



Hubbell Incorporated


HUBB NYSE

Electrical Components / Equipment

Market Capitalization USD:

\$2,614.48 mm

CONCERN LEVEL: LOW

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap.
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years.
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group.
- 7 The company's dilution from equity incentives is 10 percent or less.
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket. 

CEO: Timothy H. Powers

Age: 63

CEO Since: 2001

	2009	2010	2011
Base Salary	\$930,000	\$930,000	\$1,000,000
Discretionary Bonus	\$0	\$0	\$0
Annual Cash Incentive	\$1,023,000	\$1,534,500	\$1,400,000
Benefits and Perquisites	\$78,848	\$129,877	\$164,746
TOTAL ANNUAL COMPENSATION	\$2,031,848	\$2,594,377	\$2,564,746
Increase in Post-Retirement Benefits	\$3,315,433	\$724,221	\$2,922,646
Stock Option Awards	\$774,280	\$883,930	\$1,207,628
Stock Awards	\$1,340,128	\$1,519,958	\$2,089,817
TOTAL COMPENSATION	\$7,461,689	\$5,722,486	\$8,784,837
Median of Other Named Executive Officers Total Compensation	\$1,724,390	\$2,063,758	\$2,706,347
Value Realized on Exercise of Stock Option	\$0	\$7,625,612	\$7,136,990
Value Realized on Vesting of Stock	\$1,341,345	\$1,657,592	\$3,642,878
TOTAL REALIZED EQUITY COMPENSATION	\$1,341,345	\$9,283,204	\$10,779,868

Proxy Date: 19 Mar 2012

Annual Meeting Date: 8 May 2012

Equity Reserves: 10.01%

Stock Option Run Rate: 0.00%

Hubbell Incorporated

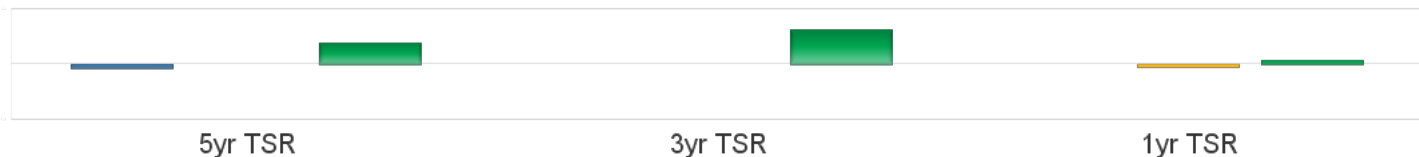
HUBB NYSE

Electrical Components / Equipment

Market Capitalization USD: **\$2,614.48 mm**

Performance Comparison

■ S&P500 ■ Industry ■ HUBB



Peer Comparisons (TRBC) =Electrical Components / Equipment

Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
HUBB	Hubbell Incorporated	\$7,461,689	\$5,722,486	\$8,784,837	\$2,614,480,633
CBE	Cooper Industries plc	\$10,756,244	\$25,076,513	\$21,128,672	\$7,604,003,961
APH	Amphenol Corporation	\$6,101,279	\$6,932,325		\$6,927,559,510
ENR	Energizer Holdings, Inc.	\$8,526,945	\$6,916,433	\$6,513,176	\$4,568,700,291
ARW	Arrow Electronics, Inc.	\$5,063,453	\$6,354,647	\$7,396,353	\$3,192,432,651
TNB	Thomas & Betts Corporation	\$9,106,706	\$5,508,214		\$2,096,817,002
IPGP	IPG Photonics Corporation	\$451,604	\$922,296		\$2,062,269,126

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

Pay Peer Group

Peer group not disclosed.

Performance Peer Group

S&P Mid-Cap 400 Index

COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
Richard J. Swift	Chairman	67	Male	9	Outside
Andrew McNally	Member	72	Male	32	Outside Related
Carlos A. Rodriquez	Member	47	Male	3	Outside
Daniel S. Van Riper	Member	71	Male	9	Outside
John G. Russell	Member	54	Male	1	Outside

This report is for informational purposes only, and should not be considered a solicitation to buy or sell any security. Thomson Reuters Business Classification (TRBC) is a global industry classification system that is owned and operated by Thomson Reuters and has been licensed for use by GMI Ratings.

COPYRIGHT 2012 | GMI Ratings | ALL RIGHTS RESERVED