

AVERY DENNISON CORPORATION  
Form S-8  
October 20, 2003

As filed with the Securities and Exchange Commission on October 17, 2003

Registration No. 333-

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# SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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## FORM S-8

REGISTRATION STATEMENT

UNDER

THE SECURITIES ACT OF 1933

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# AVERY DENNISON CORPORATION

(Exact name of Registrant as specified in its charter)

Delaware  
(State or other jurisdiction of  
incorporation or organization)

95-1492269  
(I.R.S. Employer  
Identification No.)

150 North Orange Grove Boulevard

Pasadena, California 91103

(626) 304-2000

(Address, including ZIP code, and telephone number, including area code of Registrant's principal executive offices)

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**AVERY DENNISON CORPORATION**

**2004 EXECUTIVE VARIABLE DEFERRED RETIREMENT PLAN**

(Full title of the plan)

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**Robert G. van Schoonenberg, Esq.**

**Executive Vice President,**

**General Counsel and Secretary**

**Avery Dennison Corporation**

**150 North Orange Grove Boulevard**

**Pasadena, California 91103**

**(626) 304-2000**

(Name, address, including ZIP code, and telephone number, including area code, of agent for service)

*Copies to:*

**Thomas W. Dobson, Esq.**

**Latham & Watkins LLP**

**633 West Fifth Street**

**Suite 4000**

**Los Angeles, California 90071**

**(213) 485-1234**

**CALCULATION OF REGISTRATION FEE**

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<b>TITLE OF SECURITIES TO BE REGISTERED</b>	<b>AMOUNT TO BE REGISTERED</b>	<b>PROPOSED MAXIMUM</b>	<b>PROPOSED MAXIMUM</b>	<b>AMOUNT OF REGISTRATION FEE</b>
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		OFFERING PRICE PER UNIT		AGGREGATE  OFFERING PRICE (1)	
Deferred Compensation Obligations (2)	\$	40,000,000	100%	\$	40,000,000 \$ 3,236.00

(1) Estimated solely for purposes of computing the registration fee.

(2) The Deferred Compensation Obligations are unsecured general obligations of Avery Dennison Corporation to pay deferred compensation in accordance with the terms of the Registrant's 2004 Executive Variable Deferred Retirement Plan.

**PART I**

**Item 1. Plan Information**

Not required to be filed with this Registration Statement.

**Item 2. Registrant Information and Employee Plan Annual Information**

Not required to be filed with this Registration Statement.

**PART II**

**Item 3. Incorporation of Documents by Reference**

The following documents filed with the Commission by Avery Dennison Corporation, a Delaware corporation (the **Company** or the **Registrant** ), are incorporated as of their respective dates in this Registration Statement by reference:

A. The **Company**'s Annual Report on Form 10-K for the fiscal year ended December 28, 2002; and

B. All other reports filed by the **Company** pursuant to Sections 13(a) and 15(d) of the Securities Exchange Act of 1934 since December 28, 2002.

All documents filed by the **Company** pursuant to Sections 13(a), 13(c), 14 and 15(d) of the Securities Exchange Act of 1934, prior to the filing of a post-effective amendment which indicates that all securities offered have been sold or which deregisters all securities then remaining unsold, are incorporated by reference in this Registration Statement and are a part hereof from the date of filing such documents. Any statement contained in a document incorporated or deemed to be incorporated by reference herein shall be deemed to be modified or superseded for purposes of this Registration Statement to the extent that a statement contained herein or in any other subsequently filed document which also is or is deemed to be incorporated by reference herein modifies or supersedes such statement. Any such statement so modified or superseded shall not be deemed, except as so modified or superseded, to constitute a part of this Registration Statement.

**Item 4. Description of Securities**

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The 2004 Executive Variable Deferred Retirement Plan (the Plan ) provides designated management employees (the Participants ) with an opportunity to defer a portion of their pre-tax compensation (including salary and bonuses) and accumulate tax-deferred earnings (or losses) thereon. Each Participant is an unsecured general creditor of the Company with respect to his or her own Plan benefits. Benefits are payable solely from the Company s general assets, and are subject to the risk of corporate insolvency. Each Participant s deferred compensation will be commingled with the general funds of the Company and may therefore be subject to a lien or security interest of other creditors.

