

MARTEN TRANSPORT, LTD.

Transporter

EXCEEDING EXPECTATIONS SINCE 1946



THIRD QUARTER, 2024

OPERATIONS

ELECTRIC LAUNCH

Marten welcomes its first electric-powered vehicle. **SEE PAGE 2.**



NEW DROP YARD

With driver base growing in central Florida, Marten adds an Orlando area drop yard. **SEE PAGE 2.**

RECOGNITION

APPRECIATION WEEK FOR DRIVERS

Annual celebration honoring drivers held, Sept. 16-20. **SEE PAGE 3.**

SAFETY

SOME IMPORTANT REMINDERS

Driver safety tips about backing, sleep apnea, stop signs, stop lights and illegal u-turns. **SEE PAGES 4-5.**

COMMUNITY



COMING TOGETHER TO HELP KIDS

Tucker Terminal works to raise money and collect toys for Atlanta Children's Shelter. **SEE PAGE 6.**

RETIREMENTS

SAYING GOODBYE

Frank Schreiner and Douglas Landis retire from Marten. **SEE PAGE 7.**

FEATURE STORY



Winning Awards Again!

Marten earns Abbott Nutrition Carrier of the Year

Marten Transport was recently awarded the Abbott Nutrition 2023 Carrier of the Year award. Marten was given this award based on its near perfect scorecard numbers. The scorecard results included a 98% service to Walmart distribution

centers, 85% preloading of trailers and active participation across the entire country from Operations on calls.

Marten would not have been awarded if it had not been for the hard work of the Marten team.

ABBOTT NUTRITION 2023 CARRIER OF THE YEAR



BACK TO BACK!

- 98% service
- Active participation across the entire country from Operations on calls

Thank you to everyone who has helped make this award possible for the second year in a row!

Congratulations to these customer service leaders for their daily participation on the account!

Carolyn Thomsen	Sue Barlament	Taylor Brown
Christina Little	Nicole Moe	Chris Angel
Dylan Nowlin	Kari Smith	Rachel Hogan
Darius Jordan	Laura Hovey	Chelsea Burkhart
Angie Risen	Andy Shriver	Brian Butnick
Ethan Olson	Marquita Gibbs	Matt Dziadon

OPERATIONS

Marten Launches First Electric Vehicle



Marten Transport continues to lead the charge toward sustainable transportation by launching its first electric vehicle.

Marten has a decades-long commitment to eco-friendly practices and has reached a new milestone by introducing our first electric vehicle (EV) spotter truck in Jurupa Valley, CA. This step forward highlights our dedication to reducing carbon emissions, advancing energy-efficient transportation solutions, and creating a sustainable transportation industry.

Since our beginnings, we've been at the forefront of sustainable transportation. From the early adoption of APUs, solar panels and alternative fuels to the adoption of a solar lithium battery bank and aerodynamic improvements, we've continually innovated to minimize our environmental impact.

A New Orlando, Florida Drop Yard Location Announced...



We are pleased to announce the opening of the Marten Drop yard in Orlando, FL. Orlando has been a market that has been heavily developed as a driver base for the last 15 years. At the same time equipment parking has always remained a challenge. Simply put, there are few secure areas in Orlando to break while under a load or to leave equipment at while on home time.

We will have space for up to 25 personal owned vehicles along the northern boundary, 21 bobtail only spots, 25

truck / trailer combo spots, and 4 trailer only spots. There are signs around the perimeter that designate the appropriate equipment type per space. The layout of the yard necessitate blind side backing to access the truck/trailer spots along the eastern boundary of the property, use caution when backing. Space will be tight at the new facility. Please work with operations to drop empty equipment at customers to be loaded and keep the trailer spaces for loaded equipment.

IMPORTANT REMINDER: Benefit open enrollment is scheduled for October 29th- November 15th. Keep an eye out for benefit information coming in the mail and on Omnitrac. Improved Medical Plan and Vision Plan changes.

RECOGNITION

Marten Celebrates Driver Appreciation



Marten celebrated Driver Appreciation September 16-20 at its terminal locations. Drivers were honored with gifts and prizes, snacks and food items throughout the week.

BENEFITS

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, 2024. For those who don’t want to be auto-enrolled or if you would like to change your contribution percent, please contact Transamerica by October 30th 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 watch your money grow!



