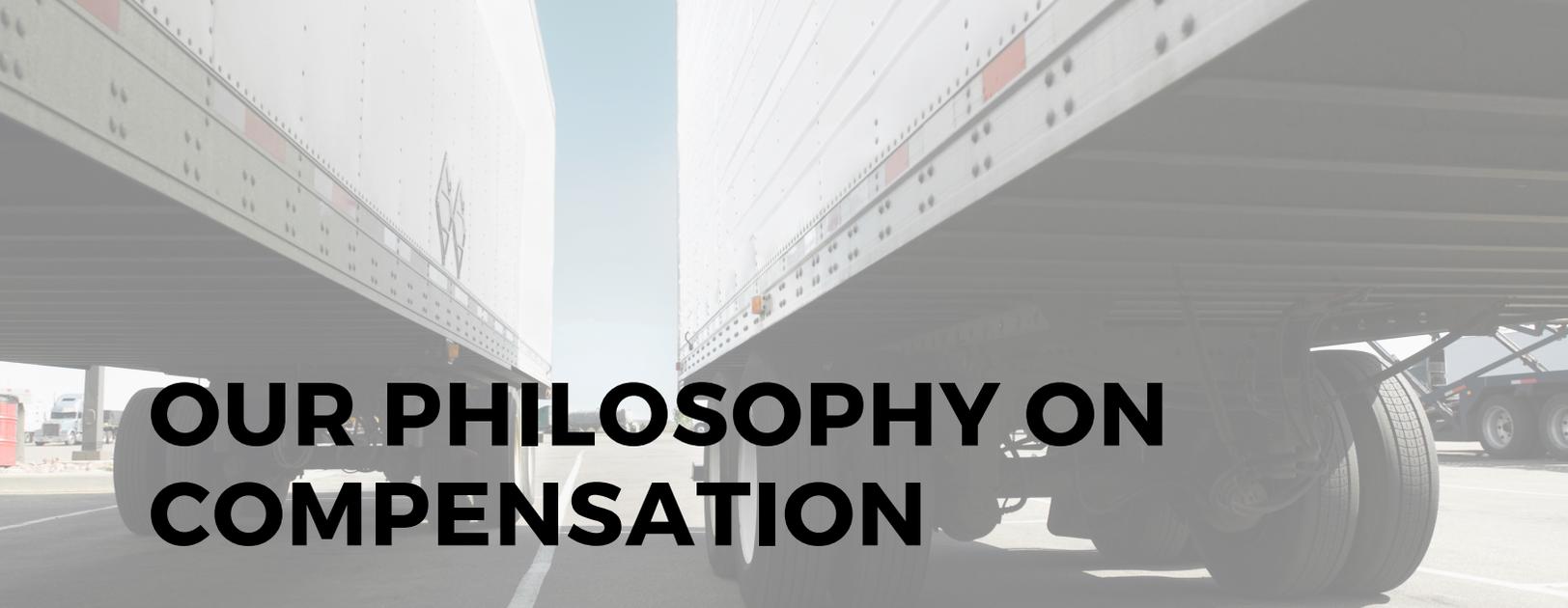




DISCOVER FINANCIAL FREEDOM AS A FREIGHT AGENT





OUR PHILOSOPHY ON COMPENSATION

INTRODUCTION

When picturing our future, we all have our own unique vision of success and financial independence. But no matter what your picture of success looks like, there's one common denominator in every scenario: **an incredible income!**

Here at Tallgrass Freight Co., achieving financial freedom isn't a dream, it's a reality. Unlike other freight brokerages, which have overly complex or constantly changing compensation models, we like to narrow in on the resources and tools designed to empower our agents to thrive and succeed. We're passionate about investing in our agents as entrepreneurs and helping them grow their books of business, so they can truly earn what they deserve.

From high splits and generous sales rewards to the ability to maximize earning potential with no salary caps, discover how our industry-leading compensation and rewards programs can help liberate you from the "work to live" mentality, so you can cultivate the lifestyle you've always dreamed of.



