

MAKE THE RIGHT TURN.

AVERITT *TURN HERE* ➔





36
acres

182
dock doors

24/7
operations

**Secure
Facility**



pick your path.

When you join the Averitt team, there's no telling how far you'll go. Because with multiple business units, hundreds of different positions and facilities all across the U.S. to choose from, opportunities abound.

Those opportunities exist because of our commitment to three things: our customers, our associates and our future. And every time we grow in one area, the other two naturally get better. This is what we call The Winner's Circle, and it's what helps us stay focused on getting better every day.

Just ask the hundreds of associates who have been promoted to leadership positions. Or the thousands of current associates who have been with our team for 20 years or more. They've found something special at Averitt. And we think you will too.

So whether you're looking for work behind the wheel or behind a desk, there's one thing you'll find everywhere with Averitt: plenty of room (and support) to grow.



our driving force is people.

We believe we have the finest team in the world, and we like to treat them that way. From making sure everyone gets off to a good start with paid orientation to offering various benefits for associates and their families, we take care of our own.

BENEFITS

These are just some of the benefits Averitt offers all full-time associates:

- Low-cost, comprehensive medical, prescription, dental, vision and hearing insurance
- Paid time off including 8 paid holidays (after 90 days)
- Profit Sharing plan allows you to share in the rewards of our efforts, with a portion of our profits given back to you as monthly direct deposits into your retirement account
- Company-paid life insurance and short-term disability benefits
- Flexible spending accounts
- Family and personal counseling
- Health and wellness coaching programs
- Safety and service recognition programs
- Career advancement opportunities/promotions from within
- Associate discounts on vehicles, computers, cell phone service and more
- Referral rewards – cash bonuses for referrals
- Red Thinkin' Rewards – points-based program that encourages you to meet specific goals and in return earn points toward gift items

ORIENTATION

All full-time associates attend a one- to four-day paid orientation program at our corporate campus in Cookeville, TN. In addition to compensating you for your time, Averitt will also provide lodging, transportation and all meals.

For more details on benefits and our orientation programs, please visit [AverittCareers.com](https://www.AverittCareers.com).

the power of giving back.

For decades, our associates have developed a unique culture of giving back to our communities, establishing an extraordinary tradition of giving to those in need.



averitt
cares for
kids

AVERITT CARES FOR KIDS

This non-profit charitable giving organization is funded through associate contributions, as well as through company contributions made in recognition of associates' accomplishments, participation in Team Up Community Challenge projects, and life events. Associates elect to have \$1 per week contributions deducted from their payroll on a weekly basis. Nearly 96% of our associates participate in the program.

Since 1986 Averitt has donated over **\$11** million to charity. In 2019, associates raised **\$1,000,001** for St Jude.



TEAM UP COMMUNITY CHALLENGE

This program exemplifies the spirit our Averitt family has demonstrated when working together to give back to our local communities. It signifies how we work together to accomplish goals for our customers and our communities. Team Up also signifies our commitment to help others succeed through local community involvement, and the ongoing donation match back to Averitt Cares for Kids.

94 total teams + 210 total organizations served + 6,161 total hours

TEAMUP
COMMUNITY CHALLENGE



join our ranks.

If anyone knows how to work as a team and value others, it's the men and women who have served our country. The level of leadership, pride and professional experience they bring to the table is a perfect fit with our own company's culture. Which is why we're always eager to hire former military personnel.

We are proud to offer the GI Bill Driver Training Program. If you qualify for Post-9/11 GI Bill benefits, you are eligible to get up to 12 monthly payments from the Department of Veteran Affairs while you receive paid on-the-job training with our regional or dedicated truck driving unit.

If you've served or are serving in the military, please reach out to us or visit AverittSalutesYou.com to find out more about joining our ranks. We'd consider it an honor to work alongside you.



Ty Moore
Air Force

Let's get started. Visit AverittCareers.com or call 888-AVERITT / 888-283-7488.

there's more to life than the road.

We know our drivers are the best. We also know that they aren't just drivers. Which is why we work hard to make sure life off the road is good too. How? With things like weekly home time, great benefits and the chance to make a good living as well as a good life.

