



CALIFORNIA CONSUMER PRIVACY ACT DISCLOSURES

These disclosures are provided by Marten Transport, Ltd. ("Company") and applies solely to residents of the State of California ("consumers" or "you") with respect to personal information Company processes as a business. Any terms defined in the California Consumer Privacy Act of 2018, as amended from time to time, including by the California Privacy Rights Act of 2020 and its implementing regulations ("CCPA") have the same meaning when used in these disclosures. These disclosures do not reflect our collection, use, or disclosure of California residents' personal information, or data subject rights, where an exception or exemption under the CCPA applies.

1. NOTICES AT COLLECTION

We have set out below categories of personal information about California resident website visitors, customers, prospective customers, corporate representatives of our vendors and other partners, and job applicants and other potential workers. The California Consumer Privacy Act Privacy Policy is in section 2 of these disclosures.

WEBSITE VISITORS

We do not "sell" or "share" personal information, as defined under the CCPA, of website visitors.

WHAT CATEGORIES OF PERSONAL INFORMATION DO WE COLLECT?

Non-Sensitive Personal Information:

- Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, or other similar identifiers.
- Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, address, telephone number, education, employment, employment history, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.
- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement.
- Geolocation data.
- Inferences drawn from any personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

FOR WHAT PURPOSES DO WE COLLECT AND USE PERSONAL INFORMATION?

We use personal information about our website visitors as reasonably necessary and proportionate to:

- To perform the services or provide the goods reasonably expected by our website visitors;
- To prevent, detect, and investigate security incidents that compromise the availability, authenticity, integrity, or confidentiality of stored or transmitted personal information, including in or via our premises, computers, software, networks, communications devices, and other similar system;
- To resist malicious, deceptive, fraudulent or illegal actions directed at us and to prosecute those responsible for those actions
- For short-term, transient use;
- To market to you for employment purposes; and
- To collect or process it where such collection or processing is not for the purpose of inferring characteristics about a consumer such as to perform functions that are required under laws that apply to us and to support any claim or defense that we could face before any jurisdictional and/or administrative authority, arbitration, or mediation panel, and cooperating with – or informing – law enforcement or regulatory authorities to the extent required by law.

WHAT CRITERIA DO WE CONSIDER WHEN RETAINING PERSONAL INFORMATION?

In general, with respect to each category of personal and sensitive personal information about website visitors, we retain each category for the longer of: as long as needed or permitted in light of the purpose(s) for which it was obtained and any additional time periods necessary for the compliance with laws, exercise or defense of legal rights, and archiving, back-up and deletion processes.

JOB APPLICANTS OR OTHER POTENTIAL WORKERS

We do not monetize personal information about California residents in the sense of exchanging personal information for money. However, we disclose personal information collected about job applicants or other potential workers to partners to recruit new members to our team, which is considered "selling" and "sharing" under the CCPA. Please see our notice of right to opt out of selling or sharing here: [Notice of Right of Opt Out // Your Opt-Out Rights](#).

WHAT CATEGORIES OF PERSONAL INFORMATION DO WE COLLECT?

Non-Sensitive Personal Information:

- Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.
- Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, address, telephone number, passport number, driver's license or state identification card number, or education, employment, employment history, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.

- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement.
- Geolocation data.
- Professional or employment-related information
- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- Inferences drawn from any personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

Sensitive Personal Information:

- A consumer's social security, driver's license, state identification card, or passport number.
- A consumer's citizenship or immigration status (if sponsorship for employment visa status is required)
- Personal information collected and analyzed concerning a consumer's health, solely relating to voluntarily provided disability information to provide accommodations during the recruitment process

FOR WHAT PURPOSES DO WE COLLECT AND USE PERSONAL INFORMATION?

