

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2025

OPERATIONS



DRIVER OF THE YEAR NAMED

Reyes named Marten Company Driver of the year.

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RECOGNITION



RETIREMENTS

Marten says "so long" to several long-term employees.

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STILL GOING...

Six Marten employees reach 3+ plus decades at Marten.

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SCHOLARSHIPS

RLM SCHOLARSHIPS

Marten offers post-high school education financial aid for dependents of employees.

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SAFETY

WINTER SAFETY

A list of tips for staying safe during wintry conditions.

SEE PAGE 6

FEATURE STORY

Celebrating Safe Driving

Latest Medallion and Million Mile drivers inducted

Marten Transport held its 2025 Million Mile and Medallion Banquet to celebrate drivers who have achieved safe driving milestones. The event recognizes outstanding performance, honors those who have driven one million safe miles and those who have earned a Medallion.

At Marten, outstanding driving is built one safe mile at a time. The Million Mile and Medallion Club Awards honor the drivers who exemplify consistency, safety, reliability, and commitment to delivering excellent service on the road. This fall, we proudly celebrated drivers across several events in Tucker, GA, Phoenix, AZ, and Mondovi, WI — recognizing milestones that represent years of professionalism and care.

Medallion Club Honorees

- *Bronze Medallion – 8 Years Accident-Free*

We proudly recognized the following drivers for achieving eight years of high-traffic, accident-free performance: Walter "Wally" Mintus, Brandon Maughan, Jeffrey Torres, Andrei Dobrotka, Gary Emerson, and Reggie Williams.

Thank you all for your consistent commitment to safe, reliable driving.

- *Silver Medallion – 12 Years Accident-Free*

Charles Shaeffer was recognized for maintaining 12 years of safe driving with Marten — an achievement built on long-term consistency and care on every route. Thank you, Charles.

- *Gold Medallion – 15 Years Accident-Free*

James Miller, with a combined 25 years at Marten, earned his Gold Medallion. His long-standing excellence reflects dedication to safety and strong service to our customers. Congratulations, James.

One Million Safe Mile Honorees

We proudly recognized the following drivers for reaching one million safe miles — a milestone representing years of professionalism, responsibility, and exceptional performance on the road: Bart Morris, Paul Fortney, Johnny Jewell, Paul Wisner, Edward Theall, Ted Zaczekiewicz, Joshua Stansbury, Donald Soderstrom, Jeffrey Winks, Fernando Remedios, Guy De Marco, Steven King, Miguel Vega, Odion Jackson, Michael Lewis, and Frederick Sawyer.

Thank you all for your dedication to safe driving and for representing Marten with skill and pride.

Two Million Safe Mile Honorees

Reaching two million safe miles is an exceptional achievement. This year, we recognized: David Peters, Dale Froman, Paul Wiese, Richard Roth, Robin Walker, Lance West, and Jason Reilly — each demonstrating long-term dedication to safety and excellence on the road.

To every driver honored: your work moves Marten, our customers, and the communities we serve. Thank you for the professionalism you bring to the road each day — and for demonstrating what safe, skilled driving looks like mile after mile.

Here's to the road ahead — and the many milestones still to come. It will be a joy to celebrate these milestones with every driver in our fleet!

For more on this year's honorees and new Million Mile Club inductees see page 2.



RECOGNITION

Reyes Named Company Driver of the Year

Marten proudly recognizes Danny Reyes as the 2024 Company Driver of the Year. Danny's attention to detail, safety record, customer service and positive attitude set him apart as a leader across our fleet. Congratulations, Danny and thank you for representing the very best of Marten.



TWO MILLION MILE CLUB INDUCTEES



Dale Froman



Paul Wiese

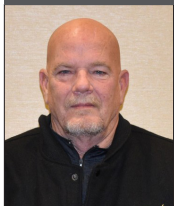


Richard Roth



Robin Walker

ONE-MILLION MILE CLUB INDUCTEES



Bart Morris



Paul Fortney



Jeffrey Winks



Johnny Jewell



Paul Wisner



Edward Theall



Ted Zaczekiewicz



Michael Lewis



Joshua Stansbury



Donald Soderstrom



Frederick Sawyer



Guy De Marco



Steven King



Miguel Vega

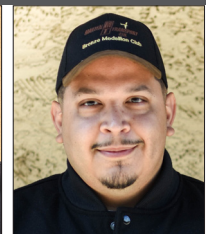


Odion Jackson

MEDALLION AWARD WINNERS



Wally Mintus
Bronze Medallion



Jeffrey Torres
Bronze Medallion



James Miller
Gold Medallion

Drivers honored but not pictured include: Andrei Dobrotka, Gary Emerson, Brandon Maughan, Reggie Williams, William Glenn, Jim Harp, Charles Shaeffer, James Langley, Fernando Remedios, Roger Wilson, David Peters, Jason Reill and Lance West.