"I am in full control of my income and business — and that freedom is irreplaceable. The flexibility and compensation plan are unparalleled." - Agent Linda F.



FIRST-IN-CLASS COMPENSATION

When we say “the sky’s the limit,” we mean it. As our co-owner and COO David Barnes says, “Our success is thanks to our team. We invest in our people and we celebrate like no one else. We work hard, play hard and reward our people the way they deserve.”

THE POWER OF LIFE CHANGING INCOME

When making a career move, nine times out of ten, the first question that pops into everyone’s mind is:

What does the compensation program look like?

At Tallgrass, we believe our agents should earn what they deserve. And our agents are the best of the best, so they deserve to be paid accordingly. That’s why we offer a highly competitive compensation program. There’s no “ceiling” here. With uncapped commission and generously-high splits, you can continually expand your book of business and reach new levels of success. After all, if you’re going to hustle and work hard, shouldn’t your company pay you what you deserve?

We’ve decided to forgo complex payout structures and ever-changing compensation programs. Instead, we empower our agents by investing in technology, back-office support and resources needed to maximize their income and drive upward growth. We know you have big dreams — we do too — and our first-in-class financial perks will help you get there.

Our compensation program stretches beyond take-home pay and includes excellent benefits too. Our agents have access to comprehensive benefits, including health, dental and vision insurance. Agents also have access to expert financial and tax planning resource — because that’s what you need when you’re bringing home sizable income, of course!

There’s a reason you can’t find this anywhere else. While other organizations are preoccupied with office politics, favoritism and squeezing every dime out of their agents (something we don’t tolerate), TGF is focused on fostering a family-like atmosphere. And like family, we always have each other’s backs, providing top-notch rewards, compensation, resources and support. *Every. Single. Day.*

“

What keeps me at Tallgrass is the company and its structure. I’ve never worked anywhere like this. Tallgrass has allowed me to reach beyond goals I have always had for myself.

- Tallgrass Freight Agent

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TOP COMPENSATION FROM DAY ONE

Let's get real: Every day you're not taking home top dollar, you're leaving money on the table. So we focus on helping our agents earn more from the first day they're part of our team.

Here at Tallgrass, earning potential starts even before your work with us does. Our recruiting process is designed to be intentional, authentic and direct. No back-and-forth, no stalling, no long waits. Our recruiters are dedicated to taking the best care of our potential agents. You'll have the opportunity to connect with several members of our leadership team and get every question answered.

Once it's a good fit, it's time for your onboarding. When you bring your book of business to Tallgrass Freight, your initial onboarding is quick and efficient, and you can hit the ground running right away. That means no interruptions in servicing your clients. Just the tools you need to get up and running quickly!

Think of the first six months as your rapid-scale period. While you're given the autonomy to build your own book of business, you're never alone in that journey.

We're as hands-on or as hands-off as you'd like. Many of our agents take advantage of weekly one-on-one calls with our Director Of Agent Development. During those calls, you'll discuss

your pipeline of warm and hot leads, strategies for overcoming obstacles and techniques to move the needle forward. These meetings are what you make of it. No hand-holding, no roadblocks — but coaching and empowerment to achieve your goals.

Agents have access to our full leadership team of freight industry veterans. Not many people can say their executive leadership is truly invested in them — and not just professionally, but personally too. Ever had to wait weeks to meet with a C-suite leader? Kiss that goodbye when you come to Tallgrass, because everyone on our leadership team is truly accessible. Our CEO is readily available anytime you need. He gets to know our agents personally, will take the time to hop on mentoring sessions and discuss how you can excel your agency to the next level!

Ensuring new agents are putting the right practices in place to jump-start their success is a key focus during the first six months — from reviewing their aging reports and ensuring their loads are covered, to regularly checking their customer credits to see where they stand.

Your success is our success.



