

HAPPY HOLIDAYS FROM MARTEN TRANSPORT

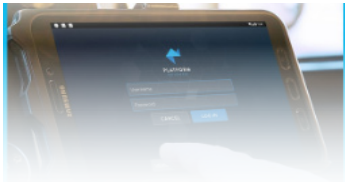
Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FOURTH QUARTER, 2024

OPERATIONS



PLATFORM SCIENCE

New technology helping to provide for safer driving.

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SCHOLARSHIPS

RLM SCHOLARSHIPS

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

SEE PAGE 2

SAFETY

WINTER SAFETY

A list of tips for staying safe during wintery conditions.

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RECOGNITION

STILL GOING STRONG

Four Marten employees mark three decades at Marten.

SEE PAGE 6

COMMUNITY



BRIGHTER HOLIDAY

Marten employees come together to support causes to make Christmas brighter.

SEE PAGE 7.

FEATURE STORY

Marten Earns Top Distinctions

Recognition for safety and service continues to roll in

Chemours Titanium Technologies

4 GOLD

years in a row

CARRIER OF THE YEAR

SPECIAL SHOUTOUT TO
Jonathan Poplicean, Michael Cramer, Reed Wilburn, and our dedicated team

MARTEN
Expect the Best!



Marten Named 2024 Geodis Carrier of the Year

Pictured: Doug Frank (Geodis Senior VP of Transportation Management) and Elliot Coffin (Marten Transport Director of Sales).

We are proud to announce that Marten Transport has been recognized with the Gold Award for the fourth annual Chemours Carrier of the Year program! This marks our fourth consecutive year of winning an award with them, demonstrating our ongoing commitment to excellence in service, reliability, and safety. In 2023, we increased our truckloads with Chemours by 25% and achieved an impressive 99% on-time delivery rate. Thank you to our dedicated team for making this achievement possible, and we look forward to continuing this strong partnership with Chemours.

Marten Earns Niagara Bottling 2024 South Atlantic Regional Award



Pictured at Niagara Bottling's 12th annual Logistics Supplier Conference (left to right): Fabio Baldassari (Niagara Sr. Procurement Director), Dominic Dorsett (Marten Transport VP of Sales), Jonathan Kimmel (Marten Transport Area Sales Director), Luke Miller (Niagara Category Manager - South Atlantic).

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.

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 (*dependent children are defined as natural and legally adopted children or stepchildren 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/randolphmarten> or <https://www.marten.com/employees> and click on the Scholarship program for more information and to apply. Applications open 1/3/2025 and the deadline is 2/27/2025.

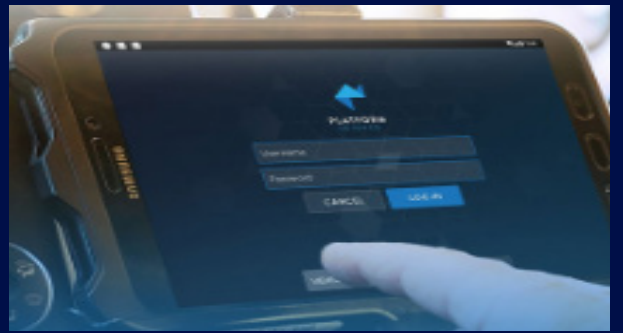
OPERATIONS

PLATFORM SCIENCE!

Drivers will see **IMMEDIATE** improvement from our old units.

- Less down time waiting for the unit to load
- User friendly interface
- Faster processing of WorkFlow & navigation
- Tablet-based platform
- Efficient fuel routing

We are also replacing our current camera system with an improved **SmartDrive** forward facing camera technology!



New Platform Science Technology Helps Provide Safer Driving

Our new Platform Science technology has now been installed in more than 2,900 trucks. It's impressive to see virtually all of trucks with lane departure, and almost all with blind spot detection, and now over 1800 trucks with both front and rear disc brakes. We are providing our drivers with the safest equipment with the latest technology for their safety.

EMPLOYEE SPOTLIGHT | Dale Galyean - Zionsville



Joseph C

I have always had pleasant experiences at every Marten shop. Zionsville is my favorite though. Foreman Dale (on nights) is incredibly helpful, informative and safety focused. His mgmt style of crew and how they actively engage drivers to confirm everything is good and safe is awesome!

