

March 12, 2026

**VIA EMAIL AND FIRST CLASS U.S. MAIL**

WIOATitleI@dwd.wisconsin.gov  
Wisconsin Department of Workforce Development  
Bureau of Workforce Training, Program Administration Section  
P.O. Box 7946  
Madison, WI 53707

mayor@cityofracine.org  
Cory Mason, Mayor  
Racine City Hall  
730 Washington Avenue  
Racine, WI 53403

Re: Notice of Plant Closing and/or Mass Layoff

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101, *et seq.*; the Wisconsin Business Closing Mass Layoff Law, Wis. Stat. § 109.07 (collectively, the “WARN Statutes”).

We regret to inform you that Cree Lighting will experience a “plant closing” and/or “mass layoff” under the WARN Statutes at 9201 Washington Ave, Racine, WI 53406 (the “Facility”) resulting in the permanent closure of one or more operating units within the Facility with employee separations to take place on or beginning on March 13, 2026.

We expect that 172 employee positions will be permanently eliminated. A list of affected titles, the number of employees in each position and anticipated separation dates is attached.

Cree Lighting could not provide earlier notice, as it qualifies under the “faltering company” exception set forth in the WARN Statutes. Cree Lighting was actively seeking capital and business to enable it to avoid or postpone indefinitely the plant closing and/or mass layoff, and Cree Lighting believed that giving the notices as required under the WARN Statutes would have prevented it from obtaining the capital or business.

The information provided in this letter is based upon the best information available to us at this time. This letter is provided pursuant to state and federal laws, which encourage employers who are not required to comply with the business closing notice statutes to, nonetheless, provide such notice, and should not be construed as an admission of coverage under 29 U.S.C. § 2101, *et seq.*, Wis. Stat. § 109.07 or other similar law.

We regret having to make the decision; however, business and industry circumstances leave us no alternative. Should you have any questions, please do not hesitate to contact me at [skrishnan@creelighting.com](mailto:skrishnan@creelighting.com).

Sincerely,



Sabu Krishnan  
President

Attachment - List of Affected Employees

### List of Affected Employees

<b>Job Title</b>	<b># of Employees</b>	<b>Anticipated Separation Date</b>
Accountant	2	March 12, 2026
Administrative Support	1	March 12, 2026
Assembler	86	March 12, 2026
Chief Operating Officer	1	March 12, 2026
Customer Service Representative	1	March 12, 2026
Customer Service Support	3	March 12, 2026
Customer Service Tech Support	1	March 12, 2026
Director Global Logistics and Operations	1	March 12, 2026
Director of Field Service Management	1	March 12, 2026
Document Control Administrator	3	March 12, 2026
Document Control Specialist	1	March 12, 2026
Electronic Design Engineer	1	March 12, 2026
Engineering Technician	4	March 12, 2026
Facilities Technician	1	March 12, 2026
Janitor/Custodian	1	March 12, 2026
Machine Operator	5	March 12, 2026
Machinist	2	March 12, 2026
Manager Facilities	1	March 12, 2026
Manager Import/Export	1	March 12, 2026
Manager Mechanical Design Engineering	1	March 12, 2026
Manufacturing Equipment Maint Tech	1	March 12, 2026
Marketing Specialist	1	March 12, 2026
Material Handler	8	March 12, 2026
Mechanical Design Engineer	1	March 12, 2026
Operations Engineering Technician	1	March 12, 2026
Optical Engineer	2	March 12, 2026
Painter	1	March 12, 2026
Paralegal	1	March 12, 2026
Patent Portfolio Manager	1	March 12, 2026
Pricing Specialist	1	March 12, 2026
Process Engineer Sustaining	1	March 12, 2026
Product Marketing Manager	1	March 12, 2026
Production Planner/Scheduler	2	March 12, 2026

Program Analyst	1	March 12, 2026
Quality Technician	2	March 12, 2026
Receiving Warehouse Worker	4	March 12, 2026
Recruiting Specialist	1	March 12, 2026
Safety Technician	1	March 12, 2026
Shipping Warehouse Worker	16	March 12, 2026
Supervisor Production	2	March 12, 2026
Systems Programmer	1	March 12, 2026
Team Lead Painter	1	March 12, 2026
Test Engineer	1	March 12, 2026
Traffic/Shipping Coordinator	1	March 12, 2026
Training Coordinator	1	March 12, 2026