

## **NOTICE TO THE STATE OF OHIO'S DISLOCATED WORKERS UNIT**

Mr. Jim Turner  
Chief, Rapid Response Section  
Ohio Department of Job and Family Services  
4020 E. 5th Avenue  
Columbus, OH 43219

Re: Acuity Brands Lighting

Dear Mr. Turner:

As we have notified Ms. Tamara Mason, President, IBEW Local 1853, and the Union's negotiating committee, Acuity Brands Lighting has announced that it is giving serious consideration to permanent closure of its Newark, Ohio assembly operation, subject, however, to the results of the collective bargaining negotiations between the Company and Local 1853 over the Company's decision to close. Those negotiations have already commenced. This notice of plant closing is issued pursuant to the Final Rule Implementing the Worker Adjustment and Retraining Notification Act (WARN), and Section 639.7(a)(3) of the Rule, which contemplates that notice may be given conditional upon the occurrence or nonoccurrence of an event. In our case, the event is the result of the collective bargaining negotiations, and if collective bargaining negotiations do not result in an agreement to keep the assembly plant open, the plant will close.

In the event that after collective bargaining negotiations the Company proceeds with permanent closure of the Newark, Ohio assembly facility, the first group of employees will be separated during the 14-day period beginning December 16, 2008. Other employees will be separated after the 14-day period, and appropriate additional notices contemplated by WARN's Final Rule, Section 639.10, will be provided.

**The name and address of the site where the plant closing will occur follows:**

Holophane  
Acuity Brands Lighting  
214 Oakwood Ave.  
Newark, OH 43055

**The job titles of affected positions and the numbers of affected employees in each job classification:**

A list of all positions and the numbers of affected employees in each job classification that will be affected by the separations commencing December 16, 2008 is enclosed as Exhibit A.

**Bumping rights:**

Employees will be selected for separation consistent with the terms of the Collective Bargaining Agreement and any specific agreement reached pursuant to collective bargaining negotiations with Local 1853, IBEW.

**Name and address of chief elected officer of the Union representing affected employees:**

Ms. Tamara Mason  
IBEW Local 1853  
Holophane  
214 Oakwood Ave.  
Newark, OH

**Name and telephone number of Company official to contact for further information:**

Pamela R. Watkins  
Director of Human Resources  
Acuity Brands Lighting  
740-349-4136

Yours truly,

A handwritten signature in black ink, appearing to read "Paul H. Smith", with a long horizontal flourish extending to the right.

## **EXHIBIT A**

### **AFFECTED JOBS AND NUMBER OF EMPLOYEES IN EACH CLASSIFICATION**

Production/Assembly Employees- 60  
Group Leads – 20  
Janitors – 1  
Packaging employees – 1  
Crib attendants (package label printers) – 2  
Production supervisors – 2  
Employee Health and Safety Manager – 1  
Warehouse Supervisor – 1  
Sr. Project Manager – 1  
Plant Engineer – 1  
Quality Control Rep.s – 3  
Purchasing Agent – 1  
Buyer/Planners – 4  
Purchasing Clerk 1  
Inventory Analyst – 1  
Shipping Clerk – 1  
Human Resources Specialist – 1  
Mailroom attendant – 1  
Plant controller - 1  
Plant Accountants – 1  
Mgr of Plant Accounting - 1