

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



SECOND QUARTER, 2024

RECOGNITION

MILLION MILE & MEDALLION WINNERS

Marten honors 2024 Million Mile Club and Medallion inductees.

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SAFETY

DRIVER MESSAGE

Important reminder about safety and its impact.

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SCHOLARSHIPS



RLM SCHOLARSHIPS

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

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COMMUNITY



NASCAR EXPERIENCE

Marten drivers get special access opportunity at Xfinity Series Race in Phoenix.

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RETIREMENTS

NEXT CHAPTER

Laurie Bauer, Greg Meeks and Mike Birtzer reflect on careers at Marten.

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FEATURE STORY

Marten Drivers Join "The Club"

Latest Medallion and Million Mile drivers inducted

Marten takes pride in announcing the induction of our newest 2024 Million Mile and Medallion inductees. This year we inducted forty-two 1-Million Mile Drivers, three 2-Million Mile Drivers, one 3- Million Mile Driver and one 4-Million Mile Driver.

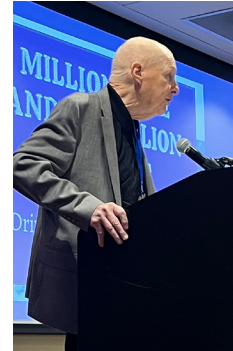
The Medallion award honors drivers who drive less than 80,000 miles per year, but they routinely operate in congested city traffic and are in and out of customer facilities

multiple times a day. The criteria for the Bronze Medallion is eight years accident free driving.

In addition to our Million Mile awards Marten inducted four Bronze Medallion Drivers.

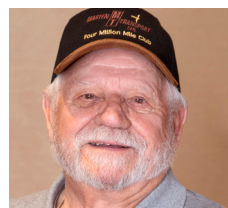
The banquets honoring these drivers were held in Eau Claire, WI on April 6th, Phoenix, AZ, May 3 and Tucker, GA on May 16th.

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



President Doug Petit and CEO Tim Kohl addressing the drivers and attendees

An Amazing, Long and Safe Ride... Tederman reflects on driving four-million miles with Marten



BOTTOM RIGHT: From left to right, Buffalo County Sheriff Michael Osmond, Area Coordinator Pamela Gilreath, 4MM Driver Charles Tederman and Executive Chairman of the Board Randy Marten celebrate Charles' accomplishments.

Charles Tederman has been driving the roads of America for quite some time. And he's done it well! Charlie achieved his 1 million mile award with Marten in 2005, 2 million miles in 2008, 3 million mile in 2015 and celebrated 4 million miles at the most recent induction ceremony! Before Charlie started working for Marten in 1993, he worked for his dad, who was also a lifelong trucker. He began his driving career back in 1962 hauling hay. He likes seeing people, the country and the freedom driving brings. His hobbies are spending time with family and relaxing. Charlie wishes to thank his family who have given 100% support to his career. Charlie goes above and beyond and does whatever is asked of him. When asked about retirement he always says "Oh I don't know then what would I do?" and we are all just fine with that!

Congratulations and amazing job Charlie!

RECOGNITION

Congratulations to the 2024 Million Mile and Medallion Honorees

MILLION MILE: (Mondovi Terminal) Daniel Grode, Timothy Weir, Peter Kaus Johnson, Nicholas Klinger, Dallas Seif, Mario Douglas, Freddie Wilson, Danny Reeves, Christopher Layfield, Bonny Southward, John Potts, Patrick Choate, John O’Quist, Bradley Young. (Phoenix Terminal) Mitchell Young, Juan Pena, Guillermo Ferrand, Aubrey Johnson, Jason Keene, Edward Hernandez, Earl Banks, William Bell, Nicolas Cameron. (Tucker Terminal) Douglas Double, Timothy Stanton, Willie Dillon, Michael Evans, Michael Defonta, Mark Smith, Eric Kelsey, Milton Bertrand, Bradley Hutcheson, Phillip Smith, Jeffry Howard, Joseph Young, Christopher Osburn, Roy Lurvey, Lee West, Terry Gebhardt, Randall Rash, Gerald Byrd.

2-MILLION MILE: (Mondovi Terminal) Paul Bendt. (Tucker Terminal) Chad Moore, Shaun Brinker.

3-MILLION MILE: (Phoenix Terminal) Sam Johnson.

4-MILLION MILE: (Mondovi Terminal) Charles Tederman.

BRONZE MEDALLION: (Mondovi Terminal) Patrick Lagesse, Mark Sherpinkas, (Phoenix Terminal) Rodney Lewis, Stephen Gaspey, (Tucker Terminal) Sergio Baegera. Not all honorees are pictured per their request.



