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	<b>2</b>	Leave the "Password" field blank.
	<b>3</b>	Click on "Sign In" (NOT "Register").
	<b>4</b>	You will be prompted to create a password, then you will be brought back to the login page to enter your User ID and new password.
<p><b>DESIGN COLLECTIVE®</b>  by <b>Cintas</b></p>	<b>5</b>	You can also call 1-800-211-0314 to place your order over the phone or if you need to reset your password.
<p>For questions regarding the uniform program, send an email to <a href="mailto:uniforms@AverittExpress.com">uniforms@AverittExpress.com</a>.</p>		



2021 | **UNIFORMITY**  
*Celebrating 50 years of professionalism*





2021 marks an important milestone. It’s our 50th year as a team. When we began in 1971, our goal was to set the standard in the transportation industry. And we’ve upheld that tradition today as we continually look for creative and innovative ways to deliver outstanding service for our customers.

Many things have changed since that time. Our equipment. Our facilities. Even our uniforms. One thing has remained the same – our commitment to Our Associates, Our Customers and Our Future.

The uniforms we wear are a strong statement about what it means to be part of the Averitt team. It means we’re transportation professionals. It means we’re focused on doing things the right way. And it means we’re working toward a bright future together.

Thank you for all you do to help our team stay strong. Thank you for proudly wearing the Averitt red.

*Gary Sasser*  
**Our Driving Force is People**



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50  
years

# Some things never change.

This year's Uniformity catalog has a special meaning.

Because as we celebrate Averitt's 50th anniversary, it's the perfect time to reflect on the fact that we were among the first in the industry to have a team of uniformed associates.



That might not seem like a big deal now, but it was a sign of things to come.

We've always believed that if you hire the right people, and trust them to do right by the customer, good things will happen.

You've definitely proven us right.

We've also believed that when you look good, you feel good. And when you feel good, it's that much easier to be good.

That's why we take our uniforms so seriously.

They're a sign of our standards – and a sign of your professionalism. Neither one of which has changed a bit over these last 50 years.

From the very beginning, your talent, integrity, and commitment have helped move this company forward.

And those qualities have been even easier to spot than a bright red shirt.

So thank you for the passion, skill, and uniform sense of pride you bring to the job every day.

We're every bit as grateful today as we were back in 1971.

50  
years / 05



# There aren't a lot of companies that get to celebrate 50 trips around the sun.



But then, there aren't a lot of companies that have the kind of associates we do.

For all the success Averitt has enjoyed over the years, every single bit has been made possible because of you.

We've been blessed to build a career alongside some of the very best in the business. And not just the best professionals – but the best people you'd ever want to know.

We're proud of our past. And excited for our future. So as we celebrate half a century of delivering for our customers, we're already looking forward to what our next 50 years together hold.

## *A stitch in time.*

As one of the first carriers in the nation to have a uniformed team of associates, we've long had a reputation for professionalism. But the clothes are only a small part of what's made that reputation possible. The real difference has been the people IN those uniforms. So as a way to commemorate our 50th anniversary, we're adding a special "50 years" embroidered logo on every shirt and hat in this year's catalog. Wear it with pride, and with the knowledge of the important role you play in the bright future that lies ahead.

(In the pages that follow, you'll notice we've had a little fun reminiscing about the '70s. Those who lived through the decade might recognize a few things. For those who didn't, well ... that's why Google exists!)





# Okay, a few things HAVE changed since 1971.

For instance, bell-bottoms and shag haircuts are out. But our grooming guidelines remain focused on creating the most professional, uniform appearance for our associates.

## Hats

Associates should wear only Averitt-approved headwear. No hats or clothing with another company's logo. Wear your Averitt hat with the bill facing forward.



## Grooming

This isn't Woodstock. So please keep yourself well groomed and free from offensive body odors.



Men's hair should not extend beyond the earlobe in the front, or below the collar in the back. (Apologies to all Bee Gees fans.) Ladies should pull their hair back.

Hair must be a natural color. No green, purple, etc.

Due to possible allergies or sensitivities, associates should not wear personal fragrance products with a noticeable scent. Leave the Paco Rabanne at home.

Facial hair should be groomed according to handbook guidelines. No Frank Zappa tributes, please.

Visit [InsideAveritt.com/handbook](https://www.insideaveritt.com/handbook) for additional image and uniform guidelines.



