

MARTEN TRANSPORT, LTD. Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2025

SAFETY

SAFETY INITIATIVES

Collision Avoidance Systems, Front/Rear Disc Brakes and more safety features at Marten Transport.

SEE PAGES 2.

RECOGNITION

SHOWING SOME APPRECIATION

Marten celebrates drivers helping to reduce preventable accidents.

SEE PAGE 4.

RECOGNITION

STILL COUNTING

Martin Jensen, Suzzette Davis and Susan Deetz celebrate three decades at Marten Transport.

SEE PAGE 6.

EMPLOYEES IN THE SPOTLIGHT

Motorist compliments driver for professionalism and safe driving.

SEE PAGE 6.

HUMAN RESOURCES



HOLIDAY CARD CONTEST

Marten is once again looking for artistic designs for its company Holiday Card. See how you can submit your design!

SEE PAGE 8.

FEATURE STORY

Adding a New View

New side cameras provide enhanced safety features



We are happy to announce the installation of side cameras to our fleet is going well. This will enable us to get an overall view of vehicles in our blind spot and will also assist us on right and left turn accidents. These types of accidents will give us a vantage point of any potential exposure and will assist us regarding a liability standpoint. The initial install of cameras will take about 30 to 45 minutes.

We will have over a thousand trucks equipped with this new feature by September of this year. Safety for our drivers and the motoring public continues to be one of the priorities to move us forward. Side cameras on over-the-road trucks provide drivers with a significantly improved field of vision, addressing one of the most common

safety challenges: blind spots. Traditional side mirrors have limited coverage and can be obstructed by weather, poor lighting, or the size of the truck itself. Side cameras expand visibility by offering real-time, wide-angle views along both sides of the vehicle, helping drivers detect cars, motorcycles, cyclists, or pedestrians that might otherwise go unnoticed.

This technology reduces the likelihood of side-swipe collisions and lane-change accidents, which are among the most frequent types of crashes involving large trucks.

Side cameras improve safety in complex driving environments such as tight city streets, loading docks, construction zones, as well as navigating blind intersections.

T-shirt Design Contest Winner Announced...



Congratulations to this year's Marten Transport, T-shirt design contest winners. This year's winning design was inspired by Tonya Wynn and Driver David VanMeenen.

SAFETY



SAFETY INITIATIVES

Collision Avoidance System: detects objects in front of truck and applies brakes if necessary, aiding in preventing and minimizing the impact of rear-end and other accidents.

We continue to see a decrease in the number of major rear-end accidents since we implemented this safety feature.

In early 2022 we started to implement **front/rear disc brakes** in our fleet.

260 of our trucks have front disc brakes

1,892 of our trucks have both front and rear disc brakes.

All 2024 and 2025 trucks are equipped with front and rear disc brakes. These features will stop our trucks 22 feet faster to reduce and minimize collisions.

Marten replaces all tires once they have worn down to 5/32nds.

The DOT regulations are 4/32nds for steer tires, 3/32nds drive tires and 2/32nds for trailer tires. Replacing them at 5/32nds gives the equipment better handling in all conditions of weather and will allow the equipment to stop for a shorter distance when braking. Good tires stopping distance is around 250–300 feet at highway speeds. Average tires have a stopping distance of 300–400 feet due to reduced grip. Poor tires stopping distance can exceed 400 feet, significantly increasing the risk of accidents.



SCHOOL'S BACK IN SESSION

Let's Keep Our Roads Safe!

- ▶ **STAY ALERT** for flashing lights and extended stop arms.
- ▶ **ALWAYS STOP** when the bus does - kids are unpredictable.
- ▶ **SLOW DOWN** in school zones and neighborhoods.
- ▶ **NO DISTRACTIONS** behind the wheel - their safety depends on it.

SAFETY



THANK YOU DRIVERS!

In August, Preventable Accidents decreased 17% compared to August of last year. We are extremely proud of your continued focus on protecting the motoring public, yourselves, and our company. Great Job!

In the interest of continual improvement, we need to concentrate on backing. Please remember to:

- **GET OUT AND LOOK (GOAL)**
 - Always Get Out and Look before backing — even if you've been to the location before.
 - Check for:
 - Obstructions (poles, dumpsters, curbs, low overhangs)
 - Pedestrians or forklifts
 - Blind spots or tight clearances
- **USE A SPOTTER**
 - If available, ask someone to assist and guide you while backing.
 - Ensure clear communication and hand signals (or radios, if used).
 - Never back up if you lose sight of your spotter.
- **CHECK MIRRORS**
 - Adjust mirrors properly before moving.
 - Check both sides frequently as you back.
- **BACK SLOWLY AND CAUTIOUSLY**
 - Take your time — speed is your enemy when backing.
 - Use the lowest gear and cover your brake.
 - Constantly monitor surroundings for any changes.
- **PRE-PLAN BACKING SITUATIONS**
 - When arriving at a customer or unfamiliar location:
 - Walk the area if needed.
 - Ask employees about best entry/exit paths.
 - Visualize your backing path before starting.
- **STAY FOCUSED — NO DISTRACTIONS**
 - Avoid cell phones, radios, or other distractions while backing.
 - Turn off music or other noise to better hear your environment.

