"Our people-oriented work culture – based on our leadership principles and fundamental values – encourages personal and professional growth and provides an environment for achievement and success."

Dean Scarborough
Chairman, President and Chief Executive Officer
Avery Dennison

You’ll work with...

A market-leading organization that is global both in its scope and its management team. You’ll interact with talented and supportive people. And you’ll learn from members of our management team, who are demanding, but competent and caring – as concerned for you as a person as they are for meeting their business objectives.

When you join Avery Dennison, you’ll find a solutions-oriented team. You’ll learn to think big and act boldly. You’ll work in a relaxed yet professional environment, where excellence is rewarded, integrity is expected and collaboration is the norm.

You’ll find opportunities not just for career advancement but for personal growth, in a culture that encourages intellectual curiosity and professional development.

You’ll be an integral part of an organization with a history of service, excellence and success that stretches back more than 75 years – an organization with a great future that will make you proud to say, “I’m with Avery Dennison.”

Are you looking for...

• A fast-paced, culturally diverse, high-energy environment?
• Competitive salary and benefits?
• Training and skills in financial analysis, accounting, auditing and business analysis?
• A key position in a global company that values integrity, service, teamwork, innovation, excellence and a commitment to community?
• Leadership skill development?

Does this sound like you?
If so, let’s talk.

The Company you keep

Based in Pasadena, California, Avery Dennison employs more than 30,000 individuals in some 60 countries worldwide. Every day, Avery Dennison employees combine ingenuity with superior service to help our customers around the world elevate their brands and grow their businesses.

Our global brands differentiate our quality products and services for consumers and business customers: We make every brand more inspiring and the world more intelligent.

"My attraction to FLDP stemmed from the diversity of experiences it provides in an accelerated amount of time. I expect that the FLDP program will provide an excellent foundation of skills and experiences to make me a well-rounded business professional."

Steve Szafraniec
Finance Associate
Operations Finance

To learn more about Avery Dennison, visit www.averydennison.com

Investing in Tomorrow’s Leaders Today
At Avery Dennison, we make commitments ... to our customers, our communities and ourselves. When you join our two-year Finance Leadership Development Program, our commitment to you goes beyond just a “job in Finance.” You’ll gain in-depth knowledge about our Finance organization during three to four, 6–12 month assignments. This valuable experience will help you become a leader with a deep, extensive set of financial skills.

As a Finance associate, you’ll play an active role in projects that drive results in our company, such as:

- Customer analysis
- Competitive analysis
- Supplier analysis
- Business diagnostics
- Strategic planning
- Pricing practices
- Business development
- Capital investments

About the FLDP Program:

It’s a two-year program with three to four rotations in multiple locations where you’ll have an opportunity to develop far-reaching financial skills and begin to build a network of mentors and peers. Here are just some of the opportunities our Finance Leadership Development Program offers:

**BUSINESS ANALYSIS**

- Develop and present recommended strategies for growth and profit improvement
- Create tools to collect and analyze information to drive decision-making
- Participate in business and strategic planning processes
- Prepare capital/operations budgets and develop methods for continuous improvement
- Evaluate and justify major capital investment requests and ensure that profitability targets are met
- Participate in monthly and quarterly closing processes and operations reviews

**PLANT ACCOUNTING**

- Report on – and interpret trends in – key production metrics
- Prepare financial performance schedules in conjunction with strategic and annual operating plans
- Be an effective and contributing member of plant staff, driving change and process improvement

**INTERNAL AUDIT**

- Learn and participate in audits of various business processes
- Make recommendations based on audit findings to site management
- Gain knowledge of the Company by working in a variety of locations

Highly motivated and focused individuals who want to take their careers to new heights. At Avery Dennison, we believe that people are one of our most important sustainable competitive advantages. That’s why we recruit people with:

- Analytical and problem-solving skills
- Strong decision-making skills
- Skills in building relationships, influencing, coaching and managing others
- Innovative thinking and action
- A customer-focused outlook
- The ability to establish and execute plans
- The ability to work efficiently
- The ability to communicate effectively, both verbally and in writing
- Drive, enthusiasm and commitment to our goals, values and leadership principles
- Technical competency

“The FLDP program has given me the opportunity to work in different divisions and to meet employees from different backgrounds. I was attracted to the program because I wanted to move around the country. After one year of working in FLDP, I have learned so much about the different opportunities a Finance associate can have.”

**Maria Fernanda Ruiz**
Finance Associate
Financial Planning & Analysis

“The FLDP Program offers a distinct opportunity to develop the raw finance abilities I gained in college into valuable and well-rounded skills, preparing me for any number of roles. Each unique rotation provides me greater exposure to the company and the world of finance.”

**Adam Quigley**
Finance Associate, Commercial Finance

“I enjoy meeting people and networking. The FLDP program provides a great opportunity to do so. There’s a unique sense of camaraderie.”

**O. Clegg Amiolemeh**
Finance Associate
General Accounting