## Clothing

Clothing should be neat, clean, and in good repair. (Frayed pants are so 1971.)



**For tips on how to remove several common stains, see page 26.**

All shirts should be tucked in and buttoned – except for Averitt-approved no-tuck shirts and women's shirts with side slits in the lower hem.

Approved gray pants should fit properly, rest on the hips, and be worn with a black belt. Also, no hot pants here – shorts should not be higher than 3 inches above the knee.

## Accessories



Belt buckles should not be oversized, or feature excessive designs. Please remove any visible body piercings – including tongue piercings – while working.

No excessive jewelry or accessories such as pins or buttons should be worn. (Mood rings were always a bit clunky anyway.)

Women may wear earrings, but hoops and dangling earrings may not be worn while handling freight.



## Shoes

Shoes should be black, polished and in good repair. (No go-go boots or platform shoes.)



For safety, some shoes are also available with steel toes. **See page 21 for all options.**

Black or gray socks only – no white or multicolored. That goes double for knee-high tube socks.

## Also...

No hats or clothing with another company's logo are allowed. (So that Allman Brothers T-shirt should stay in the drawer.)

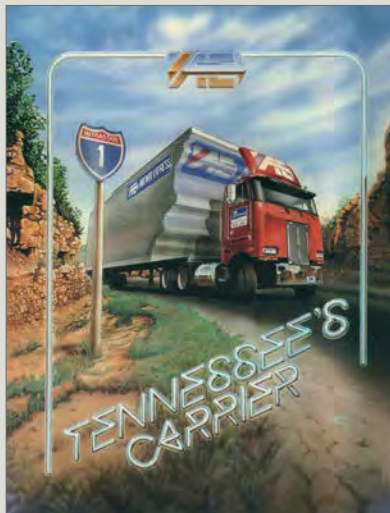
All tattoos should be covered or inconspicuous. No offensive or disturbing tattoos are allowed. **See page 19 for a sleeve option for covering tattoos.**

Your garments and hats should always stay their original Averitt Red. If it's starting to fade or fray, it's time to replace it. **See page 27 for how to decide whether to repair or recycle your Averitt gear.**

Additional information is available at [InsideAveritt.com/handbook](https://www.insideaveritt.com/handbook)



# A uniform reflection.



When it comes to reflecting on the values that have endured through the years here at Averitt, you can't ask for a much better guide than Phil Pierce, our Executive Vice President of Sales and Marketing.

Recruited when the company was still in its early years, he was, as he likes to say, "the 93rd person on the payroll." And he quickly realized this wasn't going to be like anywhere he'd worked before.

wasn't much pride about it. Everyone was wearing street clothes ... cowboy boots ... you'd look at other carriers and there was no sense of a professional 'team.' But Gary Sasser said 'We're going to create an environment that we're proud of. We're going to be different.' And that's exactly what we did.

"The uniforms were a huge part of it. That, and the way we treated the equipment. It was all about creating an image that every single associate – and every single customer – could take pride in. We wanted to stand apart. Be special. We weren't 'truckers.' We were transportation professionals. And we wanted the world to know it.

"We brought in a full-length mirror and put it on the door coming out of the break room. So we could all see ourselves before we went out in front of customers. That's how special we wanted to be when we hit the streets.

"If anybody ever asks why we are what we are, I tell them that's the reason right there – the commitment we made all those years ago to put professionalism front and center. It not only helped attract the best customers, but the very best associates as well."

"We were in our brand new 20-door facility in Chattanooga," he says. "I was asked to get someone to wash our equipment every week. That's when I knew this place was going to be special. Because I came here from the sixth-largest carrier in the country, and in two years we never washed a single tractor.

"Back then, you didn't really want to tell anyone you were in the trucking business. That's what the industry was. There

# Because safety is always a bright idea.

It never hurts to stand out. Especially when it comes to safety. That's why some Averitt shirts and several outerwear items come pre-equipped with reflective elements – to draw a little extra attention to your standout performance.





