

# Transporter

EXCEEDING EXPECTATIONS SINCE 1946



FIRST QUARTER, 2025



## RECOGNITION

### DRIVERS OF THE YEAR RECOGNIZED

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

SEE PAGES 2-3



## RECOGNITION

### SPOTLIGHT

Mechanic's professionalism draws praise from driver.

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### THREE DECADES+

Trio of long-term employees reflect on their time at Marten Transport.

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## SAFETY

### SAFETY TIPS

Important Co-Pilot Navigation, accident avoidance, Get Out and Look... and look again, and Stop Sign and Stoplight reminders for drivers.

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## BENEFITS

### WELLNESS & YOU

Marten offers benefit plans to help you live healthier and save money!

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## FEATURE STORY

# Marten Named Elite Fleet

*TCA names company among the best to drive for*



Marten Transport earns the distinguished "Elite Fleet" status honors from the Truckload Carriers Association - certifying it as being among the best places to drive for over the road drivers in 2025.

We are excited to share that the Truckload Carriers Association (TCA) and the University of Denver have officially recognized Marten Transport LTD as a TCA Elite Fleet for 2025! **Marten Transport is honored to receive this prestigious certification and be recognized as a 2025 Best Place to Drive.** For more than 75 years, Marten Transport has led the trucking industry by setting the standard for reliability, driver support, and earning potential. As a TCA Elite Fleet winner, we are committed to providing Marten drivers with top-tier opportunities, unbeatable benefits, and a workplace culture built on safety, respect, and career growth. Being a part of Marten means you are part of a team that values and supports you every mile of the way.

We believe in taking care of our drivers. An example of that is our industry-leading pay and benefits that are designed to support both your professional and personal lives. The most significant impact we have made on the lives of our drivers is implementing the Minimum Pay Program. The results speak for themselves, with Marten drivers receiving a total of \$3,600,133.65 in minimum pay in 2024. In addition, driver's receive quality health, dental, and vision insurance, and a 401(k) with company match. We also provide free CPAP testing and supplies, paid time off, tuition assistance, disability insurance, flexible spending accounts, health savings accounts, and company-paid life insurance.

We offer all of this to our drivers at an affordable cost—and we're proud to say **we haven't raised medical premiums in over six years and kept the**

**cost of generic prescriptions free or minimal.** This commitment to the driver's well-being is what sets us apart in the industry.

At Marten, we know that having reliable, comfortable and safe equipment makes all the difference on the road. That's why we invest in late-model trucks with an average age of just two years. Our fleet is equipped with APUs, automatic transmissions, grill guards, and DriveWyze carrier technology, ensuring that our drivers have the best tools to succeed. In addition, we have also invested in safety with collision avoidance systems, blind spot detection, lane departure warning and front & rear disc brakes. While expecting the best, we also expect to keep our drivers and others safe on the road. While those safety features may be enough for most companies, here at Marten, we go the extra mile by paying our drivers to shut down in inclement weather. In 2024 alone, we paid \$1,331,869.72 in Inclement Weather Pay. **When you drive with Marten, you can always count on us to have your back.**

The TCA Elite Fleet recognition is a true testament to why the standards at Marten Transport are set so high. The investments Marten has made over the years is driven by our commitment to our drivers. We value the hard work and understand the sacrifice it takes to move goods across the country. This is why we remain focused on providing industry-leading guaranteed pay, affordable benefits with no premium increases, and safety features on our tractors-to make sure everyone gets home safely to the ones they love!

Thanks to each and every person for choosing to be #betterinblue.

RECOGNITION



## Company Driver of the Year Named

### *Marten selects Danilo Reyes as Company Driver of the Year*

Congratulations to Danilo Reyes on being named Marten Transport, 2024 Company Driver of the Year! We asked him and his fleet manager to share their thoughts on the recognition and what makes working for Marten enjoyable.

*"I decided to nominate Danny Reyes for driver of the year because throughout his tenure with Marten he has not only helped myself grow as a fleet manager but has helped other drivers improve along the way," said Fleet Manager Taylor Berg. "He is a very unselfish individual and is always willing to go the extra mile to help with any load. He will come in earlier than his original start time or even later than normal to help out when needed. He is always looking to improve and succeed in his job and I can truly say he is a one of a kind driver for Marten."* - **Taylor Berg, Fleet Manager**

*"WOW!!! This has truly come as a total surprise to me. I didn't even know we have an award for the Company Driver of the Year, and now here I find myself receiving it!" Reyes said. "I feel truly honored to be picked for such a wonderful recognition. For the last almost 15 years I've had the fortune to drive through every single state in our great nation, and even went to visit our neighbors to the north a while back. It truly has been a journey marked with some of the most beautiful sightseeing I've ever done and for some of that time I had the fortune to have the love of my life, my wife, Karen, ride with me for a few months," Reyes continued.*

*"Marten Transport has truly been a great company for which to work and earn a living while we rear our kids, Karla and Marcelo, and see them grow. At Marten Transport I feel like I am home and I hope to retire from this company."*

