

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2026



RECOGNITION

DRIVERS OF THE YEAR RECOGNIZED

Marten announces Driver of the Year and Fleet Drivers of the Year.

SEE PAGES 2-3



RECOGNITION

COKE DEDICATED CARRIER OF YEAR

Midwest Regional Fleet earns prestigious designation from Coca Cola.

SEE PAGE 3



RECOGNITION

ELITE FLEET

Marten named one of TCA's Best Places to Drive for second consecutive year.

SEE PAGE 5

RECRUITING

REFERRAL BONUS

Take advantage of extra money opportunities.

SEE PAGE 6

WELLNESS

BEING AWARE

Important blood pressure awareness information.

SEE PAGE 7

FEATURE STORY

Celebrating 80 Years!

Marten has come a long way from its humble origins



From early milk runs, made by Roger Marten in and around Modena to the first tractor trailers, Marten began its storied operations in 1946 and hasn't looked back since!

Eighty years ago, Marten Transport began with a vision — and Roger getting a \$400 loan from his mother. In 1946, that investment helped launch what would become a driving force in temperature-sensitive transportation and a trusted partner to customers. It wasn't just seed money; it was a symbol of belief, belief in hard work, in integrity, and in the power of opportunity. From day one, Marten was built on the mindset that everything is earned. Earning trust, earning business, earning respect and earning success.

Randy Marten, Chairman of the Board of Directors and CEO recalls his father Roger telling him he could start by working ½ days. 7a-7p or the other half. Randy still adheres to this schedule.

What started as a small operation grew mile by mile, customer by customer.

One of the true game changers in Marten's

history was the purchase of ICC authority in 1974 and again in 1978. At a time when interstate operating rights were tightly regulated, securing that authority opened the door to broader lanes, larger customers, and new opportunities for growth.

Eighty years is not just a measure of time — it is a reflection of trust. Trust from customers who depend on precise, temperature-controlled deliveries. Trust from employees who build careers here.

While we proudly celebrate eight decades of achievement, our focus remains on the road ahead. The transportation industry continues to evolve, and Marten Transport stands ready to lead — investing in technology, sustainability initiatives, and the next generation of transportation professionals. From a single milk truck in Mondovi to a nationwide logistics leader — the journey continues.

Watch for more fun facts, memories and history about the Marten Transport story.

RECOGNITION



Company Driver of the Year Named

Marten selects Marcus Howard as Company Driver of the Year

Congratulations to Marcus Howard on being named Marten Transport, 2025 Company Driver of the Year! Marcus drives for the Great Lakes Regional Fleet. He has been with the company since 2013. We asked his operations manager and fleet manager to reflect on their experiences with Marcus and share their thoughts on his recognition.

"In my short time in Indy Marcus has gone above and beyond what is asked of him on more than one occasion for me and the word no has never come out when being asked to help out in repowering loads, doing a yard checks or save a last minute load which has made him stand out as one of the best GL regional drivers we have." - Derek Schwartz, Operations Manager

"I have been working with Mr. Howard for close to 3 years now. To sum up my experience, he exemplifies everything it means to be a driver at Marten. He is incredibly reliable; I can depend on him to service any load. A hammer among hammers. The word impossible is not in the vocabulary when it comes to Marcus. His display of professionalism, positive attitude, and work ethic is truly inspiring. He does everything with a smile on his face, and it is obvious that he takes great pride in his work. It is rare to find a driver with all of these qualities, so it does not surprise me that Marcus has been awarded the Marten Driver of the Year. He has more than earned it." - Cole Alberson Fleet Manager.

Year after year, Marten Transport continues to set the standard for excellence in the transportation industry. We take great pride in the dedicated, professional service we provide our customers every day. We are fortunate to have such amazing drivers piloting our equipment across the nation. We truly believe we have the best drivers in the industry!

HOW DRIVERS OF THE YEAR ARE SELECTED...

- **Terminal Drivers of the Year** are selected by Operations Managers. Drivers must meet all "Driver of the Month" criteria and have been "Driver of the Quarter" once within the previous calendar year. Drivers cannot be on any written warnings or have any preventable accidents/incidents during the year. They must be employed for the entire calendar year.

- **Company Driver of the Year** is selected by the Driver of the Year Committee (consisting of HR, Safety, Recruiting and Operations Management). All Terminal Drivers of the Year are eligible for this award. The committee reviews candidates and chooses the driver who exemplifies what it means to "Expect the Best." Congratulations to all of this years honorees!