We use personal and sensitive personal information about you as a job applicant or other potential worker for the following purposes:

- To perform the services or provide the goods reasonably expected by you in your role, including those services and goods that are reasonably necessary for us to administer the application process and for our workers to perform their duties;
- We use automated devices and applications, such as Google Analytics, to evaluate usage of our websites. We also may use other analytic means to evaluate our website. We use these tools to help us improve our sites' performance and user experiences. Entities providing such devices and applications may use cookies and other tracking technologies, such as web beacons, to perform their services.

To learn more about Google's privacy practices, please review the Google Privacy Policy at <https://www.google.com/policies/privacy/partners/>.

You can also download the Google Analytics Opt-out Browser Add-on to prevent their data from being used by Google Analytics at <https://tools.google.com/dlpage/gaoptout>.

WHAT CRITERIA DO WE CONSIDER WHEN RETAINING PERSONAL INFORMATION?

In general, with respect to categories of personal and sensitive personal information about job applicants and other potential workers of the Company, we retain each category for the longer of: until the withdrawal or rejection of your application, or if you are engaged by the Company, until the end of your

working relationship with us, plus 4 years and any additional time periods necessary for the compliance with laws, exercise or defense of legal rights, and archiving, back-up and deletion processes.

CUSTOMERS, PROSPECTIVE CUSTOMERS, CORPORATE REPRESENTATIVES OF OUR VENDORS AND OTHER PARTNERS

We do not "sell" or "share" personal information, as defined under the CCPA, of customers, prospective customers, corporate representatives of our vendors and other partners.

WHAT CATEGORIES OF PERSONAL INFORMATION DO WE COLLECT?

Non-Sensitive Personal Information:

- Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.
- Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, education, employment, employment history, medical information, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.
- Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer's interaction with an internet website application, or advertisement.
- Geolocation data.
- Professional or employment-related information.
- Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20 U.S.C. Sec. 1232g; 34 C.F.R. Part 99).
- Inferences drawn from any personal information to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.

FOR WHAT PURPOSES DO WE COLLECT AND USE PERSONAL INFORMATION?

We use personal information about you as a customer, prospective customer, corporate representative of our vendors and other partners for the purposes of:

- To perform the services or provide the goods reasonably expected by you in your role, including those services and goods that are reasonably necessary for us to administer our customer relationships and for our workers to perform their duties;
- To prevent, detect, and investigate security incidents that compromise the availability, authenticity, integrity, or confidentiality of stored or transmitted personal information, including in or via our premises, computers, software, networks, communications devices, and other similar system;

- To resist malicious, deceptive, fraudulent or illegal actions directed at us and to prosecute those responsible for those actions;
- To ensure the physical safety of natural persons;
- For short-term, transient use;
- To perform services on behalf of us;
- To verify or maintain the quality or safety of our services and products;
- To improve, upgrade, or enhance our services and products;
- To market to you; and
- To collect or process it where such collection or processing is not for the purpose of inferring characteristics about a consumer such as to perform functions that are required under laws that apply to us and to support any claim or defense that we could face before any jurisdictional and/or administrative authority, arbitration, or mediation panel, and cooperating with – or informing – law enforcement or regulatory authorities to the extent required by law.

WHAT CRITERIA DO WE CONSIDER WHEN RETAINING PERSONAL INFORMATION?

In general, with respect to categories of personal information about customers, prospective customers, corporate representatives of our vendors and other partners, we retain each category for the longer of: until we determine that the Company will not be engaged by or engage the customer, vendor, or partner, or if a customer, vendor or partner engages or is engaged by the Company, until the end of such engagement, plus any additional time periods necessary for the compliance with laws, exercise or defense of legal rights, and archiving, back-up and deletion processes.