*"I've had some outstanding dispatchers such as Allison Gorton and I've had some that fell a little short in the mission that I'm not going to mention. But for the last five years plus I've had the good fortune to work with Taylor Berg at the helm of our fleet and he is an outstanding person first, then he follows that by being a great Fleet Manager. He cares for his crew and it truly is an honor to work with him. I hope we can continue to work together for years to come."*

*"Well, I could go on and on for ever about all the great things I could say but I don't think I'm supposed to write a short novel here. In closing, I would like to thank Randy Marten and all the people involved in giving me this great honor. It has been a truly great surprise and I am extremely thankful for it." - Danilo Reyes, 2024 Company Driver of the Year*

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 people 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 and be an active employee when the DOY is chosen.*

*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 year's honorees!*



# Marten Announces Fleet DOY

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



Michael Evertz  
OTR



Adam Dabros  
Upper Midwest



James White  
Kansas



Bernard Collotty  
Dry Kansas



Derek Ortiz  
Dry Georgia



Claud Matthews  
Dry Arizona



Kevin Estes  
Dry Texas



Todd Freeley  
Carlisle



Catherine Shields  
Tampa



Thomas Brown  
Tucker



Andrew Nimblett  
Zionsville



Robert Caban  
Wilsonville



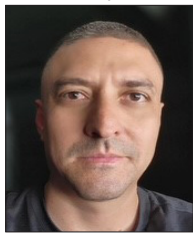
Sean Oshields  
Colonial Heights



Henry Caldwell  
Dedicated - East



Juan Garcia  
Dedicated Central



Erasto Vargas  
Dedicated West



Robert Isaac  
Dedicated Texas



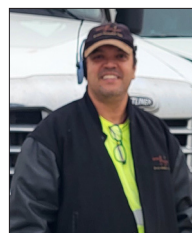
Terraunce Bowie  
DeSoto



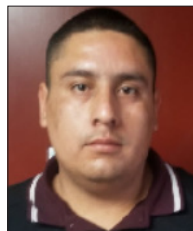
Terry Lee  
Memphis



Phillip Brian Schwan  
Walmart-New Albany



Danilo Reyes  
Intermodal



Roberto Hernandez  
Phoenix



John Cotton  
Walmart-Clarksville



Jeremy Gatzke  
Walmart-Tomah



Kurt Preston  
Walmart-Wintersville



Paul Davis  
Walmart-Monroe

## EMPLOYEE SPOTLIGHT | Ian Russell - Zionsville



### The Bluebird Nest (Marten Transport)

Justin

First safety inspection with Marten at the Zionsville Terminal went amazing in and out! The mechanic Ian fixed everything on my truck, power steering line, APU, and ABS issue! Truck runs like a champ now!

▶ Ian Russell, pictured at left, was the subject of a recent post that was shared on the Marten Transport Facebook page. Ian serves as a mechanic at the Zionsville, IN Terminal. Congratulations Ian for being a tremendous example of service and professionalism at Marten Transport!

**RECOGNITION**

# 30 Years Plus and a Retirement

*Trio share insights on long tenures at Marten; Tuttle says “goodbye”*



▶ **WAYNE KAWSKI**

*“My 35 years, change, change, and more change, more trucks, more terminals and more employees, some that I will never meet. The equipment now is safer than I ever thought could happen. One last thing I would like to thank everyone for working together and making my 35 years something I will*

*never forget, especially the crew at the Wilsonville terminal, Most of them have been with me for over 20 years. Talk again at 40!”*

▶ **DENISE TOLLEFSON-BRION**

*“Honestly, when I think of being here 30 years, it doesn’t seem possible that so many years snuck by me. There have been so many changes I’ve seen, and been able to be a part of since I started, I couldn’t begin to remember them all. Over these years, I have met some of my closest friends, and have made an amazing work family. It has been a fun and eventful ride.”*



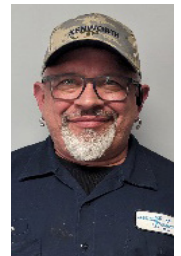
▶ **MELISSA BOOS**

*“Watching Marten Transport grow in the last 30 years has been unreal. It has been a journey with all the changes, due to technology. Many of my co-workers now feel like family. Just happy to be part of the Marten Family.”*

*Melissa’s supervisors say she is a dedicated employee who does a great job in her role as a recruiter. She can often be heard laughing long before you see her around the office and she maintains a positive attitude while taking care of her responsibilities.*

▶ **RETIREMENT | DENZIL TUTTLE**

*The Zionsville terminal celebrated Denzil Tuttle’s retirement from Marten Transport after nearly 11 years of service on March 5th. Master Griller, Tim Glass, served up some delicious steaks, chicken and spuds. The Zionsville gang shared famous cheesecakes made by Kenny Williams and other food brought to share in honor of Denzil. We will miss Denzil - but wish him all the best!*



**SAFETY**

## Co-Pilot Navigation

Marten provides routes which are specifically designed for Class 8 trucks

**NEVER USE YOUR PERSONAL GPS SYSTEMS - Notify your Fleet Manager if your cab navigation is not working!**

Drivers should always have a “Motor Carriers Road Atlas” in the truck.



