

THE VALUE OF BEING AN AVERITT ASSOCIATE

Compensation/Financial

Paid Time Off – for time away to rest and reset; number of weeks grows with tenure

Paid Holidays – eight days per year to enjoy

Tool Allowance – available to new maintenance professionals to help jump start their careers

Profit Sharing – each month, 20% of our profits are given back to associates as direct deposits into their 401(k) accounts

401(k) Program – set up for associates along with automatic enrollment and professional retirement planning services

Referral Rewards – \$1,000 cash payout for referring friends and family that are hired



Scholarship Programs – available to associates and dependents for college expenses

Associate Discount Program – deep discounts on phone service, computers, tires, gym memberships, car rentals, and other purchases from various partners

Health Benefits



Medical, Vision and Dental coverage – one of the most comprehensive, affordable, and robust packages in the industry featuring BlueCross BlueShield

Company Paid Life and Disability – to help protect your family, this ensures that you continue to receive a portion of your income for up to 26 weeks in the event of a disability

Supplemental Insurance – life, accident, critical illness, long-term disability and more available at affordable group rates

Prescription Benefit – comprehensive to help save money and save even more with mail order and 90-day prescriptions

Telemedicine Services – consult with a physician from anywhere 24/7/365

Employee Assistance Program – mental health, family counseling, financial wellness, and other professional services experts available 24/7/365

Health and Wellness Discounts – available for a wide variety of items and gym memberships
Flexible Spending and Health Savings Accounts – set aside money from your paycheck for health care and dependent care expenses with tax-free dollars

Hearing Care and Hearing Aids – for associates and family members under our health care plan

Nicotine Cessation Program – receive free medications and support to kick the habit for good

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Career Growth/Training

Career Advancement and Promotion - hundreds of associates promoted to leadership each year

Transfers – hundreds of associates transfer each year to other positions, other service units, and/or other geographic locations within our footprint

Training and Development – we invest in ongoing development including safety training, driver skills development training, on the job training, and leadership development

Dock to Driver Program – acquire a CDL at no cost while working and earning a paycheck

Mentorship Program – teams our dock associates and new drivers with seasoned associates

Leadership Development Program – designed specifically to teach associates important skill sets that prepare them for leadership role and supports our legacy of promoting from within

Internship Program – designed to give an overview of career opportunities at Averitt and is open for current students (including associates' children and family members) to apply

Veterans On-the-Job Training Program - Veterans participate in training and learn new skills while receiving OJT benefits from the military and a paycheck from Averitt

Recognition

Red Thinkin' Rewards – points program to recognize years of safety and service, as well as hitting team and individual goals. Points cashed in for trips, electronics, and other items

Service Awards – associates are recognized and celebrated for length of service, including special recognition on uniform shirts

Safety Awards – associates are recognized and celebrated with certificates, press releases, award points and letters from our owner for achieving yearly safety milestones

Over 20 Team – associates who hit this milestone and beyond are recognized specifically for their tenure

R+ Program – unique to Averitt, we reward individuals and teams, tangible recognition by leadership for a job well done



Giving Back

Averitt Cares for Kids – part of Averitt Charities, associates get to be part of over 30 years of giving back and supporting the good works of St Jude Children's Research Hospital, with more than \$15 million donated

Team Up Community Challenge – another part of Averitt Charities through which associates can participate in giving back to local charitable organizations with various events and activities, knowing their efforts also result in matching contributions by the company to Averitt Cares for Kids

Environmentally Friendly – Averitt is committed to protecting our planet in tangible ways by making sustainability a part of every decision we make



Professionalism

Professional Uniform Program – to reflect being part of the team and showing pride in representing the Averitt brand

Uniform Allotment – given annually to help offset uniform costs

Communication/Culture

Open Door Policy – leadership invites/encourages all associates to share information and suggestions at any time

Talk to Gary – direct access to our owner, who responds to each and every associate

Open Line – direct line to corporate leadership, who responds to each and every associate

Suggestion Process – we encourage associates to provide any and all suggestions

Mobile App – for efficiency and convenience of our team

Driver Advisory Council – team committed to sharing best practices and suggestions from drivers of all types across our system

Driver Services and Driver Support Team - one-on-one support of our OTR drivers to ensure they have a go-to person for any and all things that come up on day-to-day life at Averitt

Email Newsletters – to keep associates and family up to date on happenings across the system

Podcasts and Videos – to share the most recent news and information associates want to know about

Social Media Outlets – Averitt pages to stay up to date and communicate with team members on all facets of life

Ambassador Team – Averitt retirees are invited to stay connected to the team and involved in facility activities when they become part of this unique group

Cookouts, Team Events and Family Gatherings – sponsored across our system year-round as an opportunity to recognize associates, bring groups together and include family

Privately owned – independent company with over five decades of profitability, innovation, growth, and stability

Continuation plan – ensures the health and wellbeing of Averitt for generations to come!

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Equipment/Technology

On-site Maintenance – convenient, state-of-the-art on-site facilities across our system staffed with highly trained maintenance professionals

Mobile Maintenance Team – we come to you in the event of a breakdown away from the facility

State-of-the-Art, Late Model Equipment – we provide the latest model equipment specced with advanced safety and comfort amenities

In-Cab Tablets – latest technology to reduce paperwork and improve accuracy

Facilities

State-of-the-Art Facilities – professional, clean, safe and well-lit facilities in over 80 locations

Driver Support Centers - numerous amenities, such as showers, lounge areas, washers/dryers, gyms, and on-site leadership

Parking – secure, fenced, well-lit parking spaces for local and over-the-road drivers

On-site Fuel, Wash, and Scales – another convenience to eliminate wait time for our drivers