Charles Tederman

Sam Johnson

Paul Bendt

Chad Moore

Shaun Brinker



Daniel Grode

Dallas Seif

Eric Kelsey

Guillermo Ferrand

Jason Keene

Juan Pena

Mario Douglas

Mark Smith



Mike Evans

Milton Bertrand

Mitchell Young

Nick Klinger

Peter Kaus Johnson

Willie Dillon

Phillip Smith

Aubrey Johnson



Timothy Weir

Tim Stanton

Stephen Gaspey
Bronze Medallion

Sergio Baegera
Bronze Medallion

Patrick Lagesse
Bronze Medallion

Rodney Lewis
Bronze Medallion

Important Safety Message to Our Drivers

Our Marten team began the year performing below expectation regarding backing accidents. To combat this as a team, we have since challenged ourselves to increase our in-person discussions, to solicity feedback from our veteran driving force, and to reiterate best practices for backing safely. The response from you, our best-in-class driving force, has been commendable. In April we had 11% fewer accidents than March. Midway through May, backing accidents have decreased another 39% compared to the same point in April. Thank you for the focus.

While progress is both noticed and appreciated, we still have room fro improvement. Marten has reserved over \$53,000 to pay for damage resulting from backing accidents that have occured since May 1st. That's \$3,800 per day! More importantly, 19 employees have been terminated month-to-date for failing to take the necessary safety precautionary steps needed to avoid a backing accident. We can and must eliminate complacency and continue to improve.

Please remember to **Get Out And Look** every time you back up or back under a trailer. Check behind, above, under, to the sides of, and in front of the vehicle. Check for adequate swing clearance. Confirm that open trailer doors are securely latched. Use your flashers. Ask for a spotter. Finally, get out as many times as needed. Thank you for your continued commitment to safety. You are sincerely valued and appreciated.

Adam Phillips | Marten Transport EVP and COO

HAZMAT PLACARDS

HAULING HAZMAT

- **YOUR TRAILER MUST HAVE PLACARDS IN THE UPRIGHT POSITION ON ALL FOUR SIDES.**
- **THE PLACARDS MUST HAVE NO DETERIORATION OR DAMAGE.**



NOT HAULING HAZMAT

- **NO VISIBLE PIECES OF A PLACARD CAN BE SHOWING ON THE TRAILER.**

If your placard looks like this and you are **NOT** hauling Hazmat, this will result in a CSA violation.



Using the flip placards provided on the trailer will ensure the placards are in the upright position. It is **YOUR RESPONSIBILITY** to make sure the correct placard is showing on all four sides of the trailer. **Always be prepared for a roadside inspection.**

OBEY POSTED ROAD SIGNS



Speed Limits



Stop Signs +
Stoplights



No U-Turns



No Passing
Zone

These are just **SOME** of the posted traffics signs that you **MUST** follow.

Traffic signs are designed to ensure the safety of drivers, pedestrians, and other motorists.

DISOBEYING THESE SIGNS ARE ALL TERMINABLE OFFENSES THAT OUR CAMERA SYSTEMS WILL CATCH.



STAY VIGILANT!



STAY SAFE!

SCHOLARSHIPS

20 Students Selected for \$3,000 Award

Company has provided \$570,000 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) Henry Meyer, Alexander Nichols, Karla Gallardo, Jackson Hall, Taylor Collins, Abigail Rivera, Lauren Brunner, Lillianna Kreibich, Kalista Weber (Bottom, Left to right) Lauren Peterson, Ololade Caulker, Aleina Mendoza, Grace Clark, Maxwell Marten, Alondra Torres Acevedo, Alanna Severson, Ma'Kairya James, Olivia Parrett, Jonathan Capp. Not Pictured: Gavin Beck.

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 \$570,000 to date and awarded 286 Scholarships.

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

Henry Meyer plans to study Business-Finance at the University of Mankato Minnesota. Henry was recently named Academic All-Conference for his most recent basketball season. Henry is the child of David and Michelle Meyer.

Alexander Nichols is enrolled in the Sports Management program at the University of Kansas where he is a member of the honors program and has made the dean's list. He is the child of Darin Nichols.

Karla Gallardo is studying Accounting at Texas A&M International

University. She was selected as a Reading the Globe Ambassador this year. Karla is the child of Luis Gallardo.

Gavin Beck is in his second year at Urshan College studying Christian Ministry. He is the child of Johnnie Beck.

Jackson Hall will be studying History Education at the University of Arkansas. He is the child of Joe Hall.

