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About TQL

Total Quality Logistics creates greater supply chain efficiencies for our customers by combining industry-leading technology with unmatched customer service. Customers and carriers turn to us daily to solve their transportation needs with competitive pricing, continuous communication and a commitment to do it right - every time. Through our comprehensive portfolio of logistics services and network of 110,000+ carriers, we move 3.9+ million shipments of freight annually. Founded in 1997 in Cincinnati, Ohio, TQL is one of the largest logistics firms in North America, with 9,000+ employees in 65+ offices across the U.S.

Learn more at [TQL.COM](https://www.tql.com)



2nd
Largest Freight Brokerage Firm in North America
(source: management estimate)

\$7.5B
2025 Total Sales

OUR MISSION

To be the **leading service provider in the transportation industry** and continue to build a company that our employees, customers & carriers are proud to be associated with.

WE FOCUS OUR EFFORTS ON 3 KEY PILLARS:

1. **OUR PEOPLE**
2. **OUR COMMUNITY**
3. **OUR INDUSTRY & ENVIRONMENT**

MEMBERSHIPS & CERTIFICATIONS



Our People



TQL'S CULTURE IS BUILT ON FOUR WINNING PRINCIPLES:

PLEDGE INTEGRITY

EXCEED EXPECTATIONS

RECOGNIZE THE VALUE OF TEAMWORK

BE FORTHRIGHT ABOUT CONFLICT

ETHICS AND GOVERNANCE:



BUSINESS ETHICS

TQL's success is built on integrity and ethical conduct, earning the trust of customers, carriers, employees and partners. That trust grows through transparency, accountability and elite ethical standards. The Sales Quality Assurance team upholds these principles through policy guidance, compliance audits and rigorous review of sales operations.



ANTI-CORRUPTION

TQL strictly prohibits corruption, bribery and other improper payments and takes all necessary steps to prevent them. Suspected violations can be reported anonymously via the TQL Ethics Line at 800.580.3101 ext. 56240 or by emailing Compliance@tql.com.



HUMAN RIGHTS

TQL and its business partners must follow all laws regarding child labor, forced labor, wages, working hours, working conditions and non-discrimination. Our commitment to a safe, healthy workplace is strengthened by regular health and safety risk assessments, thorough employee training and clear communication about available health benefits.



Our People

Our Employees: At TQL, our biggest asset is our employees. We offer benefits and opportunities that help employees better themselves, build team camaraderie and make a positive impact on our communities.



DEVELOPMENT - TQL is committed to advancing career development by providing comprehensive training and management support to 100% of our employees.

LEADERSHIP PROGRAMS

We grow future leaders through **LEAD TQL**, with hands-on training, coaching and mentorship. Employees learn from senior leaders and build strong networks, we're proud that **75+% of leaders are promoted from within.**

MILESTONE CELEBRATIONS

We recognize our people for excellence across the organization, including annual **international all-expenses-paid recognition trips.**

CAREER DEVELOPMENT

Our Learning & Development team drives career growth through focused development programs. **All employees receive training, resources, mentorship and support** to grow their careers.

EMPLOYEE RESOURCE GROUPS



900+ LIFETIME WORKPLACE & INDUSTRY AWARDS



11x Great Place to Work Certified



11x G.I. Jobs Military Friendly Employer



2x VETS Indexes Employer



3x Fortune 100 Best Companies to Work For

Our Community

We give to causes our employees care about by amplifying their time and donations with grants. On average **79% of TQL'ers donate to charitable causes** – 68% above the national average.



“TQL leads with heart, and its commitment extends far beyond philanthropy. Employee generosity—and the way TQL’s team consistently shows up in service—brings comfort, stability and hope to the thousands of families who call Ronald McDonald House home each year. Families feel the impact of partners like TQL, whose support makes the compassionate care we provide possible.”



