

Be You.  
Be Different.  
Be Here.



[averydennison.com/careers](https://averydennison.com/careers)

At Avery Dennison, we embrace our differences because we know it is the right thing to do. Our employees bring different backgrounds, experiences and perspectives to the table, which sparks discussion and fuels innovation.

Diversity is an important part of our commitment to foster a fair, inclusive, ethical culture in which all voices are heard and everyone has the opportunity to make their mark.





## A Rewarding Experience

Avery Dennison Total Rewards program of flexible benefits ensures that employees are paid fairly and have access to competitive benefits -- and that company policies reflect a family-friendly organization. Other programs include volunteer opportunities to make a difference in your local community and awards and recognition programs that empower you to recognize your colleagues.

With the entire employee lifecycle in mind, we strive to attract, motivate and retain great employees, and actively work to meet their needs -- wherever they are on life's journey.

Our Employee Resource Groups (ERGs) help advance our diversity and inclusion efforts by creating greater opportunities for employee connection. They provide support and personal connection for its members in a manner that promotes diversity, cultural awareness and an inclusive work environment.

## Investing in our People

We understand the value each person brings to our organization and we invest in our people by living our values:

- Integrity
- Sustainable
- Courage
- Teamwork
- Innovation
- External Focus
- Diversity
- Excellence



## Making a Sustainable Difference

Across our company and around the world, our employees, suppliers and customers are finding new ways to be a force for good. Lasting change requires commitment and contribution from everyone. Applying our collaborative spirit, passion for innovation, and technical expertise to transform our operations, our products, our industry, and, ultimately, our world.



## You Own Your Career Journey

At Avery Dennison, you have the opportunity to build your career your way - you can grow vertically, change roles, try new things. Employees are encouraged to develop their potential through formal and informal learning that builds capabilities and prepares employees for the next challenge. Many of our leaders have risen within the company, which gives us an advantage in this fast-changing marketplace.



## Start Your Avery Dennison Adventure Today

Can you see yourself working for Avery Dennison? If so, then we want to hear from you. Go to **[averydennison.com/careers](https://averydennison.com/careers)** and click on North America. Review the open job opportunities and apply. If you don't see one that suits you, click on Submit a Profile and we will keep you informed of future open positions.





## Grow. Perform. Succeed.

Thank you for coming to see us today!  
We are so excited to have met you.

When ambitious, innovative minds are ready to move from the classroom to the real world, Avery Dennison is here planning for the future of our business with YOU in mind.

Interested in joining our organization as an intern or full time hire that offers a global perspective and hands-on experience? Our early career development programs help you succeed at both. We make a long-term commitment to invest in YOU.

We are seeking innovators, collaborators, and problem solvers who are interested in working in the fields of:

- Engineering
- Supply Chain
- Finance & Accounting
- Sales
- Information Technology
- Marketing
- Research & Development

Apply online now at  
[www.averydennison.com/carrers](http://www.averydennison.com/carrers)

## Employee Resource Groups

### Elevate

elevate

Elevate is dedicated to strengthening a diverse and inclusive work environment by providing programs, resources, support and advocacy aimed at advancing women in leadership positions.

### Black Employee Resource Group (BERG)



BERG promotes diversity by driving greater inclusion of self-identified African American/Black employees across the organization. They do this by building a strong support network, bridging cultural gaps, and creating allies with other employees.

### Unite



Unite supports the LGBT+ and ally community. Offering as a safe space, Unite is an in-person and virtual community where employees can network, find and share support, and discuss issues important to LGBT+ and allied employees in every location.

### NEO Chinese Association



NEO Chinese Association promotes Chinese culture and enhances multi-cultural exchange and mutual understanding among its group members. They strive to support and foster career growth for new and visiting Avery Dennison employees with Chinese origin.

### The Veterans Employee Resource Group (VERG)



VERG builds esprit de corps, a sense of inclusion, promotes leadership, provides support for employees who are veterans/current active duty/reserve military as well as those who wish to learn more about the Veteran experience. It works to recruit veterans while supporting programs to foster their career development. VERG maintains a support network for new employees in the group to assimilate them to Avery Dennison's company culture. They also maintain community relationships with veteran groups and volunteer organizations.



Avery Dennison Corporation is a global materials science and manufacturing company specializing in the design and manufacture of a wide variety of labeling and functional materials. Our products, which are used in nearly every major industry, include pressure-sensitive materials for labels and graphic applications; tapes and other bonding solutions for industrial, medical and retail applications; tags, labels and embellishments for apparel; and radio-frequency identification (RFID) solutions serving retail apparel and other markets.

- 30,000+ Employees
- 50+ countries
- 100+ operations
- \$71 billion in global sales

## **Forbes**

- Named one of Forbes Best Employers for Diversity in America
- Recognized for our commitment to LGBTQ Equality and Inclusion by the Human Rights Campaign Foundation in its 2020 Corporate Equality Index



- 19-time Northcoast 99 Award Winner
- 2019 Northcoast 99 Top Workplace among Manufacturers

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