2. CALIFORNIA CONSUMER PRIVACY ACT PRIVACY POLICY

Last Updated: January 16, 2024

OUR PERSONAL INFORMATION HANDLING PRACTICES IN 2023

We have set out below categories of personal information about California residents we have collected, and as applicable disclosed, for a business purpose in the preceding 12 months. The table is followed by a description of the purposes for which we collected personal information. If we process de-identified information, we will maintain the information in a deidentified form and not attempt to reidentify the information, except that we may attempt to reidentify the information solely for the purpose of determining whether deidentification processes used satisfy legal requirements. Please note that we do not monetize personal information about California residents in the sense of exchanging personal information for money. However, we disclose personal information collected about job applicants or other potential workers to advertising partners to recruit new members to our team, which is considered "selling" and "sharing" under the CCPA. Please see our notice of right to opt out of selling or sharing here: [Notice of Right of Opt Out // Your Opt-Out Rights](#).

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
<i>Non-Sensitive Personal Information</i>				
Identifiers such as a real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, social security number, driver's license number, passport number, or other similar identifiers.	<ul style="list-style-type: none"> • Directly from you (e.g., through your use of a website) • Indirectly (e.g., from recruiting agencies) 	<p>Yes, we may have “sold” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.</p>	<p>Yes, we may have “shared” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.</p>	<p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Recruiting agencies for recruiting-related purposes • Payroll providers, benefits providers, banks and payment processing service providers, documents processing and storage services providers, travel agencies, expense reimbursement service providers for HR purposes • Benefits and insurance providers for HR and insurance purposes • IT security companies, network monitoring companies, for security, investigation, and enforcement purposes • Business analysts for analytics purposes • Building management and security services providers for security and access control purposes • To corporate partners, for corporate transaction purposes • To government agencies for HR, insurance, and

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
<p>Any information that identifies, relates to, describes, or is capable of being associated with, a particular individual, including, but not limited to, his or her name, signature, social security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information,</p>	<ul style="list-style-type: none"> • Directly from you (e.g., through your use of a website) • Indirectly (e.g., from recruiting agencies) 	No.	No.	<p>regulatory purposes</p> <p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Recruiting agencies for recruiting-related purposes • Payroll providers, benefits providers, banks and payment processing service providers, documents processing and storage services providers, travel agencies, expense reimbursement service providers for HR purposes • Benefits and insurance providers for HR and insurance purposes • Business analysts for analytics purposes • Building management and security services providers for security and access control purposes • To corporate partners, for corporate transaction purposes • To government agencies for HR, insurance, and regulatory purposes

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
<p>medical information, or health insurance information, but excluding publicly available information that is lawfully made available to the general public from federal, state, or local government records.</p> <p>(The categories of personal information described in the California Customer Records Act (Cal. Civ. Code § 1798.80(e))</p>				
<p>Characteristics of protected classifications under California or federal law.</p>	Directly from you	No.	No.	<p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Benefits and insurance providers for HR and insurance purposes • To corporate partners, for corporate transaction purposes • To government agencies for HR, insurance, and regulatory purposes
<p>Commercial information,</p>	Directly from you	No.	No.	To payment processing and delivery services

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
including records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.				providers for purposes of processing payments
Internet or other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding a consumer’s interaction with an internet website application, or advertisement.	Indirectly from you (e.g., through the use of our website)	Yes, we may have “sold” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.	Yes, we may have “shared” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.	<ul style="list-style-type: none"> • To various service providers (such as IT security companies, network monitoring companies, etc.) for security purposes • Regarding the activity of consumers to certain marketing service providers for consumer marketing purposes • To corporate partners, for corporate transaction purposes • To government agencies for HR,

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
Geolocation data.	Indirectly from you (e.g., through the use of our website)	Yes, we may have “sold” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.	Yes, we may have “shared” this category of personal information to advertising business partners for the purposes of supporting our advertising efforts.	<p>insurance, and regulatory purposes</p> <p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Building management and security services providers for security and access control purposes • Regarding the activity of consumers, to certain marketing service providers for consumer marketing purposes
Audio, electronic, visual, or similar information.	Directly from you	No.	No.	<p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Building management and security services providers for security and access control purposes • Marketing services providers for client marketing purposes • To corporate partners, for corporate transaction purposes
Professional or Employment related information.	<ul style="list-style-type: none"> • Directly from you (e.g., through your use of a website) • Indirectly (e.g., from recruiting agencies) 	No.	No.	<p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Payroll providers, benefits providers, banks and payment processing service providers, documents processing and storage

