

To: Acuity Brands Associates
From: Rick Earlywine, SVP Architectural Lighting Solutions
Date: January 17, 2019
Re: Luminaire LED Changes

In September 2019, Luminaire LED joined Acuity Brands as part of The Luminaires Group acquisition. The addition of Luminaire LED, an industry leader in vandal-resistant, security, special application and behavioural health luminaires combined with our leading C&I agency sales network positions us for tremendous growth. To maximize our opportunity, we will relocate the manufacturing for the Luminaire LED product portfolio from Edison, New Jersey to our Indiana Production Facility (IPF) in Crawfordsville, Indiana over the next three months.

The Indiana Production Facility (IPF) has the capacity, vertical integration and system capabilities to produce the Luminaire LED expanded product portfolio while maintaining the service, quality and cost structure for which it is known. While product manufacturing is moving, we plan to keep internal and external sales and customer support intact and will increase these capabilities as needed to support the brand. Any changes to ordering product, service or support during this transition will be communicated as they occur.

- What's changing at this time?
 - Luminaire LED (1 of the 5 divisions of the recently acquired TLG) will be relocating its manufacturing operations to IPF over the next three months.
- Because of this move will we stop making any products that Luminaire LED currently produces?
 - No, we will continue to produce the entire Luminaire LED portfolio in IPF. As with all brands, we will continue to review and evolve the product line to maintain its vitality.
- Why is the company doing this?
 - To position the product portfolio for anticipated growth while driving overall efficiencies.
- What will happen to the Luminaire LED employees?
 - The company has a standard transition package for the employees affected by the closure.
- Does this mean that IPF is hiring?
 - IPF is already equipped to handle the incoming operations. Their normal hiring/staffing actions should not be significantly impacted by this move.