WEALTH MANAGEMENT AND BUSINESS BUILDING EDUCATION

Support, collaboration and community are at the core of everything we do here at Tallgrass Freight. Ongoing growth and continuing education initiatives are a big piece of ensuring our agents thrive (and, of course, score that golden paycheck).

INVESTING IN OUR AGENTS' SUCCESS

Our bi-annual Roundtable event has been a TGF staple for years, bringing our most promising agents from across the country together for a weekend of professional development and team networking. At these mastermind-style events, freight brokers have the opportunity to learn, grow and make some new friends along the way.

Each Roundtable features a panel of freight agents who candidly discuss how they've propelled their success to new heights by expanding their team. Calling on their own experience, panel members share how hiring an assistant can greatly enhance work-life balance, fuel revenue growth and ensure their logistics business runs as smoothly as possible.

No questions are off the table during the event, and we often cover a myriad of topics – overcoming objections, how to recruit and

manage a rockstar team, compensation and so much more.

Our Agent Roundtable also features some of the most renowned financial and estate planning experts in the nation. After all, with the compensation you'll be making, you're going to need the skills to manage it. The goal is to help strengthen our agents' financial futures by diving into investment strategies, saving for the future and diversifying income streams.

With Q&A sessions and plenty of time to form life-long friendships, Agent Roundtable events are a boost for freight agents at any stage of business. We think this event is pretty special. In fact, here's what TGF COO and co-owner David Barnes says: "No one else in the freight agent world is doing this. We're here to take better care of our agents than anyone else in the business." We don't just talk the talk. We walk the walk, and we're walking with our agents all the way to their biggest freight agency goals. Agents repeatedly look back at this weekend as a turning point in their careers.



I recognized that Tallgrass presented an excellent opportunity to make some real money. The Roundtable shifted my perspective, and ultimately, the direction of my book. For me, it was an eye-opening experience.

- Agent Jeff S.



REWARDING AN AWARD-WINNING TEAM

When we say we take care of our own, rewards and recognition are a big piece of that picture.

We never shy away from an opportunity to celebrate our agents' hard work. Nor are we shy about putting our incentives and sales programs on display. Because we're not going to sugar coat it: our rewards programs are the real deal.

Breaking records and achieving massive wins is what we live for. Three ways we communicate how valued our TGF family is to us: our Club 200, Diamond Club and Elite Circle rewards programs.



CLUB 200: GROSS PROFIT FOR THE WIN

The structure of Club 200 is unique. Just like everything we do, it's entrepreneurial and innovative by design.

While many freight broker programs focus on top-line revenue, Club 200 is all about gross margin — celebrating agents who generate \$200,000+ in margin for the calendar year.

Club 200 freight agents, and their plus-ones, enjoy an all-expenses-paid trip to Las Vegas. A weekend of world-class dining, extraordinary shows, casino experiences, live music, sensational spas and more? No wonder our agents look forward to it all year!

DIAMOND CLUB: CHOOSE YOUR ADVENTURE

Freight brokers who earn \$500,000 or more in gross profit in a year get to pick a destination of their choosing!

Because such an iconic accomplishment calls for an equally monumental reward. Diamond Club qualifiers receive a \$5,000 Delta Airlines travel voucher AND a \$3,000 Marriott travel voucher.

Want to snorkel in Hawaii? Ready to sail into the sunset on the coast? Planning an epic family vacation? Wherever you've been dreaming of traveling, the Diamond Club will get you there. Oh, and Diamond Club members also get to join Club 200 in Vegas.

ELITE CIRCLE: YOUR DREAMS, OUR PLANS

Over the years our agents continued breaking the Diamond Club ceiling, so we created the Elite Circle to honor the crème de la crème of freight brokers.

Team members who earn \$1 million or more in gross margin — a truly remarkable victory — are rewarded with a once-in-a-lifetime trip for two anywhere in the world.

You want to hang with elephants in Thailand? Score tickets to the Super Bowl? Scuba dive in the Aegean Sea? If you can dream it, we'll make it happen. Not only will you get to join the team in Sin City for our Club 200 trip, you'll also receive the Diamond Club bonus!



