



Hubbell Lighting, Inc.

Hubbell Lighting
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Date: May 25, 2012
To: All Hubbell Lighting Employees
From: Scott Muse
Subject: Varon Lighting Group Organizational Realignment

Joe Incrocci, Vice President and General Manager of the Varon Lighting Group which includes Precision – Paragon [P2], Beacon Products and Thomas Research Products will be retiring from Hubbell Lighting, Inc. on June 5, 2012. Joe successfully guided the Varon companies through its acquisition by Hubbell Lighting in December 2008 and since that time led it to its highest level of sales and profitability ever. Joe's efforts and leadership are much appreciated and we wish him all the best in his retirement and future endeavors.

As a part of our executive management succession plan, Richard Abernethy, Vice President Brand Management, will assume responsibility for Beacon Products in addition to his current responsibilities for the other outdoor lighting brands including Kim Lighting, Architectural Area Lighting and Hubbell Outdoor Lighting. Perry Romano, Vice President Brand Management Beacon Products, will report to Richard.

Kevin Poyck, Vice President Brand Management, will assume responsibility for Precision – Paragon [P2], in addition to his current responsibilities for the Columbia Lighting and Alera Lighting brands. Joe Martin, Vice President Brand Management Precision – Paragon [P2], will report to Kevin.

Glenn Garbowicz, Vice President General Manager, Thomas Research Products (TRP) will now report directly to me.

Thank you for your support and cooperation in this transition. Please join me in congratulating Joe Incrocci and wishing him well on his retirement.

Scott Muse
President
Hubbell Lighting