



December 18, 2020

Indiana Department of Workforce Development  
Dislocated Worker Unit, SE311  
10 North Senate Avenue  
Indianapolis, IN 46204-2277

Dear Dislocated Worker Unit, SE311:

Avery Dennison Corporation has developed plans to permanently shut down the facility located at **3011 Independence Drive Fort Wayne, IN 46808**. Consistent with these plans, employment separations are expected to commence on or about March 1, 2021. These plans, when finalized, will be permanent and they will involve the entire facility.

At this time, the Company anticipates that a group of affected employees will have their employment terminated commencing on March 1, 2021 and anticipated future departure waves until December 31, 2021. 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. 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 Maureen Campbell Burkhart, Human Resource Director, 8080 Norton Parkway, Mentor, Ohio 44060, 440-534-6265.

Very truly yours,

AVERY DENNISON CORPORATION

By: Maureen Campbell Burkhart, Human Resource Director

cc: email to [warn-notice@dwd.in.gov](mailto:warn-notice@dwd.in.gov) on 12/18/2020



AVERY DENNISON CORPORATION

ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by a permanent shutdown of AVERY DENNISON CORPORATION's operations located at **3011 Independence Drive Fort Wayne, IN 46808**.

1. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on March 1, 2021.

Coating Process Engineer	One (1) employee
E&I Technician	One (1) employee
Fin Master Prod Scheduler	One (1) employee
Finishing Material Handler	Eleven (11) employees
Finishing Operator	Forty-five (45) employees
Finishing Production Scheduler	One (1) employee
Finishing Team Leader	Six (6) employees
Finishing Team Manager	One (1) employee
Logistics Coordinator	Two (2) employees
Maintenance Purchaser/Planner	One (1) employee
Maintenance Tech Trainee	One (1) employee
Maintenance Technician	Six (6) employees
Quality Technician	One (1) employee
Team Leader	One (1) employee
Team Manager	One (1) employee



2. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on April 1, 2021

Coating Operator	Three (3) employees
Coating Operator in Training	One (1) employee
Coating Team Leader	One (1) employee

3. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on June 1, 2021

Coating Operator	Four (4) employees
Coating Team Leader	One (1) employee

4. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on July 1, 2021

Automation Controls Engineer	One (1) employee
Buyer/Indirect	One (1) employee
Coating Floating Operator	Two (2) employees
Coating Material Handler	Two (2) employees
Coating Operator	Ten (10) employees
Coating Team Leader	Two (2) employees
Finishing Value Stream Manager	One (1) employee
Roll Editor	One (1) employee
Sr Project Engineer	One (1) employee
Team Manager	One (1) employee



5. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on September 1, 2021

Coating Material Handler	Two (2) employees
Coating Operator	Six (6) employees
Coating Team Leader	One (1) employee
Material Handler	One (1) employee
Roll Editor Operator	One (1) employee
Team Manager	One (1) employee

6. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on September 30, 2021

Coating Material Handler	Three (3) employees
Coating Operator	Five (5) employees
Coating Team Leader	Two (2) employees
Coating Value Stream Manager	One (1) employee
Compounding Floating Operator	One (1) employee
EHS Manager	One (1) employee
Fac & Equip Reliability Mgr	One (1) employee
HRAdministrative Assistant	One (1) employee
Inventory Coordinator	One (1) employee
Logistics Coordinator	One (1) employee
Maintenance Technician	Two (2) employees
Mechanical Systems Manager	One (1) employee



Plant Manager	One (1) employee
Process Engineer	One (1) employee
Quality Value Stream Manager	One (1) employee
Roll Editor	One (1) employee
Service Materials & Logis. Mgr	One (1) employee
Team Manager	One (1) employee

7. Job Position Eliminations Tentatively Scheduled To Occur During a 14-Day Period Commencing on December 31, 2021

E&I Technician	One (1) employee
Maintenance Technician	Two (2) employees
Process & Technology Manager	One (1) employee

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