# A sharp look has always been a priority.



**EMIL FERINO**  
TRUCKLOAD DRIVER



## \*SHORT-SLEEVE POLO SHIRT

WITH POCKET  
\$16.41 (67065-16)

WITHOUT POCKET  
\$15.90 (67117-12)  
100% polyester

\*Talls available



## \*ACTION BACK NO-TUCK SHIRT

\$17.03 (116918-151)  
Cotton/polyester

\*Talls available



## \*KENTON MALE SHIRT

SHORT-SLEEVE  
\$16.72 (117782-15)

LONG-SLEEVE  
\$17.75 (117783-15)  
Cotton/polyester

\*Talls available



## \*NO-TUCK SHIRT

SHORT-SLEEVE  
\$16.72 (89518-15)

LONG-SLEEVE  
\$17.75 (64241-15)  
Cotton/polyester

\*Talls available



## \*WAFFLE POLO

\$25.95 (116915-151)  
100% polyester

\*Talls available



## MOISTURE MANAGEMENT POLO

\$18.20 (71424-15)

Includes reflective piping on front and back



## CORE 365 POLO

SHORT-SLEEVE  
\$18.95 (71427-15)

LONG-SLEEVE  
\$27.50 (71425-16)  
Cotton/polyester



## ULTIMATE CARGO PANTS/SHORTS

PANTS  
\$29.99 (115630-33)

SHORTS  
\$31.19 (115631)  
100% polyester



## CARGO PANTS/SHORTS

PANTS  
\$19.50 (270-33)

SHORTS  
\$15.50 (370-33)  
Cotton/polyester



## COMFORT PANTS

FLAT  
\$17.50 (945-33)

PLEATED  
\$18.01 (865-33)  
Cotton/polyester

50 years / 13

MENSWEAR



Spirit like  
this never  
fades.



**TAMMY  
WHICHARD**  
TRUCKLOAD DRIVER



**MOISTURE  
MANAGEMENT  
POLO**  
SHORT-SLEEVE  
\$16.50 (61582-15)  
100% polyester micro



**\*ACTION BACK  
NO-TUCK SHIRT**  
\$17.03 (116918-151)  
Cotton/polyester  
\*Talls available



**WAFFLE POLO**  
\$24.50 (116916-151)  
Cotton/polyester

Many of these items are produced specifically in ladies' sizes. Ultimate cargo shorts/pants and action back no-tuck are available only in men's sizes. Women can also choose from any items in the men's section.



**CORE 365 POLO**  
SHORT-SLEEVE  
\$25.95 (71428-15)  
LONG-SLEEVE  
\$27.50 (71426-15)  
100% polyester



**WOMEN'S BUTTON  
DOWN SHIRT**  
SHORT-SLEEVE  
\$32.50 (92434)  
LONG-SLEEVE  
\$32.50 (92433)  
Cotton/polyester



**ULTIMATE CARGO  
PANTS/SHORTS**  
PANTS  
\$29.99 (115630-33)  
SHORTS  
\$31.19 (115631)  
100% polyester



**CARGO  
PANTS/SHORTS**  
PANTS  
\$19.50 (270-33)  
SHORTS  
\$15.50 (370-33)  
Cotton/polyester



**CATHY-FIT  
WORK PANTS**  
\$20.64 (395-33)  
Cotton/polyester  
Narrower through  
waist, fuller hip & thigh  
to fit curvier figure



**SUSAN-FIT  
WORK PANTS**  
\$18.63 (390-33)  
Cotton/polyester  
Fuller through waist,  
narrower hip & thigh  
to fit slim figure



# Dedication by the truckload.



**JAYDEN  
NELSON**  
DOCK ASSOCIATE

The items on these pages are designed specifically for the unique needs of **dock associates**. They can also choose from any other items available throughout this catalog.



**T-SHIRT WITH POCKET**  
*(Dock Associates Only)*  
\$6.68 (291-15)  
Preshrunk 100% cotton



**AVERITT 1971  
REFLECTIVE T-SHIRT**  
*(Dock Associates Only)*  
**SHORT-SLEEVE**  
\$13.45 (64243-15)  
**LONG-SLEEVE**  
\$14.45 (64242-15)  
100% cotton  
Reflective heat seal



**DRI-BALANCE/ZORRELL  
DOCK T-SHIRT**  
*(Dock Associates Only)*  
**WITH POCKET**  
\$13.68 (68669-15)  
**WITHOUT POCKET**  
\$13.17 (117781-15)  
Cotton exterior, moisture-wicking polyester interior



**CREWNECK  
SWEATSHIRT**  
*(Dock Associates Only)*  
\$19.49 (63292-15)  
100% cotton



**HOODED PULLOVER  
SWEATSHIRT**  
*(Dock Associates Only)*  
\$18.37 (69814-15)  
Heavyweight 50/50 cotton/polyester with spandex



**COVERALLS**  
*(Dock Associates and Flatbed Drivers Only)*  
**NON-INSULATED**  
\$24.71 (912-33)  
**INSULATED**  
\$44.07 (914-33)  
Tough polyester/cotton twill  
Twill shell, quilted inner lining

DOCKWEAR

50  
years / 17



SICA DINGUI

DEDICATED DRIVER

Bundle up  
in classic style.