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
Education information, defined as information that is not publicly available personally identifiable information as defined in the Family Educational Rights and Privacy Act (20	<ul style="list-style-type: none"> • Directly from you • Indirectly (e.g., from recruiting agencies) 	No.	No.	<p>services providers, travel agencies, expense reimbursement service providers for HR purposes</p> <ul style="list-style-type: none"> • Benefits and insurance providers for HR and insurance purposes • Business analysts for analytics purposes • Building management and security services providers for security and access control purposes • Marketing services providers for clients marketing purposes • To corporate partners, for corporate transaction purposes • To government agencies for HR, insurance, and regulatory purposes <p>To various service providers, such as:</p> <ul style="list-style-type: none"> • Document processors and storing services companies for HR purposes • Professional profile service providers for HR and client marketing purposes • Business analysts for analytics purposes • To corporate partners,

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
U.S.C. Sec. 1232g; 34 C.F.R. Part 99).				for corporate transaction purposes
Inferences drawn from any of the information identified in this subdivision to create a profile about a consumer reflecting the consumer's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	<ul style="list-style-type: none"> • Directly from you (e.g., through your use of a website) • Indirectly (e.g., from recruiting agencies) 	No.	No.	To various service providers, such as: Document processors and storing services companies for HR purposes
<i>Sensitive Personal Information</i>				
A consumer's social security, driver's license, state identification card, or passport number	Directly from you	No.	No.	To government agencies for regulatory purposes
A consumer's account log-in, financial account, debit card, or credit card number in combination	Directly from you	No.	No.	To various service providers to receive services from them.

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
with any required security or access code, password, or credentials allowing access to an account.				
A consumer's precise geolocation.	Directly from you	No.	No.	To various service providers (such as IT security companies, network monitoring companies, etc.) for security purposes
A consumer's racial or ethnic origin, citizenship or immigration status, religious or philosophical beliefs, or union membership.	Directly from workers	No.	No.	To corporate partners, for corporate transaction purposes To government agencies for HR, insurance, and regulatory purposes
The contents of a consumer's mail, email, and text messages unless the business is the intended recipient of the communication.	Indirectly from workers (through company network activity and use of company devices)	No.	No.	To various service providers (such as IT security companies, network monitoring companies, etc.) for security purposes
Personal information collected and	Directly from you	No.	No.	To various service providers, such as:

Category of personal information	Did we collect? If so, from what source?	Did we sell? If so, to whom and for what purpose?	Did we share? If so, to whom and for what purpose?	Did we disclose? If so, to whom and for what purpose?
analyzed concerning a consumer's health.				<ul style="list-style-type: none"> • Travel agencies for HR purposes • Benefits and insurance providers for HR and insurance purposes • Building management and security services providers for security and access control purposes • To government agencies for HR, insurance, and regulatory purposes

BUSINESS OR COMMERCIAL PURPOSE FOR COLLECTING PERSONAL INFORMATION

- To perform the services or provide the goods reasonably expected by consumers in their role, including recruiting services, including those services and goods that are reasonably necessary for us to administer our customer and worker relationships and for our workers to perform their duties;
- To prevent, detect, and investigate security incidents that compromise the availability, authenticity, integrity, or confidentiality of stored or transmitted personal information, including in or via our premises, computers, software, networks, communications devices, and other similar system;
- To resist malicious, deceptive, fraudulent or illegal actions directed at us and to prosecute those responsible for those actions;
- For short-term, transient use;
- To perform services on behalf of us;
- To verify or maintain the quality or safety of our services and products;
- To improve, upgrade, or enhance our services and products;
- To perform functions that are required under laws that apply to us;
- To market to consumers such as website visitors, customers, prospective customers, corporate representatives of our vendors and other partners;

