of trailers and active participation across the entire country from Operations on calls.

Marten would not have been awarded if it had not been for the hard

work of the Marten team. Thank you to the following customer service leaders for their daily participation in this account. Carolyn Thomsen, Christina Little, Dylan Nowlin, Darius Jordan, Rachel Hogan, Nicole Moe, Kari Smith, Laura Hovey, Andy Shriver, Chris Angel, Zak Emard, Denton Jimenez and Rebecca Ortega.

Marten would like to recognize all the hard work and dedication of our drivers too! It takes a team to win these awards and Marten has a winning team!

BENEFITS

REAL APPEAL HAS NEW FEATURES! Updated Success Kits and coaching sessions are conducted by a Real Appeal Coach, no more prerecorded videos.

Changing Your Lifestyle Isn't a Sprint

Real Appeal isn't just another weight management program. It can help you develop healthier habits you can live with for life. Best of all, it's available to you and eligible family members at no additional cost as part of your health insurance. It features support to help you live a healthier life.

- Online Resources - Access coaches who lead group sessions, as well as community support
- Inspiring Content - Discover member stories, blog posts, informative articles, and simple activities you track
- Motivational Tools - Your Success Kit gives you access to online fitness classes, scales, a portion plate and more



Get started now at enroll.realappeal.com or scan the QR code.

Have your health insurance ID card handy when enrolling.

Complete 9 Real Appeal coaching sessions within a year of completing a welcome session to be eligible for a \$50 incentive!

LifeWorks is Now Part of Telus

Innovative app helps you feel supported & connected wherever you are

With LifeWorks app, you can access qualified support for your mental, physical, social and financial wellbeing, any time, from anywhere!

Download the LifeWorks app today for convenient access to wellbeing support!

1. Download the free app on Android or iOS – simply search for 'LifeWorks'
2. Open the app, click on 'Log in' and enter your shared log-in credentials.



Username:

marten

Password:

9240

Call us, 24/7:

1-888-456-1324

TTY:

711

Do **NOT** use your personal GPS systems in your trucks!

Any personal GPS systems will be removed from the truck and mailed to the driver's home at their own expense.

Omnitracs navigation should be used to avoid accidents.

Marten provides the safest and fastest routes which are designed for class 8 trucks. Maps and routes are updated daily and are specific to Marten and the needs of our customers.

Drivers should be using Workflow or the load information when searching for the route, never use physical location addresses!

BENEFITS

IMPORTANT REMINDER: Benefit open enrollment is scheduled for **October 31 - November 17**. Keep an eye out for benefit information in the mail and on Omnitracs.



<p>OUR TOP EARNING DRIVER IN 2022 EARNED AN ADDITIONAL \$13,500 ON TOP OF THEIR REGULAR PAY!</p>	Total Referral Bonus	First Referral	Additional Referrals
	Upon Hire	\$2000	\$2500
	30 Days Employment	\$500	\$500
	60 Days Employment	\$500	\$500
	90 Days Employment	\$500	\$1000

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, 2023. 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 25th at 1-800-755-5801 or log on to www.Transamerica.com/portal.

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

RECOGNITION

MARTEN DRIVER APPRECIATION WEEK

Annual event held at terminal locations September 11th through 15th



Marten Driver Appreciation week was held September 11th-15th. Food and fun activities were part of the celebration at our terminal locations. Marten extends a special thanks to all our drivers for everything you do! YOU are what makes continued growth and success possible. Make sure to get your appreciation gift at our terminal locations.



Indianapolis Terminal Team Participates in Triathlon



Team Marten consisted of (from L to R): Charlie Walz (Regional Ops Manager), Anna Davis (Dedicated Analyst), Matthew Amheiser (Planner), Tom Dolan (Dedicated Analyst) and Tyler Drake (Great Lakes Fleet Manager)

Big shout out to Team Marten from Indianapolis Operations, who participated in the 2023 Anchor Bay Triathlon in New Baltimore, Michigan on July 8th. Anna and Tom were the swimmers for a half-mile swim in Lake St. Claire. Charlie and Tyler biked an 11-mile ride around the city and Matthew ran 3 miles to the finish line. Go Team Marten!

Wulff Bids Mondovi Trailer Shop a Fond “Farewell” in Retirement

Rodger Wulff (far right) retired in June after 17 years of working in the Mondovi Trailer Shop. Rodger is looking forward to fishing and relaxing in his retirement. Rodger, we wish you all the best!

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 10th

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



2023
Quarter 2

DRIVERS OF THE QUARTER

Mondovi OTR - Michael Evertz	Phoenix, AZ - Deante Washington
Mondovi UM - Johnny Roberts	Walmart (Clarksville) - Brad Hendren
Kansas - Matthew Vanaken	Walmart (Tomah) - Rob Mateer
Kansas Dry - Derek Moore	Walmart (Wintersville) - Chris Marcum
Georgia Dry - Cassandra Townsend	Walmart (Monroe) - Bannavong
Arizona Dry - Isaac Denogean	Sayamoungkhoun
Carlisle, PA - Jose Betancourt	Target (Lugoff) - Henry Caldwell
Tampa, FL - Ian Lewis	Target (VA) - Stanley Butler
Tucker, GA - Mark Anthony Smith	
Zionsville, IN - Wendell Hiott	
Wilsonville, OR - Robert Caban	
Colonial Heights, VA - Alvin Thompson	
DeSoto, TX - Geir Solbak	
Memphis, TN - Cedric Sterling	
Walmart (New Albany) - Gayle Brantly	

PROHIBITED



LOOKING AT YOUR PHONE WHILE DRIVING IS AMONG ONE OF THE WORST DRIVING DISTRACTIONS AND IS ILLEGAL.

Your devices must be hands-free.

IF YOU ARE CAUGHT OPERATING HANDHELD DEVICES WHILE DRIVING, THIS IS GROUNDS FOR TERMINATION AND YOU COULD BE SUBJECT TO FINES AND SUSPENSION OF YOUR CDL!