Tallgrass is always finding ways to spice things up, making it not only fun but rewarding making it fun to obtain new business and keep growing.

- Agent Jake H.





A FREIGHT CAREER TO FIT YOUR LIFESTYLE

At Tallgrass, entrepreneurship is embraced and celebrated.

So, forget about being stuck in a cubicle, struggling to climb the proverbial corporate ladder while management is breathing down your neck.

Our agents have the autonomy to be their own bosses and build their own books of business. But unlike other freight brokerages, *no one ever flies solo here*. Instead, we provide the mentorship, support and unparalleled resources needed for our agents to truly build a thriving business and take home top dollar!

BACK OFFICE SUPPORT

Being your own boss often means juggling all facets of a business, but not when you're part of the TGF family.

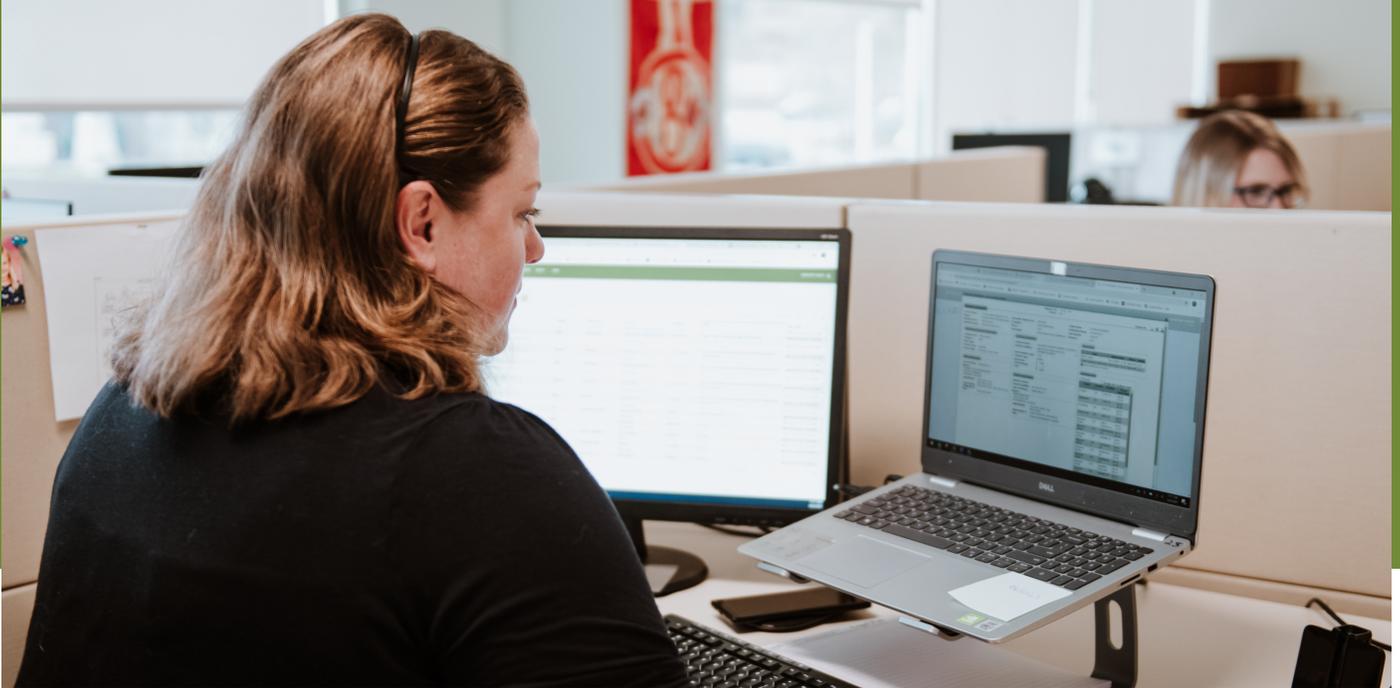
Our agents have the ability to take control of their future while enjoying the perks of a world-class back office to handle the administrative side of the business.