Taylor Collins is a third year Business Management student at Randolph-Macon College. Taylor enjoys crocheting and reading. Taylor is the child of Clint Collins.

Abigail Rivera, child of Angel and Rebecca Rivera, is studying psychology and neuroscience at the University of Tennessee, Knoxville. Abigail stays busy by being a member of the UTK Women's Club Volleyball and Delta Gamma Sorority.

Lauren Brunner is at the University of Wisconsin- Eau Claire studying Business Finance. She is the child of Jeffry Brunner. Lauren is a member of the University Honors

program and Financial Management Association.

Lillianna Kreibich, the child of Michael and Melissa Kreibich, is studying exercise and sport science at the University of Wisconsin-La Crosse. Lillianna has

been on the Dean's list all semesters and enjoys volunteering at a local elementary school.

Kalista Weber is studying Social Studies Education with a History Emphasis at the University of Wisconsin-Eau Claire. Kalista is the child of Jay and Renee Weber.

Lauren Peterson is studying biomedical science with a Spanish minor at the University of Wisconsin- La Crosse. She is the child of Jaclynn Peterson.

Ololade Caulker is the child of George Caulker and will be studying biomedical engineering at the Georgia Institute of Technology.

Aleina Mendoza is studying Psychology and Economics at Texas Christian University. Aleina is the child of Francisco Mendoza.

Grace Clark, the child of Kathy De-genhardt and Roger Clark, is studying Nursing at New York University. Grace is on the liberal studies Dean's List and a PCA at Mayo Clinic.

Maxwell Marten, child of Jason Marten, is studying Business Management at the University of Wisconsin-Lacrosse.

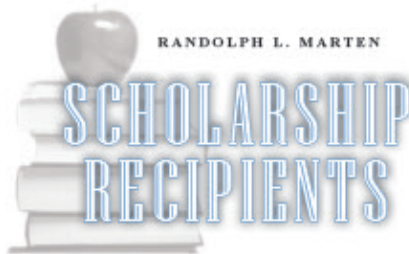
Alondra Torres Acevedo is studying Sonography at the College of Central Florida. Alondra is the child of Luis Torres and Francis Acevedo. Alondra speaks French as a third language.

Alanna Severson, child of Heather and Adam Severson, graduated Salutatorian. Alanna plans to study Accounting at the Chippewa Valley Technical College.

Ma'Kariya James is studying Pre-Med Chemistry at Fort Valley State University. Ma'Kariya is the child of Wendell James and Courtney James. Ma'Kariya stays busy with numerous clubs and sports.

Olivia Parrett, child of David Parrett is studying Business at the University of Wisconsin-Madison.

Jonathan Capp is studying Biology at Truman State University. Jonathan is the child of Jon Capp and Anna Capp. Jonathan was able to maintain a 4.0 GPA each semester and is a member of multiple honor societies.



COMMUNITY



Behind-the-Scenes NASCAR Experience

Pilot honors Marten drivers with special access race opportunity

Earlier this year, Marten Transport had the opportunity to recognize a group of drivers with behind-the-scenes access to the NASCAR Xfinity Series Race on March 9th in Phoenix, Arizona. This VIP experience was provided by the amazing team at Pilot Flying J as a special thank you for our decades-long fuel partnership. Marten Transport and Pilot Flying J Team work together every day to bring about the most positive experience for our drivers on the road. To show their appreciation for our continuing relationship, for this event, Pilot placed the Marten Transport logo on the back of the #8 Pilot Flying J car.

The drivers that attended the race were picked from the very best Marten Transport has to offer. All of them are Million Mile and or Marten Mentors. These drivers have a long tenure with the company, a proven track record for dependability, and a long history of

safe-accident-free driving. They go the extra mile every day, while always prioritizing safety for themselves and everyone around them on the road. Special shout out to Charles Tederman, our 2024 Four-Million-Mile Inductee.

Our drivers were given an exclusive tour of the Xfinity Garages at the Phoenix Raceway, including a walkthrough of the Pilot Flying J Auto Hauler. Then as part of the pre-race festivities, the group was introduced to driver Sammy Smith and #8 JR Motorsports - Pilot Flying J Racing Team. From there our drivers joined the racing team in the pits and watched the entire race trackside as close to the action as possible. The bluebird on the back of the #8 car looked sharp in the desert sun. Thank you to Steve Miller from Pilot Flying J, along with the entire racing team for being superb hosts from start to finish.

Marten Part of Career Day at Memphis Area School



Senior Director of Dedicated Operations Angel Rivera and driver Tavaric Brown had the opportunity to teach and reach out to the next generation of potential truck drivers and transportation industry professionals when they presented at a Memphis, TN based elementary school for Career Day.