#### SOFT SHELL JACKET

\$45.45 (64240-15)  
100% polyester microfleece lining  
100% polyester woven shell bonded to a water-resistant film insert



#### STADIUM JACKET

\$23.68 (80600-15)  
100% polyester  
Lightweight jacket with fold-away lined hood



#### QUARTER-ZIP FLEECE PULLOVER

\$26.20 (63289-15)  
100% polyester fleece



#### CLASSIC FLEECE VEST

\$22.75 (63291-15)  
100% polyester fleece



#### WINDBREAKER

\$59.60 (5337-15)  
100% polyester



#### REFLECTIVE PONCHO

\$35.50 (64244-15)  
100% poly taffeta  
Reflective heat seal logo  
One Size Fits All



#### LEVEL II SEASONAL JACKET

\$39.13 (117784-15)  
Wind- and water-resistant nylon with reflective trim; zips together with Tundra System Outer Parka



#### TUNDRA SYSTEM OUTER PARKA

\$46.75 (80178-15)  
Wind- and water-resistant nylon with reflective trim; zips together with the Level II Seasonal Jacket



#### ARM SLEEVE

\$7.50 (116587)  
Spandex/polyester



#### NEW WOODSMAN HEAVYWEIGHT PARKA

\$81.99 (92175)  
100% polyester  
Wind- and water-resistant



#### NEW HI VIS TEAR AWAY SAFETY VEST

\$15.00 (074361)  
100% polyester  
Breakaway with zip-n-rip closure

50 years / 19

OUTERWEAR



# Top off a great look.

**TERRY KINGERY**  
DEDICATED DRIVER



## REFLECTIVE HAT

\$9.95 (116947-150)  
Cotton/polyester twill

Vented mesh material  
with reflective strap



## FLEX FIT CAP

\$7.49 (71423-15)  
Cotton/polyester twill

Reflective strap



## HAT WITH REFLECTIVE TRIM

\$6.00 (62970-15)  
Cotton/polyester

Embroidery options  
available; see page 31



## TWILL/MESH BALL CAP

\$6.68 (128-12)  
High profile, adjustable

Vented mesh material



## TIMBERLAND® FEMALE WORK BOOTS

\$112.99 (83688)



## LADIES ROCKPORT® SLIP ON

\$99.99 (73163)



## REEBOK® SOFT TOE SHOES

\$74.99 (73162-35)

Slip-resistant



## FLEECE KNIT CAP

\$8.43 (85412-15)  
100% polyester fleece



## WOLVERINE FLOORHAND STEEL TOE BOOTS

\$94.99 (73169)  
Leather



## SCRATCHLESS BUCKLE BELT

\$10.70 (137-35)  
Leather



## PRO FEET® 3-PACK

CREW SOCKS  
\$13.38 (83868-33)

ANKLE SOCKS  
\$13.38 (83869-33)



## KNIT CAP

\$8.12 (131-15)  
100% acrylic



## CLASSIC UNIVERSAL BACK SUPPORT

\$20.95 (90581-35)



## DRIVING & WORK GLOVES

\$15.00 (74034-35)  
Breathable poly mesh

ACCESSORIES

50 years / 21



# Some things you should never be without.

There are certain items you should always have on hand. When it comes to your uniform, those things include 5 shirts, 5 pairs of pants, 2 hats, 1 outerwear item, 1 pair of black shoes, 1 pack of black or gray socks, 1 black belt, and 1 pair of gloves.



## Uniform allotment.

***Making it even easier to keep the right items on hand.***

Associates are eligible to receive an annual uniform allotment\* on January 1 of the calendar year after they've been hired.

Eligible associates include:

- Full-time and part-time drivers (*Uniform Required*)
- Full-time and part-time dock associates (*Uniform Required*)
- Frontline leaders
- Operations managers
- Field OS&D associates
- Field W&R associates
- Driver support specialists
- Maintenance frontline leaders who are NOT on the rental program

\*This allotment can only be used for uniform items through CINTAS.