That means agents can focus on high-level activities, like revenue growth and nurturing strong customer relationships. And because of the exceptional support, our agents get the opportunity to step away from work and experience the kind of work-life balance that's often impossible when you're going at it alone.

Our back office support team is the best in the business. From billing to shipping and carrier support, this is a team you can really count on.

After all, who likes staying stagnant and not progressing forward? We don't simply cut you loose after a week of half-hearted training and leave you to fend for yourself. Instead, we invest heavily in professional development and continuing education programs to fuel your success to new heights.

Our agents truly experience the best of both worlds, resulting in the kind of lifestyle only the best get to live. They operate as their own boss – enjoying all the perks of business ownership – while having support from both management and their fellow colleagues to ensure they thrive.



FIRST-CLASS TECHNOLOGY TO STREAMLINE BUSINESS

The entrepreneurial life gets stressful without the right tools.

Another way we've invested heavily in our agents' success is with our first-in-class freight CRM system.

It was developed in-house to help our agents make more money and achieve the lifestyle they deserve.

Our system was built by freight experts, for freight experts — ensuring the entire program has the tools needed to catapult agent growth, streamline workflow, improve quality of life and solidify a healthy work/life balance.

What's more, because the CRM is tailor-made, we have the ability to continually adapt and refine features to ensure our agents enjoy an optimal experience.

From robust customer reporting capabilities and an intuitive booking system to easy accessibility to training and carrier information, our system is designed to streamline daily activities and offer agents cutting-edge technology to make their lives easier. When work is more efficient, there's no limit to what you can achieve.



“

I wanted to build something that was my own, that I could be proud of. From the technology and back office capabilities to the CRM and extensive resources, Tallgrass has really empowered me to go for it.

- Agent Tyler H.

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10 YEARS RUNNING – AND WE’RE ONLY GETTING STARTED



A TRACK RECORD OF SUCCESS

When you’re considering a move in your freight career, aligning yourself with the best freight agent network is crucial. Your own success and stability depends on the success and stability of the brokerage.

Here at Tallgrass, we’re not flash-in-the-pan types. We’re proud of our accomplishments, and we’re humbled to have earned the accolades to back it up.

AWARDS AND ACHIEVEMENTS

- Inc. 5000 Series: America’s Top Businesses in the Midwest — since 2020
- Inc. 5000 — ranked for six straight years
- Ingram’s Top 100 — five times on the list
- Kansas City Business Journal Best Places to Work — three years on the list
- Kansas City Business Journal Fast 50 — five years and counting
- Transport Topics Top 100 Logistics Company

We’ve made a name for ourselves in the freight ecosystem because we do things the right way and everything we do is designed for our freight agents’ success.

EXCEPTIONAL PEOPLE FUEL EXCEPTIONAL GROWTH

Our agents are ambitious, driven and dedicated. So we at Tallgrass do everything possible to make sure our agents are the best in the business. From compensation to agent development, our supportive back office to CRM system, it’s all about setting the stage for freight agents to thrive.

We’re established and we’re here to stay, but we’re only getting started.

It’s an ideal time to join Tallgrass Freight Co., as we move into our second decade of transforming the freight industry. The best freight agents in the nation call Tallgrass home because here, the sky really is the limit.

WHY TALLGRASS FREIGHT?

At Tallgrass, you'll always be surrounded by a group of people who are committed to driving your growth and success. Since the day we opened our doors in 2012, we've been committed to our agents. As we look toward the future, we couldn't be more excited to continue expanding our freight agent program and building out our team of entrepreneurial-minded freight agents across the country.

But top-tier compensation is only the beginning. TGF agents enjoy an amazing company culture, and award-winning corporation and so much more!

Ready to join the best in the business and gain access to the resources, tools and support you need to build the lifestyle you've always dreamed of? Learn more about joining our freight agent program today!

YOU WON'T FIND THIS ANYWHERE ELSE.

