



## 1988 PAC Winner

R.D.(Dee) Hubbard

After his graduation from Butler Community College in El Dorado, Kansas, Dee Hubbard began his glass industry career as a salesman for Safelite Industries in Wichita.

His energy and vision propelled him forward through various management positions, culminating in his becoming president of that company before starting out on his own.

In 1978, Hubbard merged Fourco Glass of West Virginia and ASG Industries of Tennessee to form AFG Industries.

The company now has six primary glass plants in North America, located in Tennessee, West Virginia, New Jersey, California, and Ontario, Canada, with a new plant under construction in Kansas.

During the past ten years Hubbard has built AFG into North America's second largest flat glass manufacturer and recently succeeded in taking the firm private. Since 1980, revenues have increased at a 28% compound annual rate; income has grown at a 58% rate; with sales last year totaling over \$488 million. In recognition for this performance, Hubbard was named one of the top chief executive officers in the nation in 1987 by "Financial World" magazine.

Dee Hubbard is a lifetime member of the International Association of Businessmen and Professionals Foundation for Outstanding Achievement.

He has been honored by Wichita State University through the dedication of the RD Hubbard Hall on the University campus in recognition of his contributions towards the founding of the educational institution's Center for Entrepreneurship.