What 50 years of  
pride looks like.

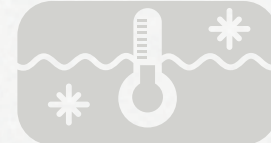
*Nothing ruins the vibe faster than  
a shabby-looking uniform. So here  
are a few tips and tricks to make  
sure yours is always lookin' good.*



**WATCH FOR STAINS.** Check your clothes after each use to see if there are any stains. If you notice any, get things in the wash right away. The longer a stain sits, the harder it'll be to remove.



**LIQUID DETERGENT.** Whenever possible, avoid using powdered detergents. Many contain corrosive chemicals that can break down fabric over time and can even cause the colors to run.



**COOL TEMPS.** Washing your clothes in cool water will help preserve colors and avoid shrinking. It also gets clothes just as clean as warmer water.



**WASH SEPARATELY.** Washing shirts with heavy items such as jeans and pants will not only increase the amount of wrinkling, but can also shorten the life of the garment. Whenever possible, wash heavier items separately.



**AIR DRY.** A commercial dryer can damage fabrics over time. So when possible, try to use a clothesline or a drying rack instead. If a commercial dryer is a must, remove your clothes while still slightly damp to avoid shrinking.



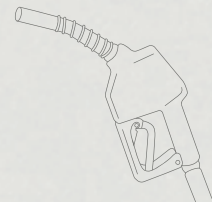


# Stains are a real bummer.



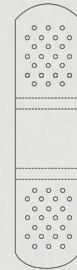
## **OIL & GREASE**

There are a few approaches that work well for removing these stubborn stains. One solution is to coat the area with cornstarch, let it soak between 30 minutes and an hour, then launder with heavy-duty detergent. Another approach would be to spray a little WD-40 on the stain and let it sit for about 30 minutes. Then rub a little dish soap on the area and wash as normal.



## **DIESEL FUEL**

First, hang the garment outside to avoid having the odors spread. If there's a significant amount of fuel, hose the garment off, wring it out (wearing rubber gloves), and let it hang outside for at least 24 hours. Once the smell is gone, it's safe to put it in the washing machine. Set the machine for the largest possible load, and use the hottest water the garment will tolerate. Add 1/4 cup of ammonia and a little extra laundry detergent, and wash as usual. Only after the smell or stain is completely gone is it safe to put the garment in the dryer. Tip: You could also use 2 cups of vinegar to help eliminate the odor.



## **BLOOD**

If you have a bloodstain that's only 10 to 15 minutes old, rinse it under a LOT of cold water, rubbing the fabric against itself. Then wash as normal. If it's an older stain, first drench it in cold water, then soak it in a bucket with water and an enzyme-based stain remover like OxiClean.



## **COFFEE & SODA**

Presoak the garment in a solution of liquid laundry detergent and cool water (about 2 tablespoons of detergent to 1 gallon of water) for at least 30 minutes. Then launder in warm or hot water. After soaking for 10 minutes or so, wash as normal in cold water. (This same approach would work to remove Tang, for anyone still channeling their inner astronaut.)

# To repair or not to repair?

## **REPAIR**

### **STAINED COLLAR**

Try pretreating the collar with shampoo. (Time to break out that bottle of "Gee, Your Hair Smells Terrific.") You can keep it from happening again by wearing it only once between washes.

### **STAINS UNDER THE ARM**

Dissolve a few denture-cleaning tablets in a bowl of warm water, or try OxiClean.

### **MISSING BUTTONS**

One quick trip to the fabric store and you're back in business.



## **EXCHANGE OR RECYCLE**

### **FRAYED COLLAR**

It's generally not worth the time or money to have a collar repaired.

### **FADED COLOR**

Nothing lasts forever. If your bright Averitt red has lost some of its luster, it's time for that clothing item to peace out.

### **FRAYED CUFFS**

No sense spending the money to replace the cuffs on an old shirt. If it's starting to look like a Joey Ramone hand-me-down, exchange it.

\*SEE PAGE 38 FOR OUR EXCHANGE POLICY



# Some footwear tips.

The proper footwear is a vitally important aspect of your uniform. Not just for the sake of appearance, but for the sake of safety and comfort as well.



**First, the look**

As we mentioned in the Grooming Guide on page 9, shoes should be black, clean, and in good repair. You don't have to go with the full military-grade mirror shine, but keep them wiped clean and free from debris and scuffs. Remember that the goal is to present a professional, uniform image at all times.