-Sarah Jordan
Director of Development,
Ronald McDonald House Charities of Greater Cincinnati

LIFETIME CHARITABLE GIVING

\$36.9M
DONATED
SINCE 2006

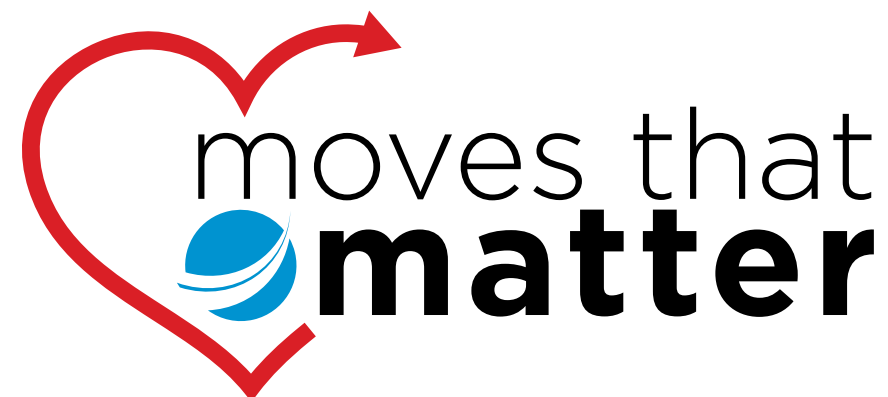
\$1M+
CANCER AWARENESS MONTH
DONATIONS SINCE 2010

\$500,000+
MILITARY MONTH
DONATIONS SINCE 2009

856+
TEAM VOLUNTEER
EVENTS SINCE 2021

\$100,000
HEART MONTH
DONATIONS SINCE 2018

27,000+
MILITARY CARE PACKAGE
DONATIONS SINCE 2018



Through **Moves that Matter**, TQL donates its logistics expertise and 110,000+ carrier network to transport charitable goods to people in need. After reaching a \$2 million pledge, TQL increased its commitment to \$3 million in 2025.



Our Community



Our strength comes from the communities we serve. Through the dedication of our team members, we give back to the people and causes that matter most. Our **four pillars of giving** create lasting impact and build a brighter future for all involved.



PILLARS OF GIVING - 2025 IMPACT

FOOD WASTE/DISASTER RELIEF

By **relieving the burden of logistics** during times of disaster and food scarcity, nonprofits can focus on serving more communities in need. Our **customers donate the goods, and we cover the transportation at no cost.** In 2025, TQL covered the cost of **495+ charitable shipments.**

HEALTH & WELLNESS

In 2025, TQL **donated over \$150,000** to The American Cancer Society and American Heart Association **to fund healthy living and lifesaving research.**

MILITARY

TQL'ers bring 1,600+ years of military service to the logistics industry and we proudly support military service members. In 2025, TQL **donated \$36,000 and customized 3,500 care packs** befitting Disabled American Veterans.

WOMEN & CHILDREN

TQL'ers volunteer to bring joy to kids supported by Big Brothers Big Sisters and Boys & Girls Clubs with events like a Summer Picnic, Back to School Bash and Christmas Party. In 2025, TQL **donated a total of \$200,000** to support both programs.

\$4.5M
DONATED IN 2025



Our Industry & Environment

TQL's Health, Safety, Security & Environment (HSSE) and Responsible Care Policy reflects our commitment to improving health, safety, security and environmental performance.

TQL equips customers with the expertise and tools they need to advance their sustainability goals. We provide CO₂ emissions reporting, Empty Miles data and Tier Two diverse-spend reporting, giving shippers clear visibility into their impact. Every TQL employee receives sustainability training, further strengthening the support we deliver.



COMMITMENTS & PARTNERSHIPS

SCOPE 1, 2 & 3

Advances Science Based Reduction Targets for our Scope 1, 2 and 3 greenhouse gas emissions.



ECOVADIS AND CDP

Reports annually to EcoVadis and CDP to evaluate HSSE systems and performance. Earned a CDP rating for quality, completeness, and maturity of environmental disclosures.



SMARTWAY TRANSPORT

Partners with the EPA's SmartWay program (since 2010) and works with 1,900+ SmartWay-qualified carriers. Maintains a goal of achieving a SmartWay ranking of 5 for grams per mile of CO₂ while advancing freight efficiency through measurement and benchmarking.



SUSTAINABLE PROCUREMENT

Manages environmental risks by partnering with suppliers and business partners that align with our sustainability goals and social practices.



RESPONSIBLE CARE MANAGEMENT SYSTEM

Maintains a certified Responsible Care® Management System that integrates environmental, health, safety and security practices across operations, supporting employees, offices and the safe transport of chemical products with 2,000+ active Hazmat carriers.



Our Industry & Environment

EXCEEDING OUR EMPTY MILES PLEDGE

Empty miles, or deadhead miles, are miles carriers drive without freight, resulting in higher costs, greater emissions and reduced efficiency. Leveraging our proprietary technology and 110,000+ carrier network, TQL pledged in 2021 to cut 45 million empty miles by the end of 2024.