Congratulations and welcome to the club!

COMMUNITY

Marten Continues Tradition of Giving



Each year, the holiday season offers a meaningful opportunity to reflect on the importance of community—and to extend a helping hand to those who need it most. But it's not just at the holidays that Marten Transport lends a helping hand. Once again, Marten proudly continued its long-standing tradition of giving by supporting organizations that are making a real difference in the lives of children, families, and individuals across the country. This year, Marten partnered with several charitable groups whose missions align closely with our values of compassion, service, and support. These include:

- **Atlanta Children's Day Shelter** – Atlanta, GA, offering safety, stability, and essential resources for children and families experiencing hardship.
- **Harvest Compassion Center (HCC)** – Phoenix, AZ, providing food, clothing, hygiene items, and hope to families facing financial struggles.
- **Boys and Girls Club** – New Albany, MS, helping local

youth grow, learn, and thrive through mentorship, education, and supportive programs.

- **Scott Mahlum Foundation** – Mondovi, WI, honoring a local legacy by assisting families and community initiatives in our own backyard.

- **Ronald McDonald House Charities** – Memphis, TN, giving families a place to stay close to their children undergoing critical medical treatment.

- **Warrior's Heart Ministries** – Tampa, FL, supporting individuals and veterans seeking healing, recovery, and renewed purpose.

By supporting these organizations, Marten Transport remains committed to uplifting communities nationwide and spreading the spirit of generosity that defines the season. We extend heartfelt thanks to each group for the incredible work they do—and to our employees, whose dedication makes these contributions possible.

Together, we continue to move toward a brighter future for all.



Tucker Hosts 2nd Annual Chili Cook-Off for Kids



The Tucker, GA terminal hosted its second annual Chili Cook-off and Toy Drive in support of Atlanta Children's Day Center Shelter on Nov. 5. Karen and Charles Crews won "Spiciest" and "People's Choice" categories by a landslide! Great turn out this year! Thank you to everyone who participated!

RECOGNITION

Stepping Away After Distinguished Careers



Marten honors six outstanding individuals whose dedication, professionalism, and commitment have helped shape our company. As they enter retirement, we extend our deepest gratitude for their years of service and lasting impact.

Kris Hoff - Senior Accounting Manager | Kris (top left with Randy Marten) concludes an extraordinary 37-year career with Marten, marked by integrity, leadership, and unwavering excellence in our accounting operations. Her contributions have strengthened our financial foundation and supported generations of Marten employees.

David Guthmiller - Driver | David (top right) was part of the Marten team from October of 1993 thru October of 2025. With remarkable skill and commitment, David achieved the prestigious milestone of three million safe driving miles. His professionalism on the road has set an example for drivers across our fleets.

Thomas Stewart - Trailer Technician | For 14 years, Thomas (shown at left) has been a vital part of our maintenance team, ensuring the reliability and safety of our equipment. His expertise and strong work ethic have been invaluable.

Tim Kohl - Chief Executive Officer | Tim (shown at right with Randy Marten) led Marten for nearly two decades. He helped guide the company through significant growth and innovation. His strategic vision and commitment to our people have left a legacy that will continue to shape our future.

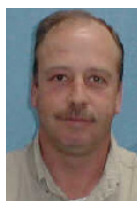


Calvin Lewis - Driver | Calvin Lewis (bottom left) retires after 22 years of dedication and excellence behind the wheel. A proud member of the 2 Million Mile Safe Driving Club, Calvin's commitment to safety and professionalism stands as an outstanding achievement and lasting legacy.

Jim Swan - Operations Supervisor | After more than three decades of dedicated service, Marten congratulates Jim Swan (shown bottom right) on his well-earned retirement. Jim has been a valued member of the Marten team since 1993, serving in Operations as an extended shift Supervisor, leaving a lasting impact through his commitment and professionalism.



30+ Years at Marten and Still Going Strong...



Marten Transport is proud to honor several outstanding employees marking major service milestones this year.