**Second, the style**

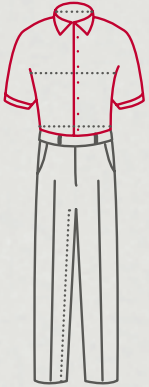
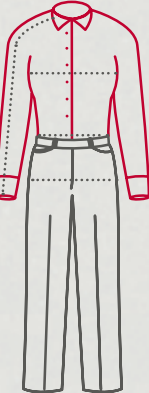
While you don't have to buy your work shoes through Averitt, there are still certain parameters. **See page 21 for the types of shoes and boots that are acceptable.**

Note: no cowboy boots, loafers, or sneakers.

# Measurements matter.

It's never a good idea to guess at sizing. (After all, no one wants to show up for the job looking like Columbo.) So before you order, make sure you take a proper measurement.

**TIP:** Wear your work shoes when measuring. The style of shoe affects pant length. Don't adjust for shrinkage. The garments have already been sized with shrinkage in mind. If you're stuck between two sizes, order the larger one.

	<p><b>MEN</b></p> <p><b>NECK:</b> Measure around the base of the neck, where a collared shirt would fit.</p> <p><b>CHEST:</b> Measure across the fullest part of the chest, under the arms and across the back.</p> <p><b>WAIST:</b> Measure over the shirt at the waistline, where pants are normally worn. Tighten the tape as snug as you prefer your pants to fit.</p> <p><b>INSEAM:</b> Measure from the inseam to the top of the shoe.</p>
	<p><b>WOMEN</b></p> <p><b>BUST:</b> Measure under the arms and around the fullest part of the bust.</p> <p><b>WAIST:</b> Measure around the narrowest part of the natural waistline (just above the hip bones).</p> <p><b>HIPS:</b> Measure around the fullest part of the hips (normally 7" to 8" below the natural waistline).</p> <p><b>SLEEVE LENGTH:</b> Measure from the center of the outside collar over the shoulder, around the elbow, to the point where the sleeve should end (usually the bottom of the wrist bone).</p>





Since day one, Our Driving  
Concern has been Safety.

There's a lot more to safety than just wearing the right protective gear. Safety is a mindset. And it's been our driving concern from the very beginning. So please, never take anything for granted – pay attention to your surroundings, remain focused and alert, and always look out for yourself and your fellow associates.

## Show your pride.

Give your uniform a personal touch by adding one or more of the embroidery options below. All are available at no cost, and you can choose any combination of two.

### U.S. VETERAN

If you're a current or former member of the United States military, you can showcase your pride and patriotism with the U.S. Veteran logo.



It was one of the first associate-driven charities in the United States. And it grows stronger every year. If you participate in Averitt Cares For Kids, you can have the logo stitched on everything from shirts, to outerwear, to hats. If you're not a member and would like to join, visit [InsideAveritt.com/ACFK](https://www.insideaveritt.com/ACFK).



We're humbled by how many associates choose to stick with Averitt for the long haul. And that number grows every year. So if you're a current member of the 20, 30, or 40 Year Team, show off your experience by having the logo embroidered on your garments.

### DRIVERTRAINER

If you're one of the exceptional trainers who are helping shape the future of Averitt by teaching the next generation of drivers, you can have the Driver Trainer logo embroidered on your garments.





# Our associates have always been the backbone of the company.

*Our Driving Force is People.*

Back in 1971, you could count the total number of Averitt associates on one hand. Today, there are thousands. One thing that hasn't changed a bit in all that time? The level of professionalism you bring to the job each and every day. But for all the qualities that bind us together – like integrity, respect, and a commitment to excellence – we each have a different story to tell. Here are just a few.





**Randy Hall**

INBOUND DOCK



Randy Hall still remembers his first introduction to Averitt. "I had a friend who worked here. He would ask me to apply, and I kept blowing him off. I was driving for somebody else, and thought Averitt was just another trucking company. Finally, he said, 'Just come talk. We're not going to bite you or anything.' So I did, and it all took off from there."

Right out of the gate, he noticed things were different. "You find out pretty quick that safety is one of the main things here. If you have a question about anything, you just run it by the shop, and they'll make sure it's right before you leave. It could be small stuff nobody else would even think about. But if you've got a concern, they listen."

