



HES Commercial announces leadership change

It is with our thanks and best wishes that we share the departure of Hubbell Electrical Systems (HES) Vice President and General Manager (VPGM), Commercial **Jim Farrell**. After more than 17 years at Hubbell, Jim has decided to pursue new opportunities and challenges.

During his time here, Jim has held a variety of finance and business leadership roles at both the segment and corporate levels. As Vice President, Investor Relations and Strategic Planning, Jim transformed and modernized the IR and streamlined day to day activities. He also stood up the FP&A function at Hubbell with a strong focus on forecasting, contingency planning, and cost management. More recently, Jim led Hubbell's lighting business as both VP, Finance, and acting Group President, HLI. As the leader of the lighting business, Jim reimagined the cost structure and aligned functions to drive operating model effectiveness to maintain a leadership position in an ultra-competitive industry.

As we wish Jim luck in this new chapter in his career, we welcome to the team **Peter Fehl**, who will take on Jim's role as VPGM of the Commercial Business Unit. He will be based in Greenville, South Carolina, and report to HES President **Pete Lau**.

Peter brings more than 25 years of experience leading growth-oriented organizations within Fortune 100 Companies, such as Honeywell and Eaton. Peter comes to us most recently as the President of the Building Management Systems business at Honeywell, a \$1b+ global hardware and software business. He also worked in a variety of strategy, M&A, pricing, and other general management roles during his Honeywell tenure. While at Eaton, Peter led the company's global sports lighting business where he led a significant turnaround and drove strategic partnerships and acquisitions. He also served as the Vice President of Strategy for Eaton. Previous to Eaton, he was also CMO for a KKR private equity-funding equipment business in the oil and gas industry, where he oversaw global responsibilities in product marketing, strategy, pricing, customer marketing and training.

Peter has worked in Europe, Middle East, Asia, and the Americas and is a Six Sigma Blackbelt. He earned his MBA in strategy and his bachelor's degree in mechanical engineering from the Georgia Institute of Technology.

Please join us in congratulating Jim on a terrific career at Hubbell and welcoming Peter Fehl to the HES leadership team.