The amount of compensation to be deferred by each Participant is based on elections by the Participant in accordance with the terms of the Plan, and the obligations of the Company to pay such deferred compensation (the Obligations ) will become due on retirement, death or other termination of employment in the form and on the date or dates determined in accordance with the Plan. The Obligations

will be indexed to one or more investment alternatives chosen by each Participant from a range of such alternatives, and the amount of the Obligations payable to each Participant will increase or decrease based on the investment returns of the chosen investment alternatives. However, no Participant deferrals actually will be invested in any investment alternative, and as a result the Participants will have no ownership interest in any of such investment alternatives.

The Obligations cannot be assigned, transferred, pledged or otherwise encumbered by the Participants, except that each Participant may designate one or more beneficiaries to receive benefits upon the Participant's death.

The total amount of Obligations being registered pursuant to this Registration Statement is \$40,000,000.

The Company may not terminate the Plan. However, the Company reserves the right to amend the Plan, provided that such amendment does not result in any reduction of a Participant's account balance, including previous earnings or losses, as of the date of such amendment. Furthermore, the Company may, in its discretion, but is not obligated to, allow additional deferrals into the Plan.

**Item 5. Interests of Named Experts and Counsel**

Not applicable.

**Item 6. Indemnification of Directors and Officers**

Section 145 of the General Corporation Law of Delaware (the "DGCL") empowers Avery Dennison Corporation ("Avery Dennison") to indemnify, subject to the standards set forth therein, any person who is a party to any action in connection with any action, suit or proceeding brought or threatened by reason of the fact that the person was a director, officer, employee or agent of Avery Dennison, or is or was serving as such with respect to another entity at the request of Avery Dennison. The DGCL also provides that Avery Dennison may purchase insurance on behalf of any such director, officer, employee or agent. Article VI of our Bylaws provides that Avery Dennison will indemnify any person to whom, and to the fullest extent, indemnification may be required or permitted under Section 145 of the DGCL. We maintain insurance covering certain liabilities of our directors and officers. We have also entered into contractual arrangements with our directors and officers pursuant to which such persons may be entitled to indemnity from us against certain liabilities arising from the discharge of their duties in such capacities.

**Item 7. Exemption from Registration Claimed**

Not applicable.

**Item 8. Exhibits**

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- 4.1 2004 Executive Variable Deferred Retirement Plan.
- 5.1 Opinion of Latham & Watkins LLP.
- 23.1 Consent of PricewaterhouseCoopers LLP.
- 23.2 Consent of Latham & Watkins LLP (included in Exhibit 5.1).
- 24 Power of Attorney (included on page S-1).

**Item 9. Undertakings**

(a) The Registrant hereby undertakes:

(1) To file, during any period in which offers or sales are being made, a post-effective amendment to this Registration Statement:

(i) To include any prospectus required by Section 10(a)(3) of the Securities Act of 1933;

(ii) To reflect in the prospectus any facts or events arising after the effective date of this Registration Statement (or the most recent post-effective amendment thereof) which, individually or in the aggregate, represent a fundamental change in the information set forth in this Registration Statement;

(iii) To include any material information with respect to the plan of distribution not previously disclosed in this Registration Statement or any material change to such information in this Registration Statement;

Provided, however, that paragraphs (a)(1)(i) and (a)(1)(ii) shall not apply to information contained in periodic reports filed with or furnished to the Commission by the Registrant pursuant to Section 13 or Section 15(d) of the Securities Exchange Act of 1934 that are incorporated by reference in this Registration Statement.

(2) That, for the purpose of determining any liability under the Securities Act of 1933, each such post-effective amendment shall be deemed to be a new registration statement relating to the securities offered therein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

(3) To remove from registration by means of a post-effective amendment any of the securities being registered which remain unsold at the termination of the offering.