In his 30-plus years with Averitt, he's seen his share of changes, one of which he was very much against at first. "When we first opened the call center, I thought, 'This is corporate. We're going to lose the personal touch our local associates have with each customer.' But boy, was I wrong. We still have those one-on-one connections with customers like we did back when it was just two or three people in the office. Only now, we're doing it all in one building with the ability to track freight even better than we could at a service center. I really had to eat crow on that one."

As for his thoughts on Averitt's 50th anniversary? "To me, that means the company is doing something right," he says. "And I'm just proud to be a part of it."

**Tammy Whichard**

TRUCKLOAD DRIVER



There are two things you can say for sure about Tammy Whichard: she's comfortable in a uniform, and she has no great love for bureaucracy.

After 12 years in the Navy (a stint she describes as "the most fun I ever had in my life — sailing to foreign lands and seeing cool countries"), she spent 10 years with the police department, working in forensics. "I managed the evidence room for 10 years. But I ended up on community outreach boards where I'd have to sit in meetings for six hours a day while still trying to do my job. It just got weird."

So she made a change. And her next step was a natural. "I have a family full of truck drivers — my dad, my grandfathers on both sides, my uncles, my brothers, and my cousins. So, it seemed like a good thing." But she soon learned that there could be drawbacks as well.

"I was with another company that would have me out for months at a time, and it was difficult. I have a son at home, and it broke my heart when he'd call to ask when I was coming home and I couldn't tell him. So I started looking for companies that would get me home. That's how I came to Averitt. Now I'm home every single week. They work really hard to route you back home, and I know that's not easy to do."

As for the uniform, at this point in her career, she says, "I'd actually feel weird if I didn't have to wear one. It really makes you feel like you're part of a team. I've had comments from so many different people. They're like, 'You look extra professional for a truck driver. You look like you should work in an office somewhere.'"

**Terry Kingery**

DEDICATED DRIVER



Terry Kingery's story has a lot in common with recruitment tales we've heard before. In fact, you might call him a walking embodiment of "People Like You."

"I had a couple friends who wanted me to come over, but I was working for someone else at the time. They kept asking, and after a while I ran out of excuses. So I finally signed on with Averitt."

When asked if he's happy with the decision, he doesn't miss a beat. "Man, I wish I'd come over eight years earlier. It's great company to work for — good benefits, good atmosphere, good people to work with."

And he's a fan of the uniform as well. "It makes a real difference. When you dress nice, people respect you. On the road, at the customer ... it means a whole lot." The same holds true for his feeling about the 50th anniversary. "I think it's awesome. Most companies don't get nearly that far. I think it's a great thing. And it's all on account of the culture we've built up here."

When he's not behind the wheel, he generally keeps a low profile. "I just hang out with the family. We're usually at the ballpark playing softball or volleyball." Which is time he wants to enjoy while he can. Because with one daughter married and the other a senior in high school, he knows "the empty nest is on the horizon."

**Sica Dingui**

DEDICATED DRIVER



Sica Dingui's road to Averitt was a bit longer than some.

Originally from Ivory Coast, he was in the process of completing his education when fate played a hand. "I was in Senegal, a French country in West Africa, working on my master's degree. And I got a visa in the lottery. So I decided to stop my degree and come to the United States." That was in September 2015.

While driving for another carrier, he met an Averitt driver in a truck stop. "The uniform caught my eye," he says. "I said, 'Hey, what's your company?' And he said 'Averitt.'" The conversation turned to home time, which was a sensitive subject for Sica. "My little boy was 1 year old, and I would be out sometimes for three weeks. So when the driver told me he was home every weekend, I thought, 'Wow, I love that.'"

Another draw was the very uniform that caught his eye in the first place. "For me, the uniform means respect. When I wear the uniform, you can see in people's eyes that they respect the company. Even when you walk in the truck stop, they're like, 'Oh, Averitt.' Because they really appreciate the company."

When he's not on the road, he loves playing soccer. "My team plays once a week — most of the time on Saturday or Sunday. I can't always catch up with them, but when I can, it's fun." Another favorite pastime? Dining out. "It's hard now, since we can't really go out to eat because of the pandemic. But going out to restaurants with my wife and family is something I really like to do."



## Emil Ferino

TRUCKLOAD DRIVER



After 27 years in law enforcement, Emil Ferino retired as a deputy sheriff – a move that actually freed him up to pursue his other lifelong career goal. “Believe it or not,” he says, laughing, “when I was a kid I always wanted to be a cop, then I wanted to be a truck driver. And I’m one of those fortunate guys that’s been able to live both of my dreams.”