Thank You!
Adam Phillips, EVP and COO

RECOGNITION

Taking Time to Celebrate Safe Driving



Marten recently celebrated safe driving at its terminal locations. We appreciate all our driver's efforts to keep safety a top priority!

PAYROLL

MINIMUM GUARANTEED PAY

Marten Takes Care of You Like No Other Carrier!

JANUARY 1st - AUGUST 31, 2025:

5,560

driver paychecks have been made whole.

\$2,098,936.81

has been paid out in Minimum Guaranteed pay.



We are committed to protecting you and your family with a consistent, full paycheck week after week!

SAFETY

We have ZERO TOLERANCE for illegal U-Turns at Marten Transport!

We have seen a recent surge in illegal U-Turns. Reminder: illegal U-Turns are prohibited. Find a safe place to turn around.

U-Turns are too dangerous to safely perform while operating a commercial motor vehicle. A car colliding with a commercial motor vehicle trying to execute a U-Turn can cause a fatal crash.

U-Turns have cost drivers their jobs and people their lives. As a reminder, we have a zero tolerance for illegal U-Turns!

REASONS U-TURNS ARE UNSAFE:

1

Drivers have no way of knowing if they have enough time to complete the U-Turn. Cars that are not in sight yet may reach the truck before the maneuver is complete.

3

Many drivers operate "solo" and do not have another person to spot them during a U-Turn.

2

Even main roads are usually not wide enough to accommodate a truck U-Turn; the driver will usually have to make several attempts and adjustments.

4

When a U-Turn is finally completed, it will then take additional time for the truck to pick up speed until they are no longer a hazard to other drivers.

U-Turns are unsafe and should NOT be attempted.

HOW TO SET UP EMERGENCY TRIANGLES

1

Always turn on your four-way flashers to ensure your vehicle is more visible to approaching motorists.

2

Always wear reflective gear and carry the triangles so the reflective side of the warning devices are facing oncoming traffic.

HOW MANY REFLECTIVE TRIANGLES SHOULD YOU CARRY IN YOUR TRUCK?

3

Drivers are required to carry **3** emergency triangles and place them in **3** locations during a stop.

HOW FAR APART SHOULD YOU PLACE REFLECTIVE TRIANGLES?

Emergency triangles must be placed **within 10 minutes of stopping** and should be kept in the passenger side box so they can be accessed in a way that keeps the driver away from traffic. Triangle placement locations may vary based on the location a driver stops and are spaced out to ensure other motorists can see a stopped truck from a distance that still allows for a change in lanes or a slowing of speed.

RECOGNITION

30 Years and Still Counting!

Jensen, Davis and Deetz mark three decades with Marten Transport

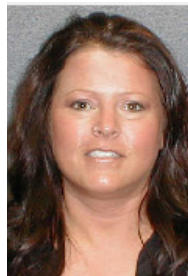
Three Marten Transport employees recently celebrated three decades with the company. Each of them reflected on their experiences.



• **Martin Jensen**, a company driver, marked his 30-year anniversary on June 2nd.

“Marten Transport, has taken care of me very well for 30 years,” Jensen said. “I’m looking forward to another 30 years!”

• **Suzette Davis**, an Over-the-Road Fleet Manager at the Mondovi Terminal, reached her 30-year milestone



on July 12.

“I’m incredibly honored to be celebrating 30 years with Marten Transport,” Davis said. “Sending out huge thank you’s to all the mentors who have supported me and challenged me to be better. I’ve had the privilege of witnessing and experiencing significant changes over the years, and I’m grateful for the chance to have grown with the company. Working alongside so many dedicated hardworking people has truly been a blessing, and have made many friends along the way.

As I look ahead I’m excited for what the future holds for myself



and Marten Transport.”