- Home weekly – 84% of our Regional Drivers are home by noon on Saturdays with the option of being out longer and averaging higher miles
- Highly competitive pay (see our latest pay options on [AverittCareers.com](https://www.AverittCareers.com))
- Company-sponsored per diem program
- Stop, breakdown and layover pay
- 25-state regional coverage – no NYC or Canada
- 100+ Averitt locations to safely park and rest
- 100% no-touch freight
- Several intelligent safety features: collision-avoidance, lane-departure system, anti-jackknife/rollover stability and more
- Assigned safe, modern equipment with automatic transmissions
- Multiple driver support centers available
- Company provided uniforms

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- 21 years or older
- Class A CDL
- Six months of tractor-trailer (T/T) experience within the past three years

SHORT ON EXPERIENCE? Our training programs can quickly bring you up to speed:

If you have four months' T/T experience in the past three years or six months of T/T experience in the past five years, we will train you for one to three weeks at \$800/week. GI Bill Driver Training Program available.

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we've got your back.

From knowing how to properly tarp a load to safely getting cargo on and off the truck, being a flatbed driver takes brains and brawn. In fact, it's the toughest job on the road. So when you're out on a run, we're right there with you. Averitt has more than 100 facilities where you can safely stop for the night, shower and even exercise. We'll also make sure you have the best tractors and trailers in the industry, and all the support you need to get the job done right.

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- Home weekly
 - 15-state coverage area; no NYC or Canada
 - Highly competitive pay (see our latest pay options on [AverittCareers.com](https://www.averittcareers.com))
 - Company-sponsored per diem program
 - Tarping/retarping, stop, breakdown and layover pay
 - Assigned safe, modern equipment with automatic transmissions
 - Newer aluminum trailers, DOT headboard, large toolboxes and sliding winches
 - Company-provided load securement and protection equipment
 - Company provided uniforms
-

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.averittcareers.com))

- 21 years or older
- Class A CDL
- Six months of tractor-trailer (T/T) experience within the past three years

SHORT ON EXPERIENCE? Our training program can quickly bring you up to speed:

If you have four months' T/T experience in the past three years or six months of T/T experience in the past five years, we will train you for one to three weeks at \$800/week.

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no surprises here.

Driving for the same customers certainly has its benefits. Unlike other positions, our dedicated drivers have a better idea of the number of miles and hours (not to mention pay) each week holds. And since they know their customers' typical freight load, they're never surprised or slowed down by unusual shipments. Enjoy weekly, mid-week, or even daily home time depending on the account.

- Pay/add-on pay varies by account (visit [AverittCareers.com](https://www.AverittCareers.com) for full details)
- Company-sponsored per diem program (based on account)
- Safe, modern equipment with automatic transmissions
- Tractor and trailer types vary by account
- Some accounts offer yard switcher positions
- Company provided uniforms

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- 21 years or older
- Class A CDL. If hazmat endorsement is required by the account Averitt will reimburse the cost if obtained within 30 days.
- Six months of tractor-trailer (T/T) experience within the past three years

SHORT ON EXPERIENCE? Our training programs can quickly bring you up to speed:

- If you have four months' T/T experience in the past three years or six months of T/T experience in the past five years, we will train you for one to five weeks at \$800/week.
- Less than four months' experience or recent driving school graduates will train for five weeks at \$800/week through our Student Driver Training Program. We offer a \$4,800 tuition assistance bonus, payable after completing orientation at a rate of \$150/month for the first 12 months and \$250/month for months 13-24. GI Bill Driver Training Program available.

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something for everyone.

With a company the size of ours, you know you're always going to have options. Take our less than truckload (LTL) jobs, for example. Whether you're interested in doing something different every day or prefer more of a routine, we have just the thing for you.

CITY DRIVERS

Thanks to their daily local routes, our city drivers get the chance to develop long-term relationships with our (and their) customers. Of course, the daily home time is pretty nice too.

SOLO SHUTTLE & TEAM SHUTTLE DRIVERS

Our shuttle drivers transport LTL freight to other Averitt service centers. Just drop and hook, and you're on your way to your next destination. With gate-to-gate mileage pay (not HHG), multiple home time options and the many other benefits of being an Averitt associate, there are plenty of things to like about this job.