Marten Announces Fleet DOY

23 Marten Drivers Earn Distinction as “Fleet Drivers of the Year”



Jacob Lakoduk
OTR



Donald Lane
Walmart-Monroe



Johnny Hoff
Upper Midwest



Jason Harvey
Dry Kansas



Christopher Smith
T Marzetti



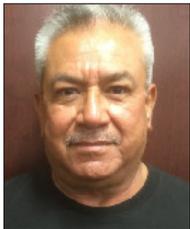
Gilber Delacruz
Heartland Bottling



Giovanni Maier
Dry Georgia



James McDougall
Kraft Texas



Daniel Rodriguez
Dry Phoenix



Christopher Layfield
Chemours



Billy Roberts
Dry Texas



Elva Vasquez
South Central Region



Mitchell Allen
Northeast Region



Shea Misenhelter
Memphis



Victor Robinson
Tampa



William Smith
Walmart-New Albany



Girma Lemu
SE Regional



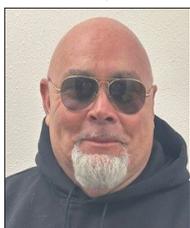
Rabi Ghazale
Phoenix



Aben Stewart
Walmart-Clarksville



Robert Mackie
Western Region



Oscar Ramirez
Walmart-Tomah



Douglas Double
Mid-Atlantic



Phineas Schrock
Walmart-Wintersville

**Congratulations to each of our
Fleet Drivers of the Year - keep up
the excellent work!**



Marten Named Coca Cola Dedicated Carrier of the Year

Coca Cola has recognized Marten as the 2025 Dedicated Carrier of the Year for our Midwest Fleet. Congratulations to each of the drivers on this dedicated fleet, as well as the entire Marten team, for your hard work, professionalism and commitment that made this achievement possible. A special shoutout to our Dedicated Operations team Joe Reed, Joel Dearborn and Brittany Johnson for their leadership, coordination and support in helping make this recognition a reality. Pictured are Taylor Barnaby (Sr Director of Dry Van Sales, Damon Harris (Sr Manager, Transportation and Dominic Dorsett (VP of Dedicated Sales).

RECOGNITION

30 Years Plus and Retirements

Duo share insights on long tenures at Marten; Group says “goodbye”



▶ **TANYA CRAWFORD**

Tanya celebrated 30 years with Marten in February. She is the Director of Road Service and Asset Management.

“Thirty years ago, when I began my career with Marten, it felt like a lifetime away. I started in Safety, handling drivers’ paper logs, then transitioned into Customer Service, where loads were booked by phone and recorded by hand. Over the years, I progressed through roles including Area Coordinator, Pricing, and Road Service Manager; ultimately advancing to my current position as Director of Road Service and Asset Management. Marten has become like a



second family to me, and I have built lasting relationships with many exceptional people throughout my career. I look forward to many more years with Marten”

▶ **JOHAN FILLBRANDT**

Johan celebrated 40 years with Marten in January as a Trailer Technician in our Jurupa Valley shop.

“I’ve been with Marten since 1986. My time with Marten has been Great. All the employees and management I have met throughout the years have been great to work with. I’m looking forward to continuing my journey with Marten Transport.”



Top Row (pictured left to right) Paul Delong, Steven Lisowski, Jackie Peterson presenting to Ann Bauer and Jeremy Guth presenting to Kevin Kahl.

Bottom Row (pictured left to right) David Parrett presented by Doug Petit and Jeremy Guth presenting to Michelle Pichler.

A half-dozen employees recently concluded careers with Marten Transport. We thank them for their dedicated service and wish them all the best in their retirement!

Paul Delong was a driver for Marten since 2012 and retired December 16, 2025. **Steven Lisowski** started with Marten in 2003 as a Tractor Technician until he retired December 31, 2025. **Annette Bauer** has worked in the Human Resources Department since 2009, she retired as Senior Generalist, December 30, 2025. **Kevin Kahl** started with Marten as a fleet manager in 2001. Kevin retired January 9, 2026 as a National Account Manager. **David Parrett** started with Marten as the Brokerage Operations Manager in 2005. He retired January 2, 2026 as Marten’s Senior Vice President of Logistics. **Michelle Pichler** retired from Marten on February 26, 2026 after 21 years of service, starting in customer service and ending as a Fleet Manager.

RECOGNITION



2026 Best Place to Drive



2026
ELITE FLEET

Named 2026 Best Places to Drive

***Congratulations
to our drivers and safety team!***

Marten Transport is proud to be named a **2026 Elite Fleet — Best Places to Drive**, earning this distinction for the **second consecutive year**. This honor reflects our unwavering commitment to providing a professional, supportive, and safety-focused environment for our drivers.

That commitment is further recognized with a **2025 Fleet Safety Award**, earning **3rd Place in Division VI** from the **Truckload Carriers Association**. Together, these achievements highlight the professionalism of our drivers and the company-wide dedication to operating safely, every mile, every day.