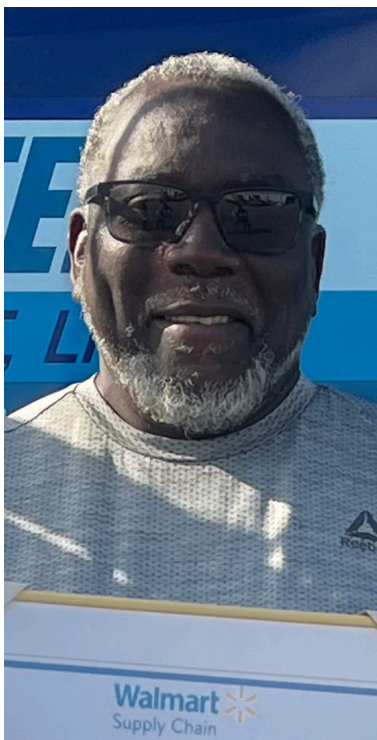
• **Susan Deetz**, Director of Human Resources, celebrated her 30th year at Marten on August 24th, *“As I celebrate 30 years with Marten, I can’t help but reflect on how quickly the time has passed, the many incredible experiences I’ve been fortunate to have along the way and how Marten Transport has changed,” Deetz said.*

“From entering PTO in a Lotus computer system (what a different world that was) to witnessing the many changes and growth of our company, the journey has been both challenging and rewarding.

What has made these 30 years truly special are the people. When I first began, I was fortunate to have three incredible drivers—Bree Gandy, Peggy Rowbury, and Sharon Moore—as my mentors who helped shape my journey here. Not only did they regularly contribute thoughtful articles for The Transporter, but they also offered guidance, encouragement, and support as I was learning the business. Their mentorship left a lasting impact, and I am so grateful for the wisdom and friendship these women shared with me.

I am thankful for all incredible people I have meet along the way, the lessons learned, and the memories made.

Here’s to continuing the spirit of teamwork and excellence that makes Marten such a special place to be.”



EMPLOYEE SPOTLIGHT

► Teddy Smith | Driver

Compliment: “We saw you as you headed out of Blairsville and across Blood Mountain today. You weren’t going as fast as some vehicles normally go and it wasn’t long before a line of vehicles followed behind you. You didn’t know it, but we were cheering you on. Each tight twist and sharp turn, we were saying “you got this” and “great job”.

We were glad you were taking this road seriously. Highway 129 has a way of claiming vehicles and claiming lives, and we were thankful you didn’t let the pressure of everyone behind you distract you from the delicate task at hand. In the very worse section, the talk became “help him, God, help him God, help him, God”, as we know that driving a regular vehicle can be challenging to maneuver in that area, let alone a semi that has to fit in such a small space. When our paths eventually went in different directions, we said a prayer that the rest of your travels were safe. You may never see this post, but just in case you do, we wanted to let you know that we didn’t mind being slowed down today. We enjoyed witnessing the skill you displayed on a challenging highway. You are an amazing driver. You obviously can do hard things. May God bless all the roads and mountains that you will ever face, today and always!”

- MOTORIST COMPLIMENT

BENEFITS

Learn the Language of Healthcare

Let's face it. Understanding health and benefits terms is like learning a foreign language for most of us. Knowing the difference between coinsurance and copayment can be confusing. And knowing the difference between an EOB from COB shouldn't require a PhD.



Fortunately, you don't need a foreign language professor or CIA code-breaker to understand all of these terms. That's because our own UMR team of language experts has already defined them for you, along with a few others.

What is a deductible?

Definition: The amount you have to pay before your plan pays for certain services. Deductibles are usually an annual set amount. A deductible may apply to all services or just a portion of your benefits. It depends on your benefits plan.



Still confused?

Go to [justplainclear.com](https://www.justplainclear.com) to view a full glossary of health care terms.

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, 2025. For those who don't want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica between September 29th and October 29th 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

IMPORTANT REMINDER: Benefit open enrollment is coming soon. Keep an eye out for benefit information coming in the mail.

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 - SECOND QUARTER –

Mondovi-Jacob Lakoduk	Memphis-Jarvis Patton
UM-Johnny Hoff	TX Dedicated-Chase Ener
Kansas-xx	Wal-Mart New Albany-Ronald Page
Dry- KS-Jason Harvey	Intermodal-Jesus Pulido
Dry- TX-Billy Roberts	Phoenix-Rabih Ghazale
Dry- GA-Donald Bates	Wal-Mart Clarksville-Johnathan Osteen
Dry- AZ-Daniel Rodriguez	Wal-Mart Tomah-Ted Zaczekiewicz
Carlisle-Mitch Allen	Wal-Mart Wintersville-Timothy Ritenour
Tampa-Jason Kinzer	Wal-Mart Monroe-Lionel Cross
Tucker-Jonathan Nivard	Dedicated East-Dale Froman
Zionsville-Christopher Thompson	Dedicated Central-Michael Walk
Wilsonville-Robert Mackie	Dedicated West-Ricardo Gosselink
Col. Heights-Johnny "Thor" Strickland	
DeSoto-Luis Torres Rosario	



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 & consumer use
- Artwork must be your own original work/creation
- Don't create an entire holiday greeting card, just art for cover
- Entry can be emailed to jobs@marten.com

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

Deadline for submitted entries:
November 17th