



MILITARY LEAVE POLICY

Owner: Senior Vice President, Human Resources

POLICY

It is Hubbell Incorporated, its divisions, subsidiaries and affiliates (collectively, "Hubbell" or the "Company") policy to comply with federal and state statutes as they relate to the rights of an employee returning from military service, serving in the National Guard, reserve units of the Armed Forces, entering temporary military training while an employee of the company, or otherwise serving in the Uniformed Services.

SCOPE

This Policy applies to all U.S. employees (as defined below) of Hubbell. Employees governed by a Collective Bargaining Agreement ("CBA") are limited to the provisions of those agreements. In the event a CBA does not address this topic, this Policy will apply to such employees.

PURPOSE

The purpose of this Policy is to ensure a consistent policy regarding Military Leave for employees.

DEFINITIONS

Military Leave shall mean leave from work for an employee to perform military duty or training required by federal or state law.

Per Diem shall mean a daily allowance, usually for living expenses while traveling in connection with one's work or being employed at a distance from one's home.

Uniformed Services shall include the Armed Forces, the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the commissioned corps of the Public Health Service, and any other category of persons designated by the President in time of war or national emergency.