(b) The Registrant hereby undertakes that, for purposes of determining any liability under the Securities Act of 1933, each filing of the Registrant's annual report pursuant to Section 13(a) or Section 15(d) of the Securities Exchange Act of 1934 that is incorporated by reference in this Registration Statement shall be deemed to be a new registration statement relating to the securities offered herein, and the offering of such securities at that time shall be deemed to be the initial bona fide offering thereof.

(c) Insofar as indemnification for liabilities arising under the Securities Act of 1933 may be permitted to directors, officers and controlling persons of the Registrant pursuant to the foregoing provisions, or otherwise, the Registrant has been advised that in the opinion of the Securities and Exchange Commission such indemnification is against public policy as expressed in the Securities Act of 1933 and is, therefore, unenforceable. In the event that a claim for indemnification against such liabilities (other than the payment by the Registrant of expenses



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incurred or paid by a director, officer or controlling person of the Registrant in the successful defense of any action, suit or proceeding) is asserted by such director, officer or controlling person in connection with the securities being registered, the Registrant will, unless in the opinion of its counsel the matter has been settled by controlling precedent, submit to a court of appropriate jurisdiction the question whether such indemnification by it is against public policy as expressed in the Securities Act of 1933 and will be governed by the final adjudication of such issue.

**SIGNATURES**

Pursuant to the requirements of the Securities Act of 1933, the Registrant certifies that it has reasonable grounds to believe that it meets all of the requirements for filing on Form S-8 and has duly caused this Registration Statement to be signed on its behalf by the undersigned, thereunto duly authorized, in the City of Pasadena, State of California, on this 17<sup>th</sup> day of October, 2003.

AVERY DENNISON CORPORATION

By: /s/ Daniel R. O Bryant  
 Daniel R. O Bryant  
 Senior Vice President, Finance  
 and Chief Financial Officer

**POWER OF ATTORNEY**

Pursuant to the requirements of the Securities Act of 1933, this Registration Statement has been signed by the following persons in the capacities and on the dates indicated. Each person whose signature appears below hereby authorizes Philip M. Neal, Dean A. Scarborough, Daniel R. O Bryant and Michael A. Skovran, or any of them, as attorney-in-fact, with full power of substitution, to sign on his or her behalf, individually and in such capacity stated below, and to file any amendments, including post-effective amendments or supplements, to this Registration Statement.

<u>SIGNATURE</u>	<u>TITLE</u>	<u>DATE</u>
<u>/s/ Philip M. Neal</u> Philip M. Neal	Chairman of the Board and Chief Executive Officer	October 17, 2003
<u>/s/ Dean A. Scarborough</u> Dean A. Scarborough	President and Chief Operating Officer, Director	October 17, 2003
<u>/s/ Daniel R. O Bryant</u> Daniel R. O Bryant	Senior Vice President, Finance and Chief Financial Officer (Principal Financial Officer)	October 17, 2003
<u>/s/ Michael A. Skovran</u> Michael A. Skovran	Vice President and Controller (Principal Accounting Officer)	October 17, 2003

<u>/s/ Peter K. Barker</u>	Director	October 17, 2003
Peter K. Barker		
<u>/s/ Frank V. Cahouet</u>	Director	October 17, 2003
Frank V. Cahouet		
<u>/s/ Richard M. Ferry</u>	Director	October 17, 2003
Richard M. Ferry		
<u>/s/ Bruce E. Karatz</u>	Director	October 17, 2003
Bruce E. Karatz		
<u>/s/ Kent Kresa</u>	Director	October 17, 2003
Kent Kresa		
<u>/s/ Charles D. Miller</u>	Director	October 17, 2003
Charles D. Miller		
<u>/s/ Peter W. Mullin</u>	Director	October 17, 2003
Peter W. Mullin		
<u>/s/ David E. I. Pyott</u>	Director	October 17, 2003
David E. I. Pyott		
<u>/s/ Julia A. Stewart</u>	Director	October 17, 2003
Julia A. Stewart		

**INDEX TO EXHIBITS**

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