► **TERRY KEES**

Operations Shared Services (40 Years)

Terry Kees celebrating 40 years in December.

Terry has held many roles starting as a tractor technician and now as the Director of Contractor Relations.

► **WILLIAM HOEKSTRA**

Mondovi Trailer Shop (30 Years)

William Hoekstra has been responsible for making our trucks look sharp as our Decal Manager for 30 years.



► **BRENT JOHNSON**

Liability Claims (30 Years)

Brent Johnson started in our claims department 30 years ago as a casualty claims appraiser and currently oversees liability claims department as the Director of Claims.



► **REBECCA HANSEN**

Mondovi Trailer Shop (30 Years)

Rebecca marks her 30-year milestone with dedication to craftsmanship and teamwork. Her commitment to excellence has contributed greatly to the success of her department as warranty supervisor.

► **LORI FRANSON** *Payroll (30 Years)*

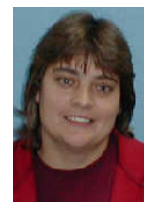
Lori celebrates 30 years with Marten. She began her journey as a lead trip processor and is now the Office Payroll Supervisor.

► **JERRY ROBERSON**



Driver (30 Years)

Described by his fleet manager as "a knowledgeable, safety-first driver who willingly helps new drivers," Jerry sets an example for all.



We congratulate each of these individuals and thank them for their many years of exceptional service to Marten Transport.

SAFETY



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

Your devices must be hands-free.

21

CSA handheld device violations have occurred year to date.

It can be very difficult to get another driving job for several years with this offense on your record.

PROHIBITED

REACHING
HOLDING
DIALING
TEXTING
READING

Truck drivers are **23.2** times more likely to crash, near-crash, or deviate from their lane if texting while driving.

Texting while driving causes drivers to take their eyes off the road for **4.6** seconds.

At 55 mph, this equates to traveling **371** feet which is more than the length of a football field without looking at the road.

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!

SAFETY

SAFETY TIPS FOR WINTER DRIVING

Reminders for staying safe during icy, cold and snowy conditions



Winter weather is headed our way. Here are reminders for driving in wintry 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** – 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 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.
- **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 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, especially brake and taillights, washer fluid is topped up, all brakes are set up and working, and mirrors are completely clean before departure.
- **Keep tractor and trailer lights clean** — Keep everything clean, so you can BE SEEN.

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.

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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 - and are currently employed at the time of the award distribution (*dependent children are defined as natural and legally adopted children or step-children 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.scholarsapply.org/randolphlarmten> or <https://www.marten.com/employees> and click on the Scholarship program for more information and to apply. Applications open 1/5/2026 and the deadline is 2/25/2026.

BENEFITS

HEALTH RISK ASSESSMENT



ONLINE REGISTRATION INSTRUCTIONS FOR UMR MEDICAL PLAN MEMBERS

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.

WHAT'S A CHRA?

UMR's clinical health risk assessment (CHRA) is a series of questions to help you see your current health status. It takes about 20 minutes to complete the questionnaire online.

STEP 1 - CREATE AN ACCOUNT ON UMR.COM

To get started, visit umr.com and select **Login/Register**. Choose **Member** from the dropdown menu to register or log in as a member. Enter your **username and password**, or if it's your first time visiting us, click **Register now** to open an account.

Helpful Hints:

- When you register to use your online services for the first time, make sure you have your UMR member ID card handy. **You will need your member ID number and group number (no dashes) to enroll**, and you can find this information on the front of your ID card.
- **Spouses eligible for the program must create their own online member account on umr.com** and complete their own CHRA.
- You will need to provide a **valid email address** when you register. We may use email to send you important information or reminders about your benefits.

Make sure you select a username and password you can remember. You will need these when you log in again in the future. If you can't remember your login information, you can use the **"Forgot username or password?"** links to recover your username or reset your password.

STEP 2 - COMPLETE YOUR CHRA

After you've successfully logged in to your online services on umr.com, you can complete your CHRA at any time that is convenient to you. But remember, you must submit your completed CHRA between **12/01/2025 and 10/31/2026** to participate in the wellness program.

To begin your CHRA:

1. Select **Wellness Activity Center** from your member home page.
2. 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.
3. Under **Clinical health risk assessment**, press the **Start** button.
4. 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.



YOUR CHRA REPORT

The CHRA report provides you with summary information about your health status, lifestyle habits and readiness to make changes, if needed.