- To collect or process it where such collection or processing is not for the purpose of inferring characteristics about a consumer such as to perform functions that are required under laws that apply to us and to support any claim or defense that we could face before any jurisdictional and/or administrative authority, arbitration, or mediation panel, and cooperating with – or informing – law enforcement or regulatory authorities to the extent required by law; and
- We use automated devices and applications, such as Google Analytics, to evaluate usage of our websites. We also may use other analytic means to evaluate our website. We use these tools to help us improve our sites' performance and user experiences. Entities providing such devices and applications may use cookies and other tracking technologies, such as web beacons, to perform their services.

We do not have actual knowledge that we sell or share for cross context behavioural advertising, the personal information of California residents under 16 years of age.

CCPA RIGHTS

As a California resident, you have the following rights under the CCPA:

- The **right to know** what personal information we have collected about you, including the categories of personal information, the categories of sources from which the personal information is collected, the business or commercial purpose for collecting, selling, or sharing personal information, the categories of third parties to whom we disclose personal information, and the specific pieces of personal information we have collected about you. You may only exercise your right to know twice within a 12-month period.
- The **right to delete** personal information that we have collected from you, subject to certain exceptions.
- The **right to correct** inaccurate personal information that we maintain about you.
- **The right to opt out of the sale or sharing** of your personal information by us. We disclose California residents' personal information to advertising business partners for the purposes of supporting our advertising efforts and, as such, we "sell" and "share" personal information as these terms are defined under the CCPA. Please note that we do not monetize personal information in the sense of disclosing your personal information in exchange for money. Please also note that, if you exercise your right to opt-out of the "sale" and "sharing" of your personal information, we may still disclose your personal information to third parties for purposes other than cross-contextual behavioral advertising, as described in our privacy disclosures.
- The **right to limit** our use and disclosure of sensitive personal information to purposes specified in Cal. Civil Code 1798.121(a). We do not use or disclose sensitive personal information for purposes other than those specified in Cal. Civil Code 1798.121(a).
- The **right not to receive discriminatory treatment** by the business for the exercise of privacy rights conferred by the CCPA, in violation of California Civil Code § 1798.125, including an employee's, applicant's, or independent contractor's right not to be retaliated against for the exercise of their CCPA rights.

HOW TO EXERCISE CCPA RIGHTS

Methods of Submission and Instructions: To submit a request to exercise your **rights to know, delete or correct**, please complete a request to us by visiting www.marten.com .

Verification: Only you, or someone legally authorized to act on your behalf, may make a request related to your personal information. You may designate an authorized agent by taking the steps outlined under "Authorized Agent" further below. In your request or in response to us seeking additional information, you, or your authorized agent, must provide sufficient information to allow us to reasonably verify that you are, in fact, the person whose personal information was collected which will depend on your prior interactions with us and the sensitivity of the personal information being requested. We may ask you for information to verify your identity and, if you do not provide enough information for us to reasonably verify your identity, we will not be able to fulfil your request. We will only use the personal information you provide to us in a request for the purposes of verifying your identity and to fulfill your request.

Authorized Agents: You can designate an authorized agent to make a request under the CCPA on your behalf if:

- The authorized agent is a natural person or a business entity and the agent provides proof that you gave the agent signed permission to submit the request; and
- You directly confirm with the Company that you provided the authorized agent with permission to submit the request.

If you provide an authorized agent with power of attorney pursuant to Probate Code sections 4121 to 4130, it may not be necessary to perform these steps and we will respond to any request from such authorized agent in accordance with the CCPA.

CONTACT US

If you have any questions or comments about these disclosures or our practices, please contact us at:

Phone: 1-800-395-3000

Postal address:

Marten Transport
129 Marten Street
Mondovi, WI 54755

© 2024 Marten Transport Ltd.. All rights reserved.