



Acuity Brands Lighting, Inc.
One Lithonia Way
Conyers, GA 30012-3957
Tel: 770 922 9000
www.acuitybrands.com

November 20, 2020

Sent via FedEx Delivery

Mayor Scott Fadness
Office of The Mayor
City of Fishers
1 Municipal Drive
Fishers, IN 46038
mayorfadness@fishers.in.us

Program Director Ashley Gatlin, Rapid Response
Department of Workforce Development
10 N Senate Avenue
Workforce Transition Unit, SE311
Indianapolis, IN 46204
agatlin@dwd.in.gov

RE: Notice Pursuant to the Federal Worker Adjustment and Retraining Notification ("WARN") Act

To Whom it May Concern:

In compliance with the Federal Worker Adjustment and Retraining Notification ("WARN") Act (29 U.S.C. § 2101 et seq.), Acuity Brands Lighting, Inc. (the "Acuity Brands") is writing to comply with any actual or potential obligation it may have to provide you with notice of a permanent facility closure resulting in a permanent layoff of associates.

The closing will affect associates at the following location:

12001 Exit 5 Parkway
Fishers, IN 46037

This action is permanent in nature and the location will be closed and will result in the separation of employment for approximately 150 associates, commencing on or about January 22, 2021 with 34 associates being affected at that time and will continue through April 2021.

In all cases, affected associates will continue to receive pay and benefits for at least a full 60 days from the date they receive their WARN notice. Acuity Brands will continue to keep their associates closely advised as to their anticipated separation dates.

Acuity Brands has provided notice to the affected associates, the Mayor of Fishers, Ashley Gatlin, and Lance Bradbury of the International Brotherhood of Electrical Workers Local 481. There are no bumping rights as a result of this closure. Affected associates are listed in the enclosed Exhibit "A" – Number of Associates Affected and Job Titles.

For further information, please contact me at (404) 543-2469 or via email at Patrick.Atchison@AcuityBrands.com

Sincerely,

Patrick Atchison
HR and Compliance Manager
Acuity Brands Lighting, Inc.



Acuity Brands Lighting, Inc.
One Lithonia Way
Conyers, GA 30012-3957
Tel: 770 922 9000
www.acuitybrands.com

Exhibit "A" – Number of Associates Affected and Job Title

Position/Job Title	Position/Associate Count
Assembly Cell Operator	96
Assembly Cell Operator GF	10
Assembly Waste Remover	1
Material Coordinator Assembly	21
Material Handler	6
Shipping & Receiving Operator	5
Senior Network Analyst	1
Senior Manufacturing Engineer	1
Maintenance Lead	2
Buyer Planner	2
Focus Factory Manager III	1
Manager Testing	1
Specialist Prototype	1
Laboratory Technician	1