

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2023

## OPERATIONS



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Marten looks to add a new South Texas terminal.

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### STILL GOING STRONG

Four Marten employees mark three decades at Marten.

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## RECOGNITION



### CARD WINNERS

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## FEATURE STORY

### MARTEN EARNS "THREE-PEAT" DISTINCTION



Marten is awarded Wisconsin Motor Carriers Safest Fleet and Chemours Carrier of the Year for the third consecutive year.

## Marten Earns Safety "3-Peat"

*Recognition for safety and service continues to roll in*

Being recognized for safety and excellence is becoming a habit for Marten Transport. And that's a great habit to have!

For a third straight year, Marten earned both the Chemours, Platinum Carrier of the Year and The Wisconsin Motor Carriers Safest Fleet awards. Despite the many challenges facing the trucking industry, Marten keeps finding ways to get the job done - the right way - time and again. In addition to the WMCA Safest Fleet and Chemours Platinum Carrier honors, Marten also earned the United States Cold Storage National Carrier of the Year and Abbott Nutrition Truckload Provider of the Year.

Marten surpassed other transport companies safe driving records by finishing 2022 with an accident ratio of .016 with 17,366,604 miles driven in Wisconsin. The U.S. Cold Storage National Carrier

of the Year award was presented for consistent on-time service, having exceptional communication and reliability nationwide.

Marten was also named Abbott Nutrition Truckload Provider of the year for our greater than 98% service to Walmart Distribution Centers, greater than 85% preloading of trailers and active participation across the entire country from Operations on call.

At Marten, we invest in experienced drivers and amazing team members. Being recognized year after year for our hard work and dedication is extremely gratifying.

Great job Marten team! Your effort and consistency are a big reason why our customers have come to "Expect the Best" from us year after year. We are extremely honored to receive these awards - we couldn't do it without everyone working together.



## Saluting Our Veterans

A special "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 for your commitment to duty and service to our nation.

**OPERATIONS**



# Marten is Expanding Again!

*South Texas property purchased with plans for adding new terminal*

As part of ongoing expansion of the Marten de Mexico division, Marten Transport has purchased property in South Texas that consists of 12.79 acres within the Sharyland Business Park in McAllen, TX. The property is strategically located between two major port of entries in the area, it is two miles from the Anzalduas International Bridge and thirteen miles from Pharr International

Bridge. This new state of the art facility will support both domestic and international business that will manage temperature controlled and dry business. Marten is working alongside hired architects and is currently on the final floor plan/facility layout. This will include a full shop for trailer/truck repairs, operations area, drivers lounge, drivers laundry area, restrooms with showers and outdoor sitting area.

**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.scholarshipapply.org/randolphmarten> or <https://www.marten.com/employees> and click on the Scholarship program for more information and to apply. Applications open 1/3/2024 and the deadline is 2/28/2024.



## SMARTDRIVE CAMERA SYSTEM

- No routings for camera pairing
- Focus on driver behaviors for safety

## PLATFORM SCIENCE TECHNOLOGY

LESS DOWN TIME  
WAITING FOR  
THE UNIT TO  
LOAD

USER  
FRIENDLY  
INTERFACE

FASTER  
PROCESSING OF  
WORKFLOW &  
NAVIGATION

TABLET-  
BASED  
PLATFORM

Installations have begun and will be rolled out to all trucks. Stay tuned for more information!



**SAFETY**

# WINTER SAFETY TIPS

*Reminders for staying safe during wintery conditions*

- **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 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.**

*Don't risk driving in*

**INCLEMENT WEATHER!**



Marten pays you to shut down and stay safe!  
**\$25/HOUR UP TO \$250/DAY**

BENEFITS

# HEALTH RISK ASSESSMENT



ONLINE REGISTRATION INSTRUCTIONS FOR UMR MEDICAL PLAN MEMBERS ONLY

Take an active role in improving your overall health! Start by completing a clinical health risk assessment (CHRA). To access the CHRA, simply follow the instructions below!

You can complete your CHRA December 1, 2023 through October 31, 2024, to avoid a surcharge in 2024.

To get started you will need: 1. Hip Measurement, 2. Waist Measurement, 3. Benefit ID Card, and 4. Email address.

1. Go to **umr.com**
  2. Select **login/register/member**
  3. If you have previously registered, enter your **username** and **password** in the **top right corner of the page**. Then skip to Step 2.
    - First time users, click **New User? Register Here**.
    - If you do not remember your username and/or password click the **Forgot Password?**
    - If you have not logged on to your account for more than one year, you will need to reregister.
  4. Employees select **I am the employee/retiree**. Spouses select, **I am the spouse or dependent**.
  5. Provide the following information.
    - First name
    - Last name
    - Member ID (located at the top of the benefits card, do not include dashes)
    - Group number (do not include dashes)
    - Birth date
    - Gender
    - Email address
- Create a username and password and choose two security questions. Record these for future reference. Click continue.