BENEFITS

HEALTH RISK ASSESSMENT **surest** PLAN

ONLINE REGISTRATION INSTRUCTIONS FOR SUREST MEDICAL PLAN MEMBERS

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STEP 1 - CREATE AN ACCOUNT

To get started, visit member.tpa.com on your desktop computer or tablet device. Select **Login/Register** to sign in to your **One Healthcare ID** account or open a new one if this is your first visit.

Helpful Hints:

- When you register to use your online services for the first time, you will need to enter the group number as **76411083**, and the subscriber's **Social Security number** (when prompted, make sure to enter the Social Security number with **no dashes or spaces**).
- You will need to provide a **valid email address** when you register. We may use email to send you important information or reminders about your benefits.
- Make sure to **select a username and password you can remember**. You will need these when you sign in again in the future. If you can't remember your username or password, **use the links on the screen** to recover them.

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SAFETY



AWNING AWARENESS

Make sure you are using Navigation when making WM deliveries. Drive slowly through the parking lot, especially around awnings and always be aware of your surroundings.

SEMI TRUCK WINTERIZATION CHECKLIST



CHECK ENGINE ANTIFREEZE



*INSPECT BATTERY CHARGE
& TERMINALS*



*USE FUEL ADDITIVES TO
PREVENT GELING*



CHECK TIRE PRESSURE



*REPLACE WIPER BLADES &
WASHER FLUID*



*PREPARE YOUR EMERGENCY
KIT*



*TEST LIGHTS, HEATERS &
DEFROSTERS*

ALWAYS BE PREPARED!

WELLNESS

WELLNESS BULLETIN



Suicide Prevention

Death by suicide is the tenth leading cause of death in the US, and the second leading cause of death for people 15–34. Marten and UMR want everyone affected to know you are never alone.

If you have concerns that a loved one, friend, or colleague may be thinking about suicide, check the warning signs and what to do for next steps. The more warning signs a person shows, the greater the risk.

Warning signs of suicide:

- Talking about wanting to die
- Looking for a way to kill oneself
- Talking about feeling hopeless or having no purpose
- Talking about feeling trapped or in unbearable pain
- Talking about being a burden to others
- Increasing the use of alcohol or drugs
- Acting anxious, agitated or recklessly
- Sleeping too little or too much
- Withdrawing or feeling isolated
- Showing rage or talking about seeking revenge
- Displaying extreme mood swings

What to do

If someone you know exhibits warning signs of suicide:

- Do not leave the person alone
- Remove any firearms, alcohol, drugs, or sharp objects that could be used in a suicide attempt
- Call the U.S. National Suicide Prevention Lifeline at 1 (800) 273-TALK (8255)
- Take the person to an emergency room or seek help from a medical or mental health professional

Resources

[National Alliance on Mental Illness - *nami.org*](https://www.nami.org)

[What You Need to Know About Youth Suicide](#)

[Know the Warning Signs and Risk Factors of Suicide](#)

Provided by



DRIVER APPRECIATION

Marten Celebrates Driver Appreciation

Marten celebrated Driver Appreciation September 15-19 at its terminal locations. Drivers were honored with gifts and prizes, snacks and food items throughout the week.



EMPLOYEE RELATIONS

2025 Holiday Card Contest Winners

More Holiday Card entries can be found on page 12.



HEATHER S.
EMPLOYEE

GABBY C.
AGE 13

MADDIE S.
AGE 15

OFELIA D.
AGE 7

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 - THIRD QUARTER –

Mondovi - Blake Barras
UM - James White
Dry- KS - Thomas Hunter
Dry- TX - Chris Uhuangho
Dry- GA - Bulent Bilgin
Dry- AZ - Mitchell Palek
Carlisle - Akeem Thomas
Tampa - Victor Robinson
Tucker - Mohamed Hersi Warsame
Zionsville - Jabril Turner
Wilsonville - Carl Chapman
Colonial Heights - Alvin Thompson
DeSoto - Ricky Stevenson
Memphis - Shea Misenhelter

TX Dedicated - Mario Zamora Lara
Wal-Mart New Albany - Stephen Hicks
Phoenix - Eric Reveles
Wal-Mart Clarksville - James Allen
Wal-Mart Tomah - Joshua Stansbury
Wal-Mart Wintersville - Phineas Schrock
Wal-Mart Monroe - Don Lane
Dedicated East - Christopher Smith
Dedicated Central - Dan Clark

Thank You to All of Our 2025 Holiday Card Entrants!