We surpassed that goal early, eliminating more than 65 million empty miles, and **set a new target: reducing an additional 25% (by load count) by 2030.**



FUTURE GOALS



Move **100,000 truckloads** annually using alternative fuels, supported by the **TQL Alternative Fuel Map**, by 2030



Maintain **SmartWay** Ranking of 5



25% of Drayage move on EVS by 2027



Exceed **444M+** **SmartWay Miles** traveled



2025 Inbound Logistics 75 Green Supply Chain Partner

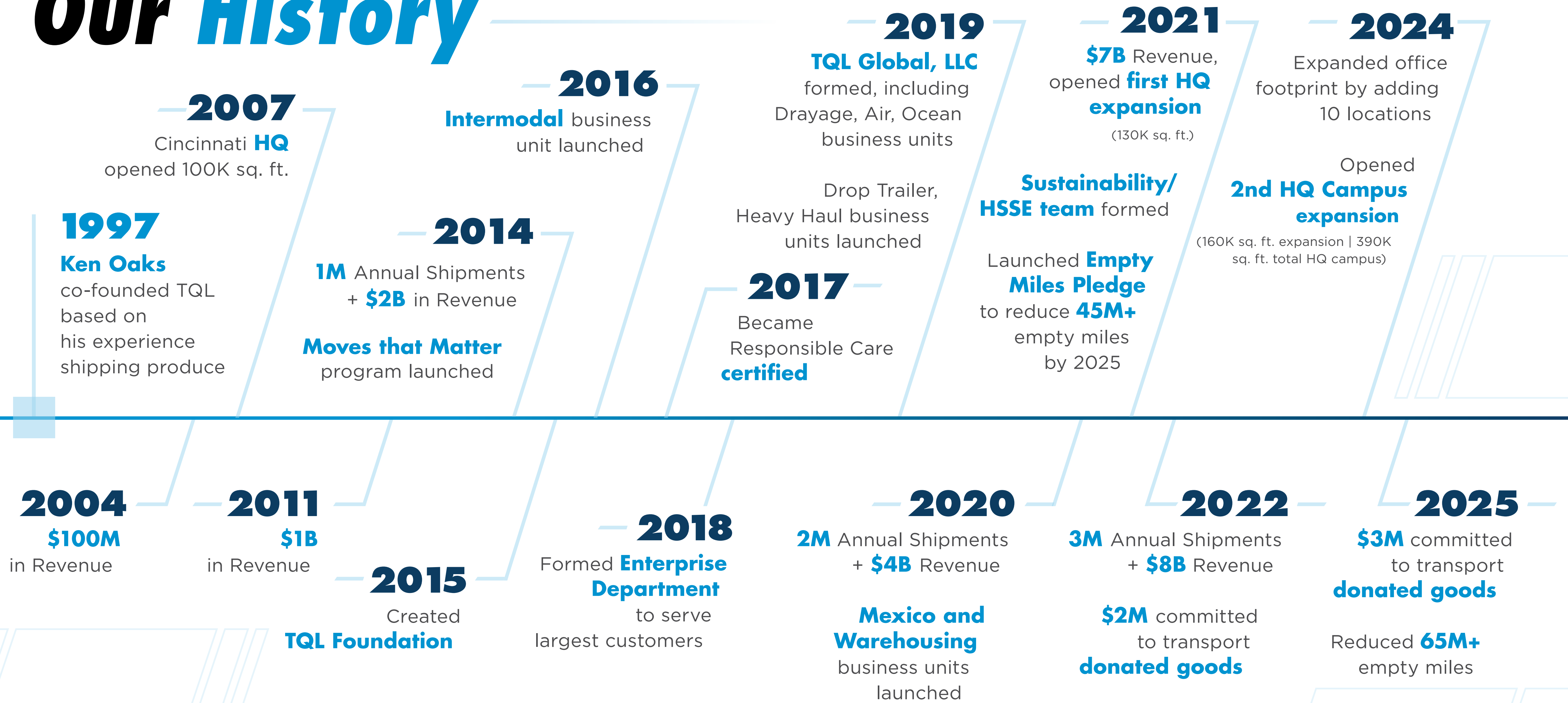


2024 Whirlpool Supply Chain Supplier Award for Operational Excellence



Responsible Care Initiative of the Year (2025) and 6x Program Partner of the Year

Our History





TOTAL QUALITY LOGISTICS

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