



Hubbell Lighting, Inc.

Hubbell Lighting
Scott H. Muse
President
701 Millennium Blvd.
864-678-1500

Date: December 9, 2011
To: All Hubbell Lighting Employees
From: Scott Muse
Subject: Organizational Realignment

I am pleased to announce that effective today Richard Abernethy has been promoted to Vice President Brand Management Hubbell Outdoor Lighting reporting to me. This new outdoor lighting organization responsibility encompasses Hubbell Outdoor Lighting, Kim Lighting, Architectural Area Lighting, Spaulding Lighting, Devine Lighting, Sterner Lighting and Security Lighting.

Richard has 30 years of experience in the lighting industry having served in various roles with progressively higher levels of responsibility including Acuity Brands, where he served as Vice President of Electronic Systems Group (Emergency Lighting, Flexible Wiring and Controls) and Vice President of Lithonia Outdoor Lighting. Since coming to Hubbell Lighting three years ago, Richard has been the Vice President Brand Management Dual-Lite and was later promoted to Vice President Brand Management Dual-Lite and Hubbell Outdoor and Industrial. He is a graduate of North Carolina State University where he earned a BA in Business Management and Economics. Reporting directly to Richard will be:

Debbie Bell - National Sales Manager Kim Lighting
Steve Friedman - Vice President/General Manager Security Lighting
Tom Lueken - Product Manager Kim Lighting
Andy Miles - National Brand Sales Manager Hubbell Outdoor
Joy Moyer - Director Brand Development Hubbell Outdoor
M J Paul - Vice President Brand Management AAL
Ron Torres - Manager Engineering AAL and Kim Lighting
Kent Welke - Marketing Communications Manager Hubbell Outdoor
Tammy Wilson - Administrative Assistant Hubbell Outdoor
Stephen Wojno - Marketing Manager Kim Lighting

Also, as part of this outdoor lighting reorganization, the AAL and Kim Customer Support functions will report to Don Ross, Vice President Customer Support. In addition, a new manager of AAL and Kim Customer Service will be appointed on site in

the City of Industry, CA facility. The AAL and Kim Quotations functions will report to Bill Welsh, Director HLI Quotations.

Bill Foley will be pursuing other opportunities outside of Hubbell Lighting. Please join me in wishing Bill all the best in his future endeavors as well as expressing our sincere appreciation for his efforts and contributions to AAL, Kim and Hubbell Lighting.

Ron Newbold has been promoted to the new role of Vice President Brand Management Industrial, Life Safety and Sportsliter Solutions reporting directly to me.

Ron has worked in the lighting industry for 22 years. Prior to joining Hubbell Lighting, Ron's experience includes Lithonia Lighting in a variety of progressively responsible positions including Product Management for downlighting and Marketing Manager for the Advantage Downlighting Group. Ron has been with Hubbell Lighting since 1997 and successfully served in roles of increasing responsibility since that time including Progress Lighting Commercial Product Manager, Prescolite Senior Product Manager, Director of Product Development and most recently as Vice President, Brand Management Prescolite. Ron is the holder of nine patents. Ron earned a Masters Degree in Management from Indiana Wesleyan University and an undergraduate degree in Psychology from Indiana University. Reporting directly to Ron will be:

- Patrick Agius – Marketing Specialist Industrial, Life Safety and Sportsliter Solutions
- Ronnie Arant – National Brand Sales Manager Dual-Lite
- Tony Campbell – Product Development Manager Dual-Lite
- Ken Cornett - Director Sportsliter Solutions
- Joe Engle – Product Manager Industrial
- John Lane – Manager Product Engineering Dual-Lite

Chris Hogan has been promoted to Vice President Brand Management Prescolite reporting to Jim Decker. Chris has worked in the lighting industry for eight years. Prior to Hubbell Lighting, Chris worked as a consultant leading systems implementations for manufacturing companies. Since joining Hubbell Lighting, Chris has led a number of projects including the SAP implementation for the Progress, Precolite, HLO&I, Dual-Lite, Kim, AAL and Security brands. Chris has managed the Hubbell Incorporated IT infrastructure operations team as Senior Director Enterprise Network Services for the past three years. Chris received his BS in Mechanical Engineering from the University of Missouri-Rolla. Reporting directly to Chris will be:

- Beverly Dahl - Regional Sales Manager Prescolite
- Don Fritsche - Engineering Supervisor Prescolite
- Chris Herter - Regional Sales Manager Prescolite
- Brenda Lancaster - Marketing Research Analyst Prescolite
- Lee McGee - Engineering Manager Prescolite
- Felicia Ray - Administrative Assistant Prescolite
- Brad Rodeghiero - Product Manager Prescolite

Thank you for your support and cooperation in this reorganization. Please join me in wishing each of these Hubbell Lighting managers congratulations and continued success in their new roles and responsibilities.

Scott Muse
President
Hubbell Lighting