



**Label and Graphic Materials  
North America**

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May 13, 2019

Chair Eklund,  
Vice Chair Manning,  
Ranking Minority Member Thomas, and  
Members of the Senate Judiciary Committee,

My name is Nick Tucci, and I am the Vice President and General Manager for Avery Dennison Label and Graphic Materials in North America. I also serve as the leader of the company's Diversity and Inclusion Council in North America.

Avery Dennison is a global materials science company specializing in the design and manufacture of labeling and functional materials. We serve nearly every major industry with 2018 total revenues of \$7.2 billion.

While our corporate headquarters is in Glendale, Calif., we have a significant business presence and impact throughout Ohio. North American Label and Graphic Materials business, which accounts for \$1.4 billion of our total company revenues, is headquartered in Mentor, Ohio, a suburb of Cleveland. In addition, we have several other businesses offices, manufacturing plants, and distribution centers in Ohio. In total, Avery Dennison employs nearly 2000 people in Ohio.

Giving back to the communities in which we live and work is an integral part of our strategy and one of our core values. In addition to supporting United Way and other non-profit organizations throughout our communities, our employees are encouraged to seek out and participate in volunteer activities. Just last month, we organized two groups of employees who volunteered to clean up the shores of two area Lake Erie beach parks.

Taking care of the planet is a priority for Avery Dennison. We're challenging ourselves, our customers and our suppliers to reach higher and think bigger and bolder to preserve and improve the quality of life in the communities in which we all live and work.

In addition to sustainability, we have stepped up our efforts in generating awareness and implementing programs to reach greater heights in diversity and inclusion. Our aim is to put the practice of diversity into action by creating an environment of involvement, respect and connection for all.

We believe diversity encompasses so much more than gender, race, ethnicity or sexual orientation. It also includes valuing the perspectives, qualities and experiences that are different from our own. By cultivating a workplace where our talented employees can realize their potential, we can offer so much more than just a place to work.

I am especially proud of our employee resource groups (ERG), which provide a safe space for employees to share experiences and ideas to improve. Our Women's ERG is hosting its annual conference in Cleveland next week with the goal to provide more opportunities for women in leadership roles. We have 200 women and men coming together to discuss barriers and how as a company, we can bring those barriers to light and develop ways to break them down. Other Avery Dennison ERGs include: the Black Employee Resource Group, the Avery Dennison Northeast Ohio Chinese Association, the UNITE - LGBT+ Resource Group and the Veterans Employee Resource Group.

These are just some of the ways we are supporting efforts to make diversity and inclusion a part of our culture. It is crystal clear that our commitment goes well beyond policies, generating awareness and fostering group dialogue. We invest and do these things because it's the right thing to do – for our employees, customers and our shareholders. It's an important part of our sustainability commitment to foster a fair, inclusive, ethical culture in which all voices are heard and everyone has the opportunity to make their mark.

We can't do this alone. We need support from our communities and other corporate citizens. Indeed, we need support from our state government. Ohio must be a leader in the area of recognizing the value of diversity and inclusion efforts. We strive to attract and retain the best talent. Support from you will go a long way in recruiting this talent to the state and keeping them here.

Together we can -- and must -- move forward to make diversity and inclusion a priority in Ohio.

To that end, Avery Dennison strongly supports legislation that shares our vision of inclusion, because it is the right thing to do -- for our business, our employees and our communities.

Thank you for your time and please let me know if you have any questions.

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For additional questions contact information is below:

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