18h Love Reply



Alex B

Joseph C Dale is awesome!! He really does t get enough credit for all his hard work.

▶ Dale Galyean, pictured at left, was the subject of a recent post that was shared on the Marten Transport Facebook page. Dale serves as a Shop Foreman at the Zionsville, IN Terminal. Congratulations Dale for being a tremendous example of leadership at Marten Transport!

SAFETY

SAFETY TIPS FOR WINTER DRIVING

Reminders for staying safe during icy, cold and snowy 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** – Traffic seems to move in 'packs' on the highway. 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, this 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, when driving in winter, especially 'blinding snow', other vehicles can mistake your position for being on the road and as a result, may slam into the back of your rig.

- **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 your 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, esp. brake and taillights, washer fluid is topped up, all brakes are set up and windows and mirrors are completely clean before departure.

- **Keep tractor and trailer lights clean** — When you're able to stop in a safe place, clear the lights of snow and ice, which builds up in bad weather. Keep everything clean, so you can BE SEEN.

Remember, Marten Transport is the only carrier that pays you for shutting down due to inclement weather. We pay \$25 per hour to shutdown until conditions subside. Nothing is more important than the safety of our drivers.

Winter Safety Tips

How to reduce the risk of slips, trips and falls.

- Assume all wet areas are slippery and icy.
- Avoid wearing boots or shoes with a smooth sole. Instead choose boots that are made with non-slip rubber or neoprene with grooved soles.
- Use your 3-point contact when exiting your truck and do not break contact until you have reached the ground.
- Walk along the grassy edge if sidewalks are slippery.
- Walk slowly and with small steps.
- Point your feet out slightly, while bending at the waist. Keep your hands out of your pockets and out to your side. This will increase your center of gravity.
- If you feel like you are falling, try to relax your muscles and fall towards your side. This will avoid injury to the knees, wrist, and spine.
- When entering buildings remove snow and water from your shoes so you do not slip.


SAFETY

DO NOT USE ITEMS THAT CONTAIN THC!

REGARDLESS OF ANY INDIVIDUAL STATE LAWS, MARTEN TRANSPORT MAINTAINS A ZERO TOLERANCE POLICY FOR DRUG USE.

If you are using gummies, CBD, or any substances not prescribed by a medical professional, please **STOP** immediately!

IF SELECTED FOR A RANDOM DRUG TEST, THE USE OF THESE PRODUCTS COULD RESULT IN A **POSITIVE DRUG TEST.**




Safe driving prevents **Nuclear Verdicts**

This is why we regularly coach our drivers on safety habits and send out communications as reminders. You cannot be too cautious behind the wheel!



EXAMPLES OF NUCLEAR VERDICTS THAT COULD HAVE BEEN PREVENTED:

Example

01

\$105 Million

The driver of a company was driving at an excessive speed in rainy conditions, causing him to strike another vehicle from behind, killing a man.

Example

02

\$47 Million

A truck swerved into oncoming traffic on the interstate, which caused a car to swerve into another vehicle, killing a man. Jurors awarded \$47M against the trucking company.

Example

03

\$31.8 Million

A concrete truck ran a stop sign and totaled a woman's car, causing her personal injury. The jury awarded the woman \$31.8 M against the concrete company.

Thanks for keeping the roads safe!




As of:	Backing Accidents	Avoidable Costs
April 2024	159	\$517,000+
June 2024	240	\$644,000+
September 2024	352	\$1 Million+

Get Out And Look

...and Get Out And Look AGAIN!



This year, we have had: **386 BACKING ACCIDENTS**
(As of October 23, 2024)

\$1.14 MILLION+ IN AVOIDABLE COSTS

14 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!

BENEFITS

HEALTH RISK ASSESSMENT

Complete this for your health and to reduce your benefit deductions



A UnitedHealthcare Company

ONLINE REGISTRATION INSTRUCTIONS FOR UMR MEDICAL PLAN MEMBERS

Take an active role in improving your overall health! Start by completing a clinical Health 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 drop down 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 URM 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 into your online services on umr.com, you can complete your CHRA at any time that is convenient for you. But remember, you must submit your completed CHRA between 12/1/2024 and 10/31/2025 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 answer 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 Wellness Specialist will contact you within 2 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.