RECRUITING / SAFETY

DRIVER REFERRAL BONUSES

Our top earning driver in 2025 earned an additional **\$19,000** on top of their regular pay!

TOTAL REFERRAL BONUS	First Referral	Additional Referrals
30 Days Employment	\$250	\$500
60 Days Employment	\$500	\$500
90 Days Employment	\$500	\$500
120 Days Employment	\$750	\$1000

Total Referral Bonus Payout for 2025: **\$469,500**



SAFETY MESSAGE: TRAILER FIRES

If you hear a pop, audible air leak, blown tire, or trailer is pulling hard

YOU SHOULD

-  Pull over immediately.
-  Put out your safety triangles.
-  Call dispatch once it is safe to do so.

YOU SHOULD NOT

-  Continue driving and dragging the trailer.

THIS MAY CAUSE A FIRE

ITEMS TO CHECK FOR ON PRE-TRIP INSPECTION TO PREVENT TRAILER FIRES:



Tire Inflation



Tire Damage



Damaged or worn bearings and brakes

WELLNESS

Live Well Monthly

Resources for Better Wellbeing

Powered by
Navigate



Blood Pressure

Blood pressure measures the force of blood that presses against your artery walls when your heart beats. Your body depends on healthy blood pressure to deliver oxygen and nutrients to your organs and tissues. High blood pressure (hypertension) is often called the “silent killer” because you may feel fine even when your blood pressure is dangerously high. Consistently high blood pressure can damage your arteries and increase your risk of heart attack, stroke, kidney disease, and vision problems.

Blood pressure is expressed as two numbers: systolic (top number) over diastolic (bottom number). The American Heart Association recommends the following blood pressure targets:

Blood Pressure Ranges

- Normal: Less than 120/80 mm Hg
- Elevated: Systolic between 120-129 and diastolic less than 80 mm Hg
- High (Stage 1 Hypertension): 130-139 systolic or 80-89 diastolic
- High (Stage 2 Hypertension): 140 or higher systolic, or 90 or higher diastolic.

Monitoring your blood pressure regularly is one way to protect your heart health. Many pharmacies have free machines for public use, and home blood pressure monitors are widely available and affordable. Before measuring your blood pressure, sit quietly for about five minutes. It is best to avoid caffeine, alcohol, and smoking for at least 30 minutes before testing. When taking your blood pressure, rest your arm at heart level and remember to keep your feet flat on the floor with your legs uncrossed. Be aware that talking, stress, a full bladder, and wearing tight clothing can also interfere with accuracy. Taking multiple readings over a few days can help you identify trends.

These are some simple ways to manage your blood pressure and protect your heart:

- **Eat healthy:** Focus on fruits, vegetables, whole grains, lean proteins, and low-fat dairy
- **Limit sodium:** Keep intake under 2,300 mg daily
- **Stay active:** Aim for 150 minutes of moderate exercise weekly, like brisk walking or cycling
- **Drink responsibly:** Consume alcohol in moderation
- **Quit smoking:** Seek support to stop if you smoke
- **Manage stress:** Practice mindfulness, deep breathing (e.g., 4-7-8 method), or relaxation techniques. Learn more from trusted resources

If your blood pressure readings are consistently high, if you experience any symptoms of hypertension, such as a headache or changes in vision, or if you have a family history of heart disease, speak with a healthcare provider to determine which lifestyle strategies are the best fit for you. Medication may be necessary in some cases, but early intervention through lifestyle changes can often make a meaningful difference.

Marten offers blood pressure stations at its Mondovi, Tucker, Phoenix and Zionsville terminals.

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 - FOURTH QUARTER –

Mondovi-Mandel Hornton
UM-Robert Genkinger
Dry- KS-Octavio Castillo
Dry- TX-Xiaojun Xu
Dry- GA-Marcus Coleman
Dry- AZ-Jonathan McKesson
Carlisle-Peter Campbell
Tampa-Theodore Lagrow
Tucker-Gregory Reed
Zionsville- Henry Goodwin
Wilsonville-Dale Grimes
Colonial Heights-Lorenzo Newkirk
DeSoto-Marlin Pierce
Memphis-Brad Gotch
TX Dedicated-James McDougall

SE Dedicated-Ramyr Small
Wal-Mart New Albany-William Smith
Phoenix-Roberto Hernandez
Wal-Mart Clarksville-Joseph Brewster
Wal-Mart Tomah-Craig Pearson
Wal-Mart Wintersville-Kevin Claggett
Wal-Mart Monroe-Howard Erskine
Dedicated East-Angelo Mack
Dedicated Central-Larry Drewes

HUMAN RESOURCES

Watch for upcoming “pop-up stores” for your 80th year gear...