EMPLOYEE SPOTLIGHT: Kaitlyn Pabst

Kaitlyn Pabst has worked at Marten Transport for the last 13+ years. Kaitlyn is an exceptional Intermodal Customer Operations Specialist. Along with a positive attitude, she is skilled in problem-solving, communication, product knowledge, time management, patience, attention to detail, and is always looking to provide a solutions-based approach to the customers business. Kaitlyn consistently goes above and beyond for Marten Transport working hard and long hours to protect our intermodal business.



Get Out And Look

...and Get Out And Look AGAIN!

352 BACKING ACCIDENTS

This year, we have had:
(As of September 23, 2024)

\$1 MILLION+ IN AVOIDABLE COSTS

11 of these backing accidents cost us over \$15,000 each. When in doubt, we should all GET OUT AND LOOK (G.O.A.L.)!

*Our Million Mile safe drivers say that you can never **Get Out And Look** too much while backing in tight locations!*



SLEEP APNEA TREATMENT

is important for your health & safety!



Driver fatigue is a factor in approximately 13% of large truck accidents in the US every year, causing thousands of crashes and hundreds of deaths.

AVG COST BREAKDOWN CHARGED BY OTHER CARRIERS PER YEAR:

- \$900 MACHINES
- \$300 MONITORING
- \$575 SUPPLIES
- \$300 TESTING

= \$2,075 out of drivers' pockets

With no increase to your benefits costs year after year and no cost of sleep apnea to you, we keep your paychecks whole and protect you like no other!

MARTEN HAS APPROXIMATELY **841** CURRENT DRIVERS ON OUR SLEEP APNEA PROGRAM, WHICH HAS COST MARTEN **\$323,130** IN 2024 SO FAR WITH **ZERO** COST TO THE DRIVERS!

SAFETY

Stop Sign & Stop Light Safety Tips!

WHEN APPROACHING ANY INTERSECTION...

- Aim high in steering – be looking 15 seconds in front of you.

CRITICALLY IMPORTANT

- NEVER speed up to beat a light.
- Be mindful of oncoming traffic turning left in front of you.
- Look ahead to judge timing – aim high in steering.

STALE GREEN LIGHTS

- Lights that you did not witness changing to green.
- Lights that have been green for some time.
- Slow down to anticipate a yellow light.



STOP SIGN INTERSECTIONS

- Come to a complete stop – ZERO miles per hour.
- Confirm traffic has cleared before proceeding.

STOPLIGHT INTERSECTIONS

- Come to a complete stop – ZERO miles per hour.
- Proceed only after the light has turned green and traffic has cleared.
- Coming to a complete stop is still **required** when making right turns!



YELLOW LIGHTS

- Begin to slow down, prepare to stop; the light will soon turn red.

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

MULTIPLE DRIVERS HAVE ALREADY LOST THEIR JOBS AT MARTEN IN 2024 FOR MAKING AN ILLEGAL U-TURN!

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. Don't let this be you!

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.

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.

3

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.

YOU WILL BE TERMINATED FOR ATTEMPTING OR COMPLETING AN ILLEGAL U-TURN!

COMMUNITY

Pancake Breakfast for a Cause

Tucker Terminal helps raise money for Atlanta Children's Shelter



The Atlanta Children's Shelter has been serving families in need in the greater Atlanta metro area for nearly four decades. For the past three years, Marten Transport has teamed up with the shelter to help them continue to make a difference. The shelter's mission is to provide a safe and nurturing environment for children, and comprehensive services for parents.

This year the Marten Tucker Terminal family helped by hosting a pancake breakfast that raised \$462. Awesome job to all those that help set up this great event. We are thankful for all

the donations from our employees and vendors to make this event successful; their generosity is truly overwhelming.

Founded in 1986, the Atlanta Children's Shelter provides free, quality early childhood education alongside comprehensive social services for their families. Dedicated to helping families overcome the challenges of homelessness, the shelter has served more than 8,000 children and their families since its inception.

Making the Holidays a Little Brighter

Marten joins forces to help families and children in the Atlanta area



Marten Transport and especially its Tucker Terminal family are proud to continue its collaboration with the Atlanta Children's Shelter during the upcoming holiday season. The shelter's mission to provide a safe and nurturing environment for children, and comprehensive services for parents, resonates deeply with our own values.



Last year, the Marten team's efforts resulted in a remarkable achievement—raising over \$1200 and collecting hundreds of gifts. With our collective support, the Atlanta Children's Shelter was able to serve over 700 children from over 225 families.

Atlanta Children's Shelter centers on families facing homelessness. Their mission is to break the cycle of poverty by building pathways to long-term self-sufficiency and providing quality early childhood education. Children experiencing homelessness are four times more likely to show delayed development and twice as likely to have learning disabilities. The Atlanta Children's Shelter invests in the future of families and encourages Atlantans to overcome homelessness together.



