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Lightning eMotors Appoints Marci Fouts as Chief People Officer

- *Accomplished senior executive brings deep public company human resources experience from Advanced Energy*
- *Has led startups and established companies through periods of rapid growth in talent management*

LOVELAND, Colo.--(BUSINESS WIRE)-- Lightning eMotors (NYSE: ZEV), a leading provider of all-electric powertrains and medium-duty and specialty commercial electric fleet vehicles, announced today that Marci Fouts, CCP, SPHR, has joined the company as Chief People Officer (CPO).

This press release features multimedia. View the full release here: <https://www.businesswire.com/news/home/20211130005327/en/>



Marci Fouts joins Lightning eMotors as Chief People Officer (Photo: Lightning eMotors / D. Bennett)

Fouts, 55, has deep experience developing and designing human resources programs for companies that have gone through periods of rapid change. At Lightning eMotors she will oversee all aspects of human resources strategy including talent management and acquisition, culture and employee engagement, total compensation, and diversity, equity and inclusion. She will report to CEO Tim

Reeser.

“Marci’s impressive leadership skills combined with her expertise in transforming corporate culture and employee performance – particularly in start-up environments – will be instrumental as we continue to grow and enhance our team,” said Reeser. “We are excited

to welcome Marci to the Lightning eMotors team and look forward to seeing her create a robust and engaged workforce.”

Fouts joins Lightning eMotors with over 25 years of experience in human resources leadership roles across a variety of industries. Previously, Fouts served as Vice President, Total Rewards & HR Operations at Advanced Energy Industries, where she worked since 2016. Fouts served as a strategic leader in driving growth, cost savings and process improvements at the company. Her background also includes human resources and total rewards roles at Cloud Peak Energy, The Gates Corporation, Henkel/The Dial Corporation, and Lucent Technologies.

“I’m thrilled and honored to join the Lightning eMotors team as Chief People Officer as it continues to innovate in the fast and rapidly changing commercial vehicle industry,” Fouts said. “Tim and his team have built an incredible organization and I look forward to bringing my passion for creating high-value people programs and driving operational excellence to Lightning. It’s rewarding to work for a company that is focused on sustainability and I am excited to work with my colleagues across the organization to create great employee experiences and build on the outstanding work that has already been done to develop a culture where employees and the company succeed.”

Fouts also serves on the board of Alternatives to Violence, Inc., is a member of Colorado Women of Influence and is involved with 50/50 Women on Boards. She holds a Bachelor of Arts in Management from the University of Phoenix, an Executive MBA from Leeds School of Business at the University of Colorado and is a Certified Compensation Professional (CCP) and Senior Professional in Human Resources (SPHR). Outside of work, Fouts is an avid beekeeper at her Loveland home.

Lightning eMotors (NYSE: ZEV) has been providing specialized and sustainable fleet solutions since 2009, deploying complete zero-emission-vehicle (ZEV) solutions for commercial fleets since 2018 – including Class 3 cargo and passenger vans, Class 4 and 5 cargo vans and shuttle buses, Class 4 Type A school buses, Class 6 work trucks, Class 7 city buses, and Class A motor coaches. The Lightning eMotors team designs, engineers, customizes, and manufactures zero-emission vehicles to support the wide array of fleet customer needs including school buses and ambulances, with a full suite of control software, telematics, analytics, and charging solutions to simplify the buying and ownership experience and designed to maximize uptime and energy efficiency. To learn more, visit <https://lightningemotors.com>.

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