Angel shared Marten's rich history of professionalism and expecting the best, along with the importance of transporting

goods to reach grocery shelves.

Many of the students were amazed to learn about how the refrigerated units operate. Most were shocked by the blast of cold air that emerged from the trailer when the doors were opened.

Marten is honored to have the opportunity to participate in community events, especially to teach young children about the important role trucking and the transportation industry plays in our every-day lives.

Wisconsin State Patrol Gets Marten Help with Training

Wisconsin State Patrol Seargent Ben Hamilton contacted Marten Transport in an effort to help train new State Patrol officers so they know how to safely and effectively conduct inspections and traffic stops. This training was held April 16th and 17th at Fort McCoy in Tomah, WI. Jan Sloots, a Marten driver mentor, Million Mile safe driver and eight year Wisconsin Motor Carrier President Safe Driver Club member was on hand to answer questions during the training.



BENEFITS

BE A SMART CONSUMER WHEN USING YOUR BENEFITS

THESE ARE SOME GREAT WAYS TO GET SERVICES AT A SAVINGS:

- 01** Complete your **Clinical Health Risk Assessment** online at any time and the surcharge will be dropped.
- 02** Use **in-network providers** to ensure wellness benefits at zero cost to you (receive incentives for some exams).
 - See the UMR plan document for a list of covered wellness benefits.
- 03** Use the **mail order prescription program** to save on RX costs.
 - Call the mail service pharmacy to see if your medications qualify for receiving a 90 day supply at a 60 day cost delivered right to your mailbox.
 - Call 800-552-6694 or go online to www.ppsrx.com.
- 04** Shop **RX providers for the best cost, not all providers charge the same cost.**
- 05** Use **Teladoc for FREE** whenever possible. Marten covers the cost of Teladoc.
- 06** Use **Urgent Care or Minute Clinics** instead of going to the Emergency Room when it's not a true emergency!
- 07** IF you are a **smoker or tobacco user, complete the tobacco cessation program** and receive a **non-smoker rate for your premiums.**



RECOGNITION

Lowthorp Celebrates 30 Years of Driving

Updates, new ideas have helped make Marten a great place to work



My 31-plus years working at Marten Transport has allowed me to meet people from all over the world and the privilege to work with a dedicated team of professionals, both drivers and office personnel.

I have also enjoyed the policies that are and were in place to help us (the drivers) remain safe and still get a very good paycheck. From weather pay to breakdown pay to hourly pay and detention, I have found that Marten is way ahead of the rest of the industry in supporting the driver. The equipment that I have had over the years has always been above the industry average. Many thanks to Roger Marten for beginning the company and giving it proper direction and to Randy for improving on those ideas along the way. Thanks as well to all the office personnel over the years that have made it all come together.

RETIREMENT

Saying Goodbye and Moving Forward

Trio of Marten employees retire - look forward to life's next chapter

Three long-term Marten employees recently retired.

Laurie Bauer: Laurie (left) has been with Marten Transport for 20 years, starting in Trip Entry and then moving to the Payroll Department when the two combined into one department. Laurie has seen many changes over the years, which helped Marten Transport continue to keep its place among the best and most innovative companies in the transportation industry.



here at Marten. Greg joined the Marten team 10 years ago, and finished his driving career with Marten.

Mike Birtzer:

Mike (right) started his journey with Marten Transport in 1992. Having had previous experience on the police force he knew how to lay

The previous five years, especially, have been very active with changes that streamlined the payroll process. Laurie is excited to be moving into the next chapter of her life, spending more time with her grandchildren and rest of her family. Laurie is extremely grateful to Marten for providing her with a productive job for these past 20 years.

Greg Meeks: Greg (middle) is excited to get his fishing license and travel in his trailer and go fishing. He is very grateful for his time

down the law. During the first half of Mike's career he held things together on our 3rd shift, this was during a time when we only had one person covering all aspects of the night shift to keep the mission moving forward." Mike moved over to our second shift running fleets and has always been there helping drivers through their trucking curveballs. Mike has always enjoyed gardening, fishing and spending time with his grandchildren. Mike continues to watch his Packers, Brewers, Badgers and local sporting events.

Congratulations to Laurie, Greg and Mike on their retirements and we thank them for their dedicated service through the years.

BENEFITS

Know Where to Go: When someone is sick or in a crisis situation

Where you go for medical services can make a big difference in how much you pay and how long you wait to see a health care provider. Explore the following information to help you decide the appropriate setting for your care.