**Step 2 - Complete your CHRA**

**To begin your CHRA:**

- Select **Wellness Activity Center** from your member home page.
- 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.
- Under **Clinical health risk assessment**, press the **Start** button.
- 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 their payroll deductions carefully to make sure all the appropriate changes are being made for 2024.

*Winter Safety Tips*  
**How to reduce the risk of slips, trips and falls.**

- 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**

# 30 Years Plus and Still Going Strong

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



**Jim Swan**

Jim started his career driving truck #73 in 1983. In 1993 Jim began working 2nd shift as a dispatcher and currently is an Extended Shift Supervisor.

Jim commented that there have been a lot of changes over the years. When he started as a Dispatcher, loads were written on load sheets when customers called in. They would take the load sheets and physically hand them to the CSR. Jim

said he still has a load pad at his desk! Another change is the increase in employees.

When Claims left for the day, Jim and his coworker were the only ones working and would hold down the fort until the third shift arrived.

Jim commented that “Randy had the dream and he made it happen and I am proud to have been here to see it”.

**Randall Wood**

Randall has driven over 2 million safe miles with Marten! He accepted a driving position after being interviewed by Roger Marten for 30 minutes. His orientation was eight hours a day for four days.

Each day during orientation Roger ate lunch with the class. When asked about what changes Randall has seen, he said the biggest change is communication. Each restaurant that had truck parking provided a telephone on each table so the drivers could talk to their dispatcher.

Every shipper and receiver also provided a phone for drivers to communicate. Randall said that Marten was one of the first



to invest in a Qualcomm. Roger Marten promised that his drivers would not be treated like other drivers that had pay disputes, had to sit for days waiting for a load or left disabled waiting for a tow to come.



**Matthew Stewart**

Matt has worked in the tractor shop, trailer shop, and in Tomah on reefer trucks. Currently, Matt works in Mondovi as a custodian and is always willing to lend a hand.

When Matt started there were only three terminals, one building in Mondovi and not many trucks. Matt watched as building two and the wash bay was built. Matt says his fondest memories of working at Marten

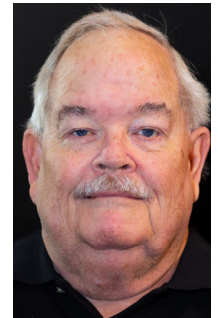
are all the wonderful people who are easy to get along with. He appreciates that everyone works as a team and are willing to help each other out.

**David Guthmiller**

David recently celebrated his 3 Million Mile Safe Driving Award. Dave has been behind the wheel of a truck since 1985. David said he has seen a lot of good people retire and leave Marten over his 30 years.

When he started there were terminals in CA, Wilsonville and Mondovi and we have more than tripled that number.

David enjoys driving for Marten because he has no one looking over his shoulder and payroll always gets his checks correct.



## 2023 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. **HAPPY HOLIDAYS!**

## Breast Cancer Awareness

For the 8th consecutive year Marten has gone pink for breast cancer. Employees once again, came together and raised \$2,545 by selling t-shirts and various fundraisers. Thank you to the Marten Team!



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

2023  
Quarter 3

## DRIVERS OF THE QUARTER

- |                                 |   |
|---------------------------------|---|
| Mondovi OTR - John Henry        | Colonial Heights, VA - Antonio Clemons  |
| Mondovi UM - Karen Arvin        | DeSoto, TX - Stuart Beavers             |
| Kansas - James White            | Memphis, TN - Derek Martin              |
| Kansas Dry - Bernard Collotty   | Walmart (New Albany) - Darius Nicholson |
| Georgia Dry - Yvonne Hartsfield | Intermodal - Herb Lindsay               |
| Arizona Dry - Steven King       | Phoenix, AZ - Roberto Hernandez         |
| Carlisle, PA - Fred Holder      | Walmart (Clarksville) - Timothy Bricker |
| Tampa, FL - James Smith         | Walmart (Tomah) - Lee West              |
| Tucker, GA - Jean Sainvil       | Walmart (Wintersville) - Mark Flipse    |
| Zionsville, IN - Jabril Turner  | Walmart (Monroe) - Leo Wheeler          |
| Wilsonville, OR - Ruben Holguin |   |

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

# check at our store.



VISIT OUR STORE LOCATIONS IN MONDOVI,  
TUCKER, EDWARDSVILLE AND PHOENIX

[WWW.MARTEN.EXCELIMAGES.COM](http://WWW.MARTEN.EXCELIMAGES.COM)