

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549**

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 OR 15(d) of The Securities Exchange Act of 1934

Date of Report (Date of earliest event reported):

February 19, 2024

HAMILTON BEACH BRANDS HOLDING COMPANY

(Exact name of registrant as specified in its charter)

Delaware

001-38214

31-1236686

(State or other jurisdiction of
incorporation)

(Commission File Number)

(IRS Employer Identification No.)

4421 WATERFRONT DR

GLEN ALLEN

VA

23060

(Address of principal executive offices)

(Zip code)

(804) 273-9777

(Registrant's telephone number, including area code)

N/A

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A Common Stock, Par Value \$0.01 Per Share	HBB	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter):

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

On February 19, 2024, the Board of Directors of Hamilton Beach Brands Holding Company (the “Company”) appointed R. Scott Tidey as President of the Company. Mr. Tidey will succeed Gregory H. Trepp as President of the Company, effective as of February 19, 2024 (the “Effective Date”). Mr. Trepp, who, prior to the Effective Date, served as President and Chief Executive Officer of the Company, will continue to serve as Chief Executive Officer of the Company after the Effective Date.

Mr. Tidey, age 59, most recently served as the Senior Vice President, Global Sales of the Company’s wholly owned subsidiary Hamilton Beach Brands, Inc. (“HBB”), from January 2023 to the Effective Date. Mr. Tidey previously served as Senior Vice President, Consumer Sales & Marketing of HBB from March 2021 to January 2023, and as Senior Vice President, North America Sales and Marketing of HBB from prior to 2019 to March 2021.

There were no changes to Mr. Tidey’s current compensatory arrangements with the Company related to his appointment as President.

There are no arrangements or understandings between Mr. Tidey and any other persons pursuant to which he was appointed President. There are no family relationships between Mr. Tidey and any director or executive officer of the Company, and there are no related party transactions between the Company and Mr. Tidey that would require disclosure under Item 404(a) of Regulation S-K under the Securities Exchange Act of 1934, as amended.

A copy of the Company’s press release, dated February 22, 2024, announcing the appointment of Mr. Tidey as President of the Company is attached hereto as Exhibit 99 and is incorporated herein by reference.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

Exhibit No.	Exhibit Description
99	Hamilton Beach Brands Holding Company News Release, dated February 22, 2024
104	Cover Page Interactive Data File (formatted as Inline XBRL)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: February 22, 2024

HAMILTON BEACH BRANDS HOLDING
COMPANY

By: /s/ Lawrence K. Workman, Jr.

Name: Lawrence K. Workman, Jr.

Title: Senior Vice President, General Counsel and
Secretary

NEWS RELEASE



CONTACT:

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For Immediate Release
Thursday, February 22, 2024

HAMILTON BEACH BRANDS HOLDING COMPANY **ANNOUNCES APPOINTMENT OF R. SCOTT TIDEY AS PRESIDENT**

Glen Allen, Virginia – The Board of Directors of Hamilton Beach Brands Holding Company (the “Company”) (NYSE: HBB) announced today that R. Scott Tidey, Senior Vice President-Global Sales of the Company’s wholly owned subsidiary, Hamilton Beach Brands, Inc. (“Hamilton Beach Brands”), has been appointed President of the Company, effective immediately. Gregory H. Trepp, who previously served as President and Chief Executive Officer of the Company, will continue to serve as Chief Executive Officer of the Company.

“Scott’s appointment as President of our Company is part of a long-standing succession plan. It has been my pleasure to work with Scott for nearly 30 years, as he has grown in roles of increasing responsibility in sales and marketing. Scott is an incredibly effective member of our executive leadership team and has helped us navigate through some of the most challenging and exciting times in our Company’s history. He has been instrumental in the successful execution of our strategic initiatives to expand, diversify and grow our business. I look forward to working with Scott on a smooth transition as he assumes this new role,” said Mr. Trepp.

Mr. Tidey said, “I am honored to be appointed President of our Company. I look forward to working with our outstanding global team to build on the successes we have achieved. Our Company has many strengths that we will continue to leverage, including our Good Thinking culture, our leadership in the small kitchen appliance industry, our portfolio of leading trusted brands, our proven customer-driven innovation capabilities, and our retailer relationships. I am confident that we are well positioned in our continuing efforts to build long-term shareholder value.”

Mr. Tidey most previously served as the Senior Vice President, Global Sales of Hamilton Beach Brands since January 2023. Before that, he served as Senior Vice President, Consumer Sales & Marketing of Hamilton Beach Brands from March 2021 to January 2023, and as Senior Vice President, North America Sales and Marketing of Hamilton Beach Brands, from 2010 to March 2021. Prior to joining Hamilton Beach Brands in 1993, Mr. Tidey worked in sales at Wyeth Consumer Healthcare. He received a Bachelor of Science in Business Management from the Virginia Polytechnic Institute and State University.

Mr. Trepp was appointed to his current position and elected to the Company’s Board of Directors in 2017 when the Company was spun off from NACCO Industries, Inc. He has served as President and Chief Executive Officer of Hamilton Beach Brands since 2010 and had previously served as Chief Executive Officer of The Kitchen Collection, LLC from 2010 to April 2020. Mr. Trepp received a Bachelor of Science in Business Administration from the University of Richmond and a Masters of Business Administration from the University of Connecticut.

About Hamilton Beach Brands Holding Company

Hamilton Beach Brands Holding Company operates through its wholly owned subsidiary Hamilton Beach Brands, Inc., a leading designer, marketer, and distributor of a wide range of branded small electric household and specialty housewares appliances, as well as commercial products for restaurants, fast food chains, bars, and hotels. The Company's owned consumer brands include Hamilton Beach[®], Proctor Silex[®], Hamilton Beach Professional[®], Weston[®], and TrueAir[®]. The Company's owned commercial brands include Hamilton Beach Commercial[®] and Proctor Silex Commercial[®]. Hamilton Beach Brands licenses the brands for Wolf Gourmet[®] countertop appliances, CHI[®] premium garment care products, Clorox[™] True HEPA air purifiers, and Brita Hub[™] countertop electric water filtration appliances. Hamilton Beach Brands has exclusive multiyear agreements to design, sell, market, and distribute Bartsian[®] premium cocktail delivery machines, and specialty appliances to create Numilk[®] non-dairy fresh milk on demand. The Company's Hamilton Beach Health[®] subsidiary is focused on expanding the Company's participation in the home medical market. In February 2024, Hamilton Beach Health[®] acquired HealthBeacon PLC, a medical technology firm that specializes in developing connected devices. For more information about Hamilton Beach Brands Holding Company, visit hamiltonbeachbrands.com.

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