COMMUNITY

Riley Children’s Hospital Donations

Marten donations helping to transport “precious cargo”



Ethan and David from our Indianapolis terminal were able to visit Riley Children’s Hospital recently to see the impact our 2023 donation is making. Our donation went towards three Solo Step installments at three different Riley locations. With our donation Marten received a license plate in our name for the back of a RED WAGON. These red wagons provide a fun way for children to be transported around the hospital. We are so proud to be able to launch a Marten Transport wagon into their fleet.

RETIREMENTS



Schreiner and Landis Say Goodbye

Frank Schreiner (top left with Randy Marten) worked at the Mondovi Body Shop from January 2010 until his retirement on August 12th, 2024. Frank was a hard worker, always willing to help out wherever he was needed. Frank took pride in his job at Marten Transport and was a very knowledgeable and reliable employee. When he was not at work, Frank has enjoyed riding his Harley especially to see his favorite band, the Shady Glen Band. Plans for retirement include working on two old Pontiac’s he had and other projects he has collected over the years.

After more than 18 years of service Douglas “Driver Doug” Landis (above right with Operations director Chad Christie and Fleet Manager Lincoln Walker) has hung up the keys for the last time. Starting his career with Marten back in 2006 Doug has seen many changes in the company and has embraced them all. Always displaying that “Old School” work ethic Doug has always been loved by his Fleet Manager’s and Customer Service Managers. Doug was everything you look for in a driver as he always displayed a high level of professionalism and safety. That safe driving record earned Doug his Million Mile award in 2021 and a President Safe Driver Club award in 2023. Director of Operations Chad Christie states, “We’ll greatly miss having Doug on the team as its hard to replace those years of experience and professionalism. I’d like to personally thank Doug for the last 14 years we’ve worked together as I’m sure he taught me more than I taught him. All of us on the Upper Midwest team wish Doug nothing but the best in his retirement and want to thank him for the many years of service” Doug looks forward to a low key retirement and we hope he’ll stay in touch with his Marten Family.



Congratulations to Marten driver Bradley Hutchison. Bradley was presented with his Million Mile Award at the annual Driver’s Awards banquet earlier this year. His picture was inadvertently left out of the list of this year’s honorees in the last newsletter. Thanks Bradley for your professionalism and safety out on the road.

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 - SECOND QUARTER –

- | | |
|--|---------------------------------------|
| OTR-Michael Evertz | Walmart New Albany- Terrence Whitcomb |
| Upper Midwest- Adam Dabros | RCOFC-Roman Robinson |
| Kansas City Regional- James Hester | Phoenix Regional- Ronald Bruno Jr |
| Dry KC- Anthony Walters | Walmart Clarksville- Jimmy Jones |
| Dry TX- Benjamin Hinkle | Walmart Tomah- Jeremy Gatzke |
| Dry GA- Derek Ortiz | Walmart Wintersville-Donald Spock |
| Dry Phoenix- William Rangel | Walmart Monroe- Paul Davis |
| Northeast Regional- Stephen Greer | Target Lugoff-SC- Henry Caldwell |
| Tampa Regional-Dalton Laing | Coke MO Dedicated- Gary Farley |
| Great Lakes Regional-Andrew Nimblett | Jetro West Dedicated- Alex Sanchez |
| Western Regional-Darryl Suarez | |
| Mid-Atlantic Regional- Alvin Thompson Jr | |
| So.Central Regional- Christopher Chaffin | |
| Memphis Regional- Marcus Jones | |

HUMAN RESOURCES

Driver makes “sweet” impression on those stuck in traffic jam

Good afternoon, my five-year-old granddaughter and I along with hundreds of other drivers, were unfortunately stuck in traffic for hours on Rt. 78 in Phillipsburg, NJ, today. Since we were at a dead stop, several people including myself stepped out of our vehicles to stretch. I guess your driver saw my granddaughter crying and being fussy. He leaned out his window showing a closed bag of candy and asked if we wanted it. I graciously accepted. His kindness and generosity didn't stop there. He noticed I had offered some to others as well, so he then pulled out the good stuff, Hershey bars! Lol He immediately said, please share with anyone who may need it, I have more.

As a business owner, I look for more than experience in employees because that can be taught. However, kindness and the ability to see and encourage others with a smile can't. Please thank this wonderful man who represented your company with a smile, compassion, and respect.

All the best and “keep on trucking”!
 Brenda Basenese



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

Deadline for submitted entries: November 8th