- [Locate your member ID Card](#)
- [Find a provider](#)
- [Determine the severity and choose provider that works best \(if severely ill or it's an emergency, call 911\)](#)

COLD, FLU OR ALLERGIES	NOT FEELING WELL	MILD ASTHMA ATTACK	SUDDEN HEALTH CHANGES
<p>RETAIL CLINIC</p> <p>Retail clinics, sometimes called convenience care clinics, are located in retail stores, supermarkets and pharmacies. You can find over-the-counter medications, and you can talk to your pharmacist for help.</p> <p>TIMES TO GO:</p> <ul style="list-style-type: none"> • Vaccinations or screenings • Sinus infections • Minor sprains, burns or rashes • Headaches or sore throats 	<p>DOCTOR'S OFFICE (NOT URGENT)</p> <p>Seeing your doctor is important. Your doctor knows your medical history and any ongoing health conditions.</p> <p>TIMES TO GO:</p> <ul style="list-style-type: none"> • Preventive services and vaccinations • Medical problems or symptoms that are not an immediate, serious threat to your health or life 	<p>URGENT CARE</p> <p>Urgent care centers, sometimes called walk-in clinics, are often open in the evenings and on weekends.</p> <p>TIMES TO GO:</p> <ul style="list-style-type: none"> • Sprains and strains • Sore throats • Minor broken bones or cuts • Minor burns • Minor infections or rashes • Earaches 	<p>EMERGENCY ROOM</p> <p>Visit the ER only if you are badly hurt. If you are not seriously ill or hurt, you could wait hours, and your health plan may not cover non-emergency ER visits.</p> <p>TIMES TO GO:</p> <ul style="list-style-type: none"> • Sudden weakness, trouble talking or blurred vision • Large open wounds • Difficulty breathing • Severe head injury • Heavy bleeding • Spinal injuries • Chest pain • Major burns • Major broken bones
<p> Expect to wait 15 minutes or less</p>	<p> Expect to wait 1 day to 1 week or more for an appointment</p>	<p> Expect to wait 20-30 minutes</p>	<p> Expect to wait 3-12 hours (for non-critical cases)</p>
<p> Average cost \$50-\$100 (per service for non-employer sponsored facilities)</p>	<p> Average cost \$100-\$150</p>	<p> Average cost \$150-\$200 (for non-employer sponsored facilities)</p>	<p> Average cost \$1,200-\$1,500</p>

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

– 2024 - FIRST QUARTER –

- | | |
|---|---|
| Mondovi OTR-Sergio Munoz | Memphis-Moses Davis |
| Upper Midwest- Johnny Hoff | TX Dedicated-Angelo Ponce |
| Kansas-Raymond Riley | Wal-Mart New Albany-"Brian" Schwan |
| Dry KS- John Fisher | Intermodal-Corey Myers |
| Dry TX- Terry Whisnant II | Phoenix-Roberto Hernandez |
| Dry GA- Morris Wilson | Wal-Mart Clarksville-Kelvin Gulley JR |
| Dry AZ-Claude Matthews | Wal-Mart Tomah-Lucas Ciske |
| Carlisle (Northwest)-Todd Feeley | Wal-Mart Wintersville-Robert Exley |
| Tampa-Catherine Shields | Wal-Mart Monroe-Justo Caraballo |
| Tucker-Anthony Franks | Dedicated East Target- Lugoff SC, Clorox, |
| Zionsville-Christopher Carpenter | Target-Wendalyn Moultrie |
| Wilsonville-Kris Smotherman | Dedicated Central-Mohsen Patrick Pasalar |
| Col. Hts (Mid Atlantic)-Rochella Lockette | Dedicated West-Erasto Vargas |
| DeSoto-Robert Ferguson | |

"Professional Driver"

A Poem By Tom Sumwalt - Marten Driver

I drive to the basket. I drive with the ball. I drive every speed bump. I drive to the mall. I drive with precision my load big or small. I drive good decisions the lanes that I haul. I drive in relation respect one and all. I drive across bridges and pray they don't fall. I drive determination my mission and call. I'm driven by excellence in each daily goal. To score for my team and the whole honor wall. I drive steady rhythms with safety recall. I time stamp my progress in the order required, my seconds, my minutes, each hour inspired. I plan each route carefully to make check stops desired. I park with intention to reset and score higher. A company fueled and driven with a professional driver's success, that's why I drive MARTEN. I drive for the best.



2024 T-Shirt Contest Winners

Thank you to all who participated in this year's contest.

Joy Yealy | Yolanda Byrd

Make sure to pick up your tshirt at your terminal