TAKE A CLOSER LOOK! ARE YOUR DEDUCTIONS CORRECT?

As each new year starts, we urge employees to review their payroll deductions carefully to make sure all the appropriate changes are being made for 2024.

RECOGNITION

30 Years Plus and Still Going Strong

Quartet of Marten employees share insights on their long tenures



▶ **JEFFERY STANTON**

Jeff Stanton (who drives in the Upper Midwest fleet) celebrated 30 years in September. Jeff started driving for Marten in September of 1994. Over the past three decades, he has accumulated many accolades, including: 13 years on the WMCA President’s Safe Driver club and his 2 Million Mile Club induction. Jeff is a true professional in the driving community and his experience, safety, and dedication are greatly

appreciated by all who have had the honor of working along side him for the past 30 years! Crystal Olson, Jeff’s long term Fleet Manager said, “Jeff is one of the most consistent, hardworking, safest drivers I’ve ever had the privilege of working with.”

▶ **PAMELA SMITH**

Pam Smith (Senior Settlement Processor) celebrated 30 years in May. She fondly recalls her time with the company.

“I started out in Trip Entry (which we no longer have) where we would receive the driver’s paperwork then open, process and file it. Then came the scanners where we would scan in paperwork, index and trip it. We then moved onto drivers scanning in their paperwork from the truck stops and we would get it all online. Now they can scan and document their paperwork right from their trucks. Drivers would have to fill out a trip sheet with a break down of their miles and now they just need to confirm the ETC. Deadline was noon on Thursdays to be paid the following Friday. Now they have until Tuesday at 11:59 p.m. Central time to be paid that Friday. Almost all trips are auto tripped and most things on their settlements are auto released. We now have per diem, premium pay, mgp, partial pay, and over 400 pay packages. And things are still changing. I have seen the additions to the main office, the shop on the hill and numerous terminals all over the U.S. There have been times when problems would occur where we didn’t know how we would get payroll out on time, but we would come together and get it done. I have met a lot of great people through the years, some who are still here and then those who have gone.”



▶ **PHINEAS SCHROCK**

Phineas Schrock began driving professionally in 1987 and began with Marten on April 26th 1989 right after he got the required 2 years experience at the time. He chose Marten because his brother was already here and heard it was a great company to work for. His first truck with Marten was #990 with a flat roof sleeper cab. Since he began driving with Marten he has driven over 3.7 million safe miles and plans to continue working here until he retires.

The biggest changes he has seen with the company and industry is the drastic increase in technology. Back then things were much more simple, he only had a CB radio and you had to use a payphone to call dispatch. Phineas has stayed with Marten all these years because he feels he has been treated fairly and has heard many stories about people leaving then coming right back.

▶ **JULIE CHAPIN**

Julie Chapin in operations celebrated 30 years in January. As she celebrates 30 years as a Fleet Manager at Marten Transport, she feels a deep sense of pride and appreciation for all the experiences and milestones she’s had along the way.

“When I first started, I never imagined the journey I’d embark on, but with each passing year, I’ve been privileged to watch our company grow and evolve into what it is today. Managing a fleet over the years has been an incredible experience, filled with challenges and opportunities. From implementing new technologies to enhancing safety measures, I’ve always focused on ensuring my fleet runs smoothly, efficiently, and safely. It’s been a rewarding challenge to help our team adapt to the ever-changing demands of the transportation industry. What has been most meaningful to me is the strong sense of community. The people I’ve worked with — from drivers and operation teams to leadership and beyond — have been integral to our success. As I reflect on the past 30 years, I’m thankful for the opportunity to be part of such an incredible organization. Thank you to everyone who has made these past three decades so memorable!”

