

Executive Biography

Alan E. Hubbard

Alan E. Hubbard

Senior Vice President
Chief Human Resources Officer

Primary Responsibilities

- Overall responsibility for human resources policies and practices, for more than 10,000 employees in over 40 locations worldwide.
- Strategic human resources counsel to Dow Corning executives.
- