

MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



SECOND QUARTER, 2025

SAFETY



The costs per bus accident are up 50%

STOP REMINDER

Letter from CEO Tim Kohl about Stop Lights and Stop Signs.

SEE PAGE 2

GET OUT AND LOOK

Reminder about backing and the importance of getting out to look (G.O.A.L.).

SEE PAGE 3

SCHOLARSHIPS



RLM SCHOLARSHIPS

Twenty students selected for \$3,000 award to go toward continuing their education

SEE PAGE 4

RECOGNITION

GRUBER AND WEBER RETIREMENTS

A pair of long-term Mondovi Maintenance employees say goodbye after a quarter-century of combined service between them.

SEE PAGE 5

30 YEARS AND COUNTING

After 3 decades at Marten, Lisa Remington-Lamb reflects on her memories and a lot of changes.

SEE PAGE 5

FEATURE STORY



Attendees: Tom Almblad, Richard Roth, Raymond Weeks, Mario Douglas, Kevin Parson, Paul Weise, Jeff Stanton, Kraig Hollingsworth, Michael Deck, Harjan Sloots, Mark Linquist, David Bur, Dallas Seif, Matt Zerbe.

Marten Drivers Honored *Wisconsin Motor Carriers President's Safe Driving Club*

The WMCA has been honoring safe, professional Wisconsin-based drivers since 1996. This year, Marten was proud to nominate over 360 drivers to the President's Safe Driving Club.

Many of our 5-plus year recipients attended and celebrated at a luncheon and dinner banquet held at Lambeau Field in Green Bay, WI (home of the NFL Packers football team). In addition to this

prestigious award for our drivers, Kevin Parsons was chosen as Wisconsin Motor Carrier's Driver of the Month for January. As an extra bonus this year, our drivers had the opportunity to meet future Packer Hall of Famer, Mason Crosby (who served as the team's kicker for 16 seasons.)

Congratulations and thanks to all of our drivers who represent Marten and safety so well.



► **AWARDS KEEP COMING:** Marten Transport is proud to announce it has been recognized with the 2024 Asset Carrier of The Year Award from Rise Baking Company! This marks our second consecutive year winning this award, demonstrating our ongoing commitment to excellence in service, reliability, and safety.



Pictured left to right: Taylor Casey (Transportation Manager), Brian Wnuk (Director of Transportation), Jessica Vaughn (Sr. Transportation Analyst), Justin Williams (Southeast Sales Director), Justin Hurd (VP of Southeast Operations)

SAFETY

Safety Reminder for Red Lights & Stop Signs

An important letter about safety to Marten drivers from CEO, Tim Kohl

Hello Marten Drivers,

I'm writing this communication to ALL of the Marten Team.

Marten has one of the best and safest fleet of drivers in the industry. Everyone at Marten should know that we only hire experienced drivers with a safe driving record. You all may not know good a driver you have to be to make the grade to be a Marten driver.

Last year there were 207,941 applicants/leads for a Marten driving job. We only hired 1.3% of those applicants. Bottom-line, a driver must demonstrate a strong safety and service record to earn a place on the Marten Team,

We not only start with the best drivers, we also provide the best modern fleet of tractors and trailers with the latest safety technology to keep our drivers and the motoring public safe. We also provide one of the best compensation packages with minimum guaranteed pay and health benefits. An important part of this pay package is to be the industry leader in paying our drivers to shut down in inclement weather. Many drivers have asked over the years

how we can do this and make money. It's really pretty simple: It's a lot more cost effective to keep you safe to be able to resume driving when the weather clears and the roads are safe.

You can all be proud as Marten drivers that the Marten fleet was named an "elite fleet" by the Truckload Carriers Association and the University of Denver Transportation School. Our Marten driving fleet has been recognised for how Marten better

takes care of our drivers.

As a Marten driver you are also aware that we've added the Platform Science technology into our trucks to provide greater visibility and help improve our driving habits. One key area now tracked is how safely drivers approach and stop at red lights and stop signs. It's imperative as a Marten driver that

you not fail to stop. To not do so endangers your safety and the lives of the motoring public. Those of you that have known me for years have heard me repeatedly say that the motoring public you could harm by running lights could be a member of the Marten family. Nothing is more important that we get you, our drivers, and the motoring public home safely. It's why we have invested so much money and time and effort in safety as our most important priority.

Bottomline, it is why we cannot retain drivers who run red lights and stop signs. The next time you may not be so fortunate that you didn't hurt someone badly. This cannot happen at Marten. So please slow down at intersections so you can get stopped. We want you to be safe and with us for your career

as a valued and proud member of the safest fleet - Marten!

Thank you all for being such important and good team members. We couldn't be the best without each other and that's what protects all of our jobs.

-Tim Kohl, CEO



Stop Light/Stop Sign Safety



Are you safe?



Do you speed up when approaching stale green lights?



Do you increase your speed when approaching yellow lights?



When the light turns green do you proceed without checking the intersection first?

To help ensure you make it home, adherence to these signs is expected. Our advanced camera system actively monitors compliance. Let's work together to keep our workplace safe and efficient!



SAFETY



The costs per backing accident are up 50-90%

BACKING ACCIDENTS

The repair costs are just the beginning. When taking into consideration the administrative time and downtime these accidents are far more expensive than the amounts below.

To cover the cost of these accidents, it takes approximately 37,000 loads.

Get
Out
And
Look

Backing Accidents

Year	Number	Cost	Cost/Accident
2020	510	\$975,000	\$1,912
2021	527	\$801,000	\$1,520
2022	564	\$1,534,000	\$2,720
2023	543	\$1,160,000	\$2,136
2024	485	\$1,400,000	\$2,887
2025	175	\$520,000	\$2,971

SCHOLARSHIPS

20 Students Selected for \$3,000 Award

Company has provided \$630,000 in funding for higher education programs

► Marten Transport 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) Abigal Rivera, Alanna Severson, Alondra Torres, Blake Herman, Caden Weber, Felicity Wiese, Karla Gallardo, Chloe Smallwood, Gavin Beck, Grace Clark, (Bottom Row, Left to Right) Lauren Brunner, MacKenzy King, Rudy Gatzke, Kaya Franson, Emily Van Riper, Kali Aman-Carrier, Taylor Collins, Everett Evans, Jr., Jonathan Capp, Simon Ibarra.

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 \$630,000 to date and awarded 306 Scholarships.

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

Abigal Rivera, child of Rebecca Rivera, is studying Psychology and Neuroscience at the University of Austin Texas.

Alanna Severson, child of Heather and Adam Severson is studying Accounting at the Chippewa Valley Technical College.

Alondra Torres Acevedo is studying Sonography at South Texas College and is the child of Luis Torres and Francis Acevedo.

Blake Herman, child of Catherine Herman, is studying Elementary and Special Education at the University of Wisconsin-Madison.

Caden Weber, child of Jay Weber, is studying accounting and business finance at the University of Wisconsin-Lacrosse.

Chloe Smallwood, child of Richard Kinner plans to study Business at Arizona State University.

Gavin Beck is studying Christian Ministry at Urshan College in Indianapolis, IN, child of Johnnie Beck

Grace Clark, child of Kathy Degenhardt and Roger Clark, is studying Nursing at New York University.

Felicity Wiese, child of Paul Wiese, is studying computer science at Lakeland University.

Lauren Brunner, child of Jeffry Brunner, studying finance at the University of Wisconsin-Eau Claire.

Karla Gallardo is studying Accounting at Texas A&M International University, child of Luis Gallardo.

Rudy Gatzke is studying engineering at LeTourneau University, child of Jeremy

Gatzke.

Kaya Franson is studying exercise and sports science at the University of Wisconsin-La Crosse, daughter of Matthew Franson.

Emily Van Riper is studying Secondary Education of Mathematics at Winona State University, daughter of Jolene Van Riper.

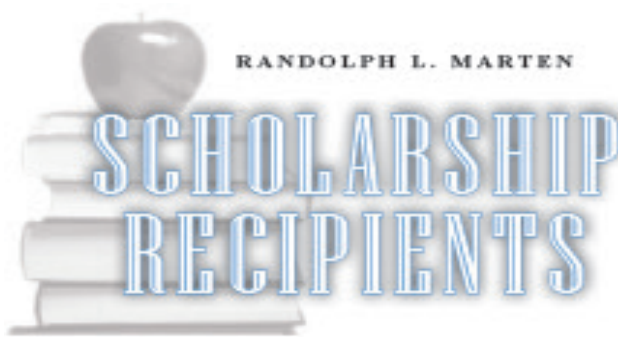
Kali Aman-Carrier, child of Roberta Carrier, is studying Government at the University of Texas at Austin.

Taylor Collins, child of Clint Collins is studying Business Management at Randolph-Macon College.

Everett Evans Jr is studying Business Administration at Morehouse College, child of Evertt Evans.

Jonathan Capp, child of Jon Capp is studying Biology at Truman State University.

Simon Ibarra is studying Medical at Baylor University, child of Francisco Oropeza.



RECOGNITION

Weber, Gruber Retire from Marten Shop

After nearly 15 years at Marten Transport, Greg Weber (left) has retired from Marten Transport. Greg worked in the Maintenance shop at the Mondovi terminal and brought his best to work with him every day. Greg began his career at Marten in June of 2010 as a Parts Room Manager.

Mondovi Maintenance Analyst Jeffry Brunner said of Greg: “He took pride in his work and was always willing to help his co-workers. He always came to work with a great attitude.” Greg is looking forward to more hunting and fishing now.

Gary Gruber (right) started at Marten in 2012 and retired at the end of May after spending nearly 13 years helping to make equipment safe for our driving fleet. He began his career at Marten as a Safety Lane Inspector, Gary took a great deal of pride in his work and he will be missed. Congratulations Greg and Gary. Thanks for your hard work and service and best wishes on your retirement adventures.



► **CORRECTION:** Denzil Tuttle retired from Marten Transport after 11 years of service at the Zionsville Terminal. He was mis-identified in the last edition of the Transporter. Congratulations on your retirement Denzil!



Denzil Tuttle recently retired after 11 years at Marten. The Zionsville crew wish him well. Front: L to R: Jason Settlemyer JR, Derrek Burnett, Elias Garcia-Jordan, Jaime Lopez-Diaz, Brian Ramage, Jaleon Cole, Denzil Tuttle, Aaron Gillaspie, Kenny Williams. Back: L to R: Jaylen Jordan, Caleb Chapman, Chris Chapman, Howard Skirvin, DJ Boyles, Jason Settlemyer, Ian Russell, Calloway Burnett, Devon Johnson, Nathanael Pruett, Jamie Cornwell, Rob Bogard.

Lisa Remington-Lamb reflects on her 30 years with Marten Transport

Much has changed in the last three decades, but one thing that has is the presence of Lisa Remington-Lamb at Marten Transport. Lisa took a moment to reflect on her experience lately.

“I’m celebrating my 30 years working for Marten Transport, but I actually have been around Marten Transport my whole life.

My father (Charles) was an Owner Operator driving for Roger Marten starting back in 1974 (with his truck number being #3) and then working in the Maintenance Department until his retirement back in 2016 with 42 years of service. So... needless to say I have seen many things change since back then!

From Mondovi being the only terminal, to what we have grown into today, I have witnessed the number of terminals that have opened across the country, and

the changes in equipment, to all the new updates on software in the office and on the equipment.

I have worked with a bunch of great people over the years, many that we miss that have either retired or have passed in the Maintenance Department (Connie, Steve, Jimmy, Jim, Kenny, Roger, Bob, Jerry, Chuck, Margie, etc.) just to name a few!

Needless to say that I have seen a lot of changes and growth at Marten Transport. It’s hard to believe 30 years has gone by but I look forward to what the future holds for me and Marten Transport!

Also, I want to give a shout out to my son Brett who is celebrating his 10-year anniversary here at Marten.

Congratulations on 30 years and thanks for all you do Lisa!



BENEFITS



MARTEN WELLNESS FREE HEALTH SERVICES

When it comes to Marten Transport and UMR Preventive/Routine Care benefits you can get something for **free** that benefits your health. Our medical plan is full of **free** preventive services that give you peace of mind and help you become a healthier person.