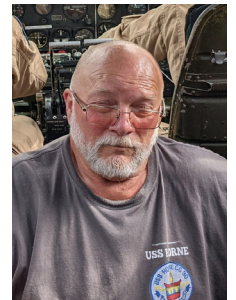


Barnhart and Johnson Retire After Four-plus decades at Marten



▶ **Reg Barnhart** (Left) put his heart into everything he did at Marten, in many ways, because of the loving support of his wife, Shanna, who is looking forward to his retirement. A driver of the year, a million miler, a mentor and a friend, we will miss Reg, and are proud of his committed service over the past 11 years. His advice is this,

“The growth and success of a company can only be achieved by the quality of those employed by it. Being a team player, by working with Dispatch, and showing new drivers the importance of that, was one of my goals. I enjoyed my time at Marten, thanks to my very supportive wife, and we wish you all the very best! Now, here at home, I care for my wife, and am enjoying country living! God bless you all, and Godspeed towards your bright future!”



▶ **Sam Johnson** (Right) spent more than three decades driving for Marten Transport.

He began driving for the company on March 24, 1994 and retired October 10, 2024. During his 30 years, Sam compiled more than 3-million miles of safe driving. Congratulations and best wishes Sam!

COMMUNITY



Left: Memphis employees hosted a toy drive. Top Center: Tucker employees volunteer at Atlanta Children's Shelter. Bottom Center: Tucker Chili Cookoff Participants from left to right - Kern Edwards , Darrell Poss, David Moss, Austin Seamans , Dylan Nowlin, Keith Platt, Tonya Wynn, Niki Biehl , Johnny Carroll, Kelie Roy. Right: Phonex Terminal fills two big boxes of toys for local charities.

Marten Teams Make Christmas Bright

The Memphis Terminal showed up and showed out again this year to provide Christmas for two very deserving kids in their area. Thank you all for providing to help make sure these kids have wonderful Christmas. Your kindness and generosity never fails to disappoint.

The Tucker Terminal organized a Chili Cook-Off to benefit the Atlanta Children's Shelter. By all accounts the event was a hit! There was way more participation than they had originally expected. There were 10 participating chilis and more than 35 people tasting and voting for the winners. People's Choice award went to Keith Platt, while the title of Spiciest went to Niki Biehl. The first week of December, the Marten Tucker team headed to the Atlanta Children's Shelter to

volunteer at the holiday Santa Shop and deliver the gifts we had been collecting throughout the year. The program ensures that the shelter's families and children have a joyful and memorable holiday season.

The Phoenix Terminal This Holiday Season the Phoenix Terminal held a successful toy drive for the second year in support of a local Phoenix charity. Two big boxes full of presents were dropped off at Harvest Compassion Center, an organization that provides food and clothing in a hope-filled environment to the underserved in the greater Phoenix area. Thank you to everyone that participated in helping to bring some Christmas Spirit & Joy to the community! Merry Christmas and Happy New Year to all!

Congratulations Holiday Card Winners!



Hazel H. - Age 6

Peyton S. - Age 13

Karla R. - Age 9

Adam F. - Employee

And thank you to all those who participated!



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 - THIRD QUARTER –

- | | |
|--------------------------------------|---|
| Mondovi-Carlos Reyes | Memphis-DJ Bryant |
| UM-Roger Cook | TX Dedicated-Robert Isaac |
| Kansas-James White | Wal-Mart New Albany-Sam Pool |
| Dry- KS-Bernard Collotty | Intermodal-Danilo Reyes |
| Dry- TX-Kelvin Estes | Phoenix-Ronald Bruno Jr |
| Dry- GA-Allen Griffen | Wal-Mart Clarksville-Joe Hall |
| Dry- AZ-Marcos De Araujo | Wal-Mart Tomah-Brian Jacobson |
| Carlisle (NW)-Clyde Taylor | Wal-Mart Wintersville-Chris Carpenter |
| Tampa-Victor Robinson | Wal-Mart Monroe-Donald Lane |
| Tucker-Brian Carter | Dedicated East-Gregory Goodine, Paula Bratton |
| Zionsville-Kenneth Morrison | Dedicated Central-Juan Garcia |
| Wilsonville-Julian Alvarez | Dedicated West-Erasto Vargas |
| Col. Hts (Mid Atlantic)-Sean Osheids | |
| DeSoto-Terraunce Bowie | |

SEE THE LATEST MARTEN GEAR!

Check Out Our Store



Scan the QR Code to go directly to the Marten Store



Visit our stores online and at Edwardsville, Phoenix, Mondovi, Tucker and Indianapolis terminals.