- **Solo Shuttle:** Drive a predictable route, leaving in the evening and arriving back home at your origin the following morning. Home daily!
- **Sleeper Shuttle:** Move LTL freight through multiple facilities over the course of your work week. Home weekly!
- **Team Shuttle:** Run multiple shuttle routes across the Averitt network. Bring your own co-driver, or we can pair you with a compatible co-driver. Home weekly!

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- Modern, safe, CSA-friendly equipment
 - Pay varies by position and will be discussed during interviews
 - Company-sponsored per diem program (Team Shuttle only)
 - Company provided uniforms
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MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- 21 years or older
- Hazmat and tanker endorsements preferred; must be willing to obtain endorsements (required for Shuttle)
- Minimum 4 months' (1 year preferred) tractor-trailer experience within past 3 years

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an Averitt production.

As our reputation for outstanding service continues to grow in the entertainment industry, so do opportunities for our associates! On Tour Logistics (OTL) supports concert tours, sporting events and just about everything entertainment-related. The OTL team needs friendly, personable Averitt Regional Drivers that enjoy meeting new people and who have a desire to commit to multiweek runs.

If you are chosen as an OTL driver you will be trained on many elements of touring and entertainment production procedures like backstage terminology, loading, securement and blind-side radio-controlled backing.

OTL has two types of loads: **production and tours.**

Production runs are one-time moves that can be one-ways or round trips, and could include layovers. Tours could be for 10 days or up to 10 months – it just depends on what the customer/entertainer needs. While on a tour, most of the driving is done at night after a show is over and the staging is torn down and loaded.

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- Mileage when running production and regional
 - Salary when touring
 - Option to run regional when not on tour
 - Company-sponsored per diem program
 - Company provided special OTL uniform package
-

MINIMUM REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- Three months' experience with Averitt, 1 year tractor trailer experience within the past three years
- Commitment to be on tour for months at a time
- Completion of flatbed certification and hazmat endorsement
- Passport for tours in Canada (Averitt will reimburse once selected for OTL if drivers do not already have)
- Ability and willingness to assist in loading and unloading the trailers

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think (and move) fast.

Whether they're using top-of-the-line technology to keep track of shipments or managing the day-to-day loading and unloading of freight throughout our system, our dock associates are the backbone of our facilities. And because they're so familiar with our inner workings, they also make great candidates for operational leaders as new positions arise.

- Pay based on experience
- Uniform program – Averitt will provide
- Modern propane-powered forklifts (some computerized)

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- 18 years or older



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join our pit crew.

Our diesel mechanic team may work behind the scenes, but this skilled crew plays a mighty important role in the company. Besides keeping our fleet up and running, they also keep our drivers safe on the road.

- Work exclusively on Averitt's private fleet in a professional work environment
- Competitive hourly pay based on how long you're on the clock, not just how many hours you spend fixing an issue
- Uniforms provided and routinely cleaned
- Clean, safe shop facilities
- Provide bumper-to-bumper preventive maintenance service and/or repair to tractors, trailers and Toyota forklifts
- Use computers for diagnostics and troubleshooting

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

- 18 years or older



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make a difference.

Our sales representatives are company ambassadors, relationship builders and problem solvers. By working every day with key decision makers, listening to customers' needs and coming up with solutions, they make everyone's business better.

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- Generous weekly salary based on experience and location
 - Company car provided
 - Identify, maintain and expand daily customer relationships
 - Professional, energetic and strong working environment
 - Family-oriented culture
-



Let's get started. Visit AverittCareers.com or call 888-AVERITT / 888-283-7488.

keep us in motion.

We have an all-star team managing our behind-the-scenes activities that allows all other associates to focus on their various roles. If you're a born organizer, detail-keeper, communicator or any other kind of administrative mastermind, come help keep our entire company in motion.