After a stint as an owner/operator, he decided to make a change. “I had my eyes on Averitt for the longest time. I would look at the equipment, and the sharp-dressed drivers, and think, ‘You know, I could do that.’ I’ve been in uniforms most of my adult life, so it really caught my eye.”

Another thing that made an impression? “I had the pleasure of meeting Gary Sasser during orientation. I was really taken aback that he would take the time to come and meet the associates. I’d worked for a couple other big companies and never met anybody from corporate. I told him, ‘You’re only the second CEO of a company I’ve worked for that I’ve ever met.’ He asked, ‘Who was the first?’ And I said, ‘Me, when I owned my own company!’”

With two full careers under his belt, you’d think Emil might be looking forward to the prospect of a second retirement. But at the moment, he’s having too much fun. “It’s been a great ride and I’m looking forward to being here to celebrate the 50th anniversary. This is a great company to work for. I told my son, ‘Here I am, and here I’m gonna be until I hang the keys.’”

## Lillian Sankoh

SWITCHER & DOCK ASSOCIATE



Just a few years back, Lillian Sankoh was driving for another company. But then something bright red caught her eye.

“I’d be driving, and see the Averitt trucks, the Averitt drivers,” she says. “All the drivers had a uniform, and I liked that. Because when I was growing up in Africa, I wore a uniform to school. I like a uniform look ... it stands out. I thought, ‘This is a good company. You can see it from the outside in. I’m going to apply.’ And I got the job.”

She also received an entirely different level of training. “Where I used to work, we didn’t do a lot of backing. You would just drive. So I used to struggle with backing. But Averitt made it so easy for me. ‘Just calm down, everything is OK.’ They gave me such good training. And that made a big impact on me.”

That feeling extends to her leaders and fellow associates. “Anytime you have questions, they’re there for you. They let you feel at ease. I’m always happy to go to work. It makes me feel good that I’m working for a good company. Anywhere you go, you see Averitt, you know? It makes me proud.”

## Jayden Nelson

DOCK ASSOCIATE



You might say Jayden Nelson went into the family business. His father, Shane, is a maintenance coordinator in Cookeville and has been with Averitt for almost two decades. “There’s just such a team atmosphere here,” Jayden says. “Everybody’s here to help. Everybody’s looking out for you. It really caught my eye, and I decided I wanted to be a part of that. So I started right out of high school.”

After signing on, his on-the-job experiences only reinforced his original feelings. “Teamwork goes a long way here, you know? The work that you put in is what you’re going to get back from everybody else.” A feeling he links at least in part to the uniform itself.

“Whenever I put the uniform on, it just feels professional. I guess one way to describe it would be playing major league baseball. You feel like you’re part of a team – it makes you want to do your best.”

Granted, as one of the younger team members, he has a long way to go before ordering his “20 Year Team Member” embroidery. But that doesn’t stop him from having some definite feelings about the company’s 50th anniversary.

“It’s an amazing accomplishment. After all, most companies don’t make it 50 years in this industry. And I’m proud to be a part of the team that’s going to prolong that even more.”

## Brandon Jones

CITY DRIVER



For all the talk of Averitt feeling like a family, the sentiment is literally true for Brandon Jones. His father-in-law works here as a city driver, and is the one who recruited him in the first place.

“There was a need for part-time help on the dock at night. I was doing lawn care at the time, so he asked me if I wanted to come drive a tow motor – since I wasn’t doing anything else besides deer hunting. I remember thinking, ‘Well, this is part time. I’ll be coming in about 4, so I can still hunt every morning. Perfect.’”

As for his transition from the dock to the cab, there was one factor that helped make up his mind. “Leadership talked to me about getting my CDL when I was on the dock. I’d never thought about being a truck driver before, but then I got to thinking, ‘I ride a lawn mower from daylight to dark, and it’s hot out there. But there’s air conditioning in that truck!’”

When it comes to the uniform, his thoughts are very much in line with those we’ve heard from other associates over the years. “It paints a picture, you know? It projects a sense of professionalism and pride. You don’t see a lot of that. With a lot of carriers, you’ll see their drivers and not have a clue who they work for.”

When not on the job, he loves spending time outdoors with his family. “We go camping a lot,” he says. “We do a lot of off-roading. We go fishing. And, of course, we hunt.”






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