It's important to get a primary in-network physician and establish a relationship with them. Your physician can set up age-appropriate preventative screenings through our wellness plan.

Preventing disease before it starts is critical to helping you live a longer, healthier life.

ALL MEMBERS AT AN APPROPRIATE AGE AND/OR RISK STATUS MAY RECEIVE THE FOLLOWING SCREENINGS:

- Cholesterol level and lipids
- Colorectal cancer for ages 45-plus
- Certain sexually transmitted diseases, including HIV
- Lung cancer with low-dose computer tomography
- Mammograms and breast exams including 3D
- PSA test and prostate exams
- High blood pressure (clinical and ambulatory measurement)
- Pre-diabetes and diabetes for certain populations
- Tobacco use
- Obesity
- Diet and nutrition
- Alcohol abuse
- Hepatitis C screening
- Depression
- Well exam
- Prevention of human immunodeficiency virus (HIV) infection: pre-exposure prophylaxis
- Colonoscopy (from age 45)
- Skin cancer screenings



*Applies to UMR medical plans only

*Must use in network provider

For a more detailed list of preventive services please go to [UMR.com](https://www.UMR.com) and look under Plan Documents/Medical Schedule of Benefits.

BENEFITS



Have You Completed Your CHRA?

Have you completed your Clinical Health Risk Assessment yet? There is still time to complete this. Why have a payroll deduction of \$15 weekly for something you can complete online? In just 20 minutes you can save \$15 weekly and learn healthy lifestyle habits!

STEP ONE: Go to WWW.UMR.COM.

STEP TWO: Create your account and follow the steps to register. Make sure your ID Card is handy.

STEP THREE: Under "Wellness Activity Center" - hit the "get started" button.

CHRA instructions are on driver portal and Sharepoint for reference.

CLAIMS



Confirming Intact Seals is Important

Special reminder from Claims Services about ensuring load safety

It is critical in the current times that drivers are doing what they can to confirm the shipper seals remain intact the entire time the load is in Marten's possession as more and more customers are refusing loads when the shipper seal is not intact. Drivers need to be utilizing their padlocks to lock the seal guard and defer individuals from breaking the seal and ultimately compromising the cargo or stealing the product. If drivers encounter a seal issue, they need to be sure to contact claims services immediately, as our team can help rectify the situation before it turns into a potential full load claim. Also, it is very important drivers are checking for shipper seals when picking up from the rail yards, and if an issue they need to get it reported to the rail police and again call Claims Services.

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

DRIVERS OF THE QUARTER

– 2025 - FIRST QUARTER –

Mondovi - Sohail Zikria
 UM - William Hegland
 Kansas - Denise Cope
 Dry- KS - Jorita Wright
 Dry- TX - Michael Saldana
 Dry- GA - Giovanni Maier
 Dry- AZ - Michael Flores
 Carlisle (NW) - Todd Feeley
 Tampa - Dustyn Howard
 Tucker - Girma Lemu
 Zionsville - Marcus Howard
 Wilsonville - Judy Aniaz
 Col. Hts (Mid Atlantic) - Doug Double
 DeSoto - Elva Vasquez

Memphis - Kacey Rhodes
 TX Dedicated - Michael Randolph
 Wal-Mart New Albany - Thomas Jones
 Intermodal - Charles Shaeffer
 Phoenix - David Varner
 Wal-Mart Clarksville - Aben Stewart
 Wal-Mart Tomah - Oscar Ramirez
 Wal-Mart Wintersville - Dean Walters
 Wal-Mart Monroe - Chris Boyer
 Dedicated East Target- Lugoff SC, Clorox,
 Target - Kintay Moore
 Dedicated Central - Gilber Delacruz

In Memory of Marten Driver James Anthony Jackson

James Anthony Jackson was inducted to the Marten Million Mile Club in 2023. He was known for his professionalism and his kindness to everyone who knew him.

He passed away March 18, 2025.

Marten Area Coordinator Alison Gorton called James, “genuinely one of the nicest people I have ever met. Even if he was having an off day, he always made a point of going around the room and talking to anyone he knew. When he was here, he was here 110%. He took tremendous pride in Marten and his job.”

Our sincere condolences to James’ family. He will be missed!