CONTACT US TODAY:

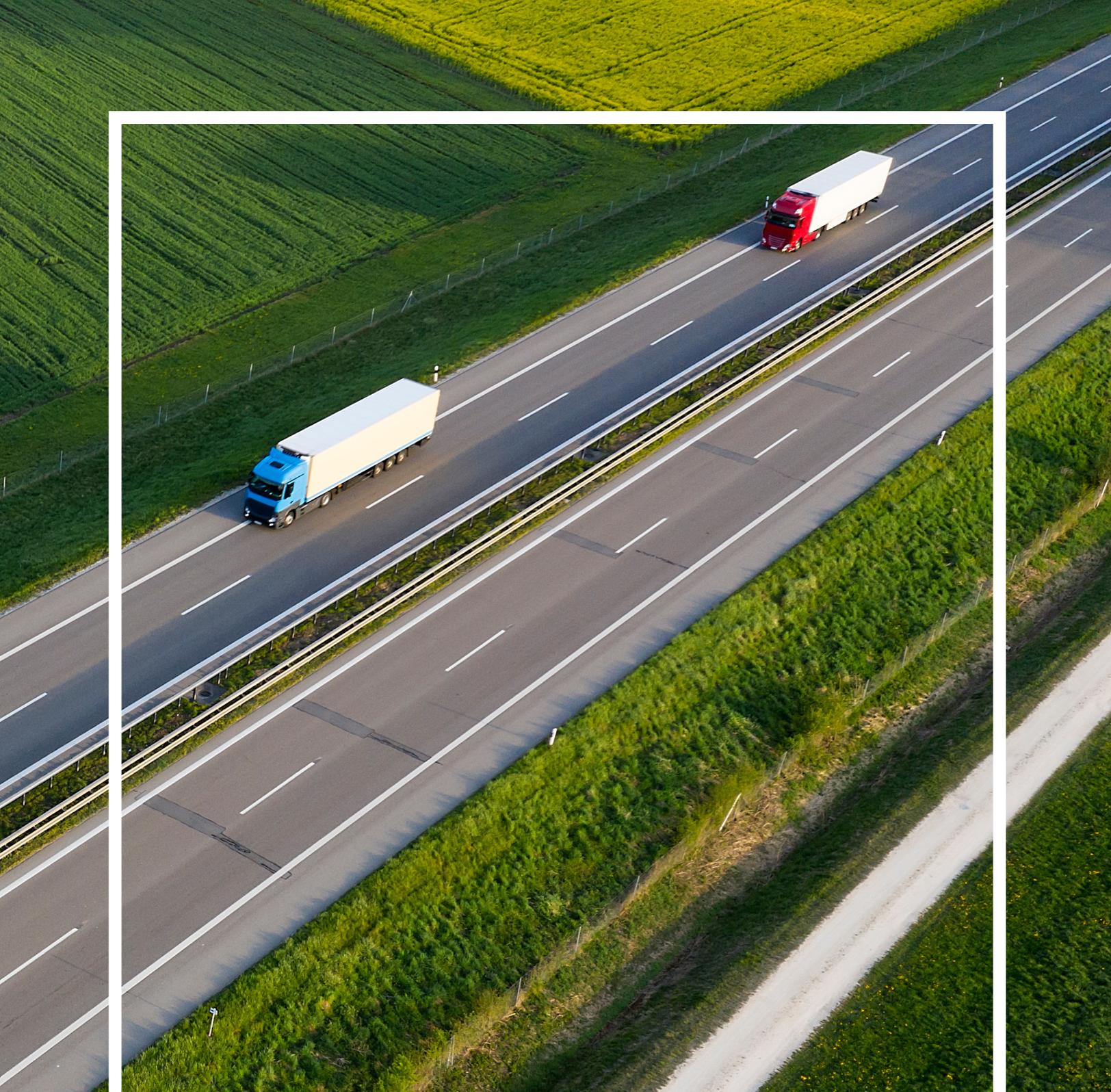
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