MINIMUM HIRING REQUIREMENTS (See full details at [AverittCareers.com](https://www.AverittCareers.com))

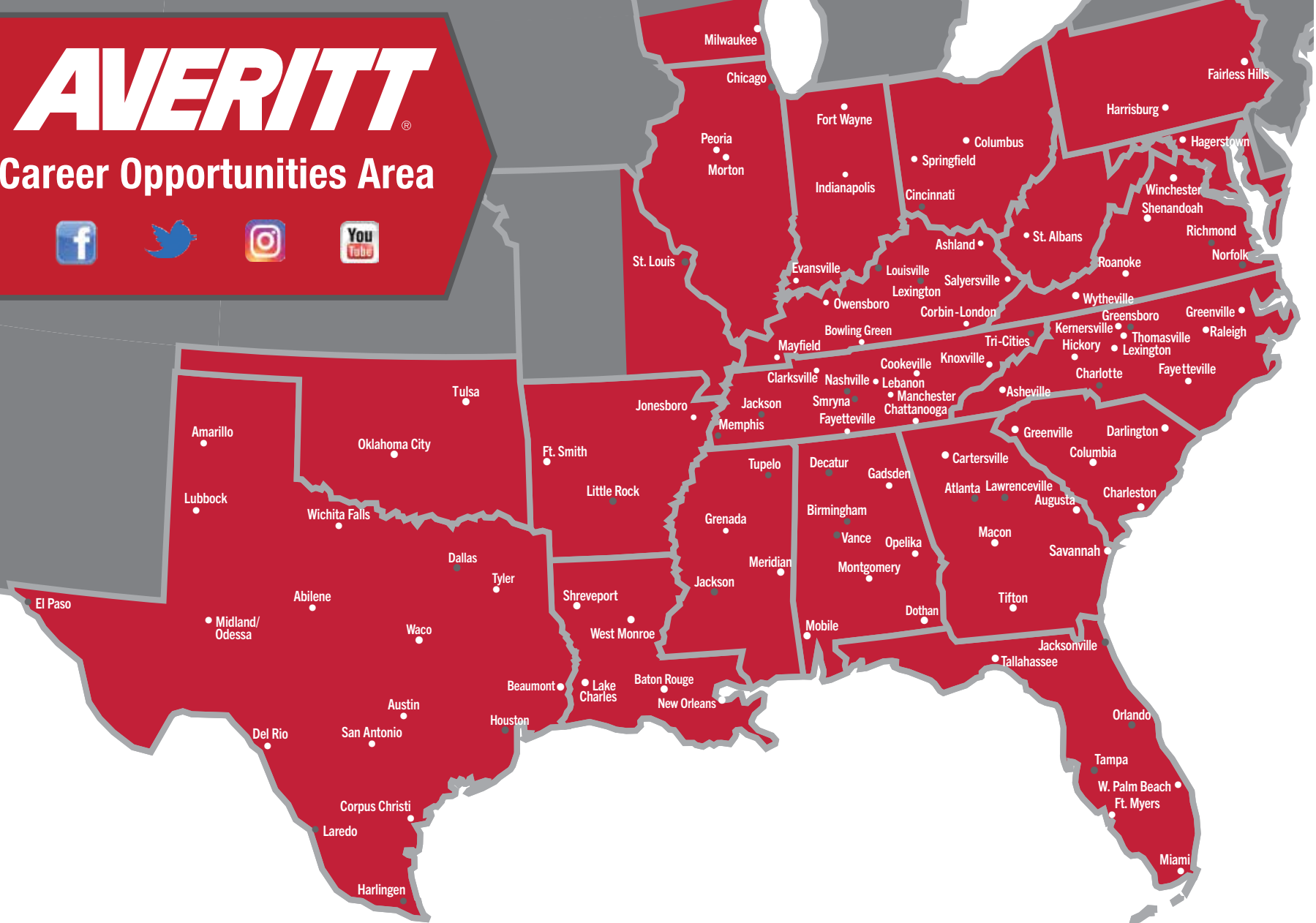
- Must be 18 years of age
- High school diploma or GED; college degree or attending college/university preferred



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Career Opportunities Area



this is just the beginning.

When it comes to finding a career, the best place to look is ahead. Which is exactly what you're doing by considering Averitt. We're in this business for the long term. In fact, we've been building careers since 1971, and our company shows no signs of slowing down.

Give us a call or visit our website to find out where and how you can become part of our team. We can't wait to meet you!

Averitt Express is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to sex, gender identity, sexual orientation, race, color, religion, national origin, disability, protected veteran status, age or any other characteristic protected by law.



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