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JOB & FAMILY SERVICES

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OFFICE OF  
WORKFORCE DEVELOPMENT



**AVERY  
DENNISON**

Graphics and Reflective Products Division  
8695 Seward Road  
Hamilton, Ohio 45011

April 7, 2009

Mr. Jeff Calhoun  
Manager, Rapid Response  
Dislocated Workers Unit  
4020 E. 5<sup>th</sup> St.  
Columbus, OH 43219

VIA Overnight Mail

Dear Mr. Calhoun,

Avery Dennison Corporation has developed plans to permanently shut down its operations at 8695 Seward Road, Hamilton, Ohio. Consistent with these plans, employment terminations are expected to commence on or about June 8, 2009. The Company is still determining the dates of when later terminations will occur, and you will be notified as soon as practicable when these decisions have been made. These plans, when finalized, will be permanent and they will involve the entire facility.

At this time, the Company anticipates that the first group of affected employees will have their employment terminated during a 14-day period commencing on June 8, 2009. A list of job titles, the number of employees currently holding affected positions, and the expected timing of employment terminations accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect the timing of any employment terminations. You will be informed of any significant changes in these plans as additional information becomes available, including notification of additional employment terminations that are expected. Affected employees will not have the opportunity to bump or displace other employees of the Company.

To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required.

If you have any questions or desire additional information, please contact Liz Bixeman, Regional HR Manager at 219-322-9835.

Very truly yours,

Russell Hatcher  
Plant Manager  
Avery Dennison  
Hamilton, Ohio  
(513) 682-7523