## Topped Equipment

**MARTEN TRACTORS AND TRAILERS ARE 13’6” TALL**

**NEVER TRY GOING UNDER ANY BRIDGE THAT IS MARKED LESS THAN 13’6”**

- ➔ Turn on your flashers and stop driving
- ➔ Engage your navigation and wait for a route
- ➔ Refer to your Trucker Atlas if navigation is not working

**IF THE ABOVE IS NOT POSSIBLE...**

- ➔ Contact the non-emergency number for local law enforcement and request help backing out of the situation
- ➔ Contact your Fleet Manager for help

Please be sure to use your navigation correctly to avoid accidents that involve topped equipment

Drivers should be using Workflow or the load information when searching for the route

- ➔ Workflow
- ➔ Load Numbers
- ➔ If the first two are not available, use the facility code

**YOU SHOULD NEVER BE USING PHYSICAL LOCATION ADDRESSES!**





To cover the cost of these accidents, it takes approximately 37,000 loads.

**\$1.25 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.)!

**Get Out And Look**

...and Get Out And Look AGAIN!

In 2024, we had:

**477 BACKING ACCIDENTS**

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

## \*\*\*STOP SIGN AND STOPLIGHT 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.



#### YELLOW LIGHTS

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

#### 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!

**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:**

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Name: \_\_\_\_\_ Driver No.: \_\_\_\_\_

**Marten Transport, Ltd.**  
**129 Marten Street**  
**Mondovi, WI 54755**

# DRIVERS OF THE QUARTER

– 2024 - FOURTH QUARTER –

- |   |  |
|---|--|
| Mondovi-Johnny Jewell                       | TX Dedicated-Angelo Ponce  |
| UM-Vlado Keskic                             | Wal-Mart New Albany-Renard Southward   |
| KansasValton Linn                           | Intermodal-Christopher Williams  |
| Dry- KS-Jason Harvey                        | Phoenix-Michael Taylor   |
| Dry- TX-Billy Roberts                       | Wal-Mart Clarksville-John Cotton   |
| Dry- GA-Eddie Wheeler                       | Wal-Mart Tomah-Hareld Schmidt  |
| Dry- AZ-Jacob Downey                        | Wal-Mart Wintersville-Kurt Preston   |
| Carlisle (Northwest)-Kenneth Pope           | Wal-Mart Monroe-Christopher Boyer  |
| Tampa-Catherine Shields                     | Dedicated East Target- Lugoff SC, Clorox, Target-<br>Rex Keith, Antonio Nash |
| Tucker-Thomas Brown                         | Dedicated Central- Dan Clark   |
| Zionsville-Christopher Thompson             |  |
| Wilsonville-Robert Caban                    |  |
| Colonial Heights (Mid Atlantic)-Juan Torres |  |
| DeSoto-Elva Vasquez                         |  |
| Memphis-Terry Lee                           |  |

**BENEFITS**

## WELLNESS BEGINS WITH YOU!

None one wants to have poor health. Take advantage of our free wellness programs to ensure you health for the future!

**\*Clinical Health Assessments**

Complete the health risk assessment and pay no surcharge. Take advantage of FREE age appropriate Preventive/Routine screenings such as:

- Routine Physical Exams
- Immunizations
- Routine Mammograms and Breast Exams
- Routine Pelvic Exams and Pap Test
- Routine PSA Test and Prostate Eams
- Routine Colonoscopy

By using in-network providers you will receive these exams for free. Why not take advantage to avoid high costly claims in the future?

**\*Marten Transport Encourages Tobacco-Free Workplace**

In partnership with UMR Care Management we have developed a tobacco cessation program de-signed to help our employees become tobacco free for life. This program is free to members of any of our medical plans.

- Certified Tobacco Cessation Specialists
- Get information, education & continuing education
- The program includes Nicotine Replacement Therapy at no cost
- Follow up support to help you continue a tobacco-free lifestyle

It is a proven fact, claim expenses are higher for tobacco users than non users. Your medical insur-ance premiums are also higher. Once you have completed the Tobacco Cessation program through UMR you will begin paying the non-tobacco rate.

**THAT IS A \$15 WEEKLY SAVINGS TO YOU**

**For more information about this life-changing program please call: 1-800-207-7680**

**\*REAL APPEAL – a free service**



*\*Real Appeal is a digital weight loss program customized to what works for you. With Real Appeal, you learn simple steps to help you transform.*

**Up to a Year of Support**

*You get professional weight loss coaching from a Transformation Coach who leads weekly online group sessions and helps you meet your goals*

**Made for Real Life**

*A Success Kit containing step-by-step guides, workout DVDs, gear, delicious recipes, healthy kitchen cooking tools and more comes after your first group session.*

\*Real Appeal is offered at no additional cost to you, your spouse, and dependents 18+ as part of your medical benefits plan. Must have a minimum BMI of 19 to qualify.

**10lbs Plus!**

*4 out of 5 at-risk Real Appeal Members lost an average of 10 lbs after attending four online classes.*

*Consult your physician or health care provider before engaging in a weight-loss program. Results may vary.*

**\*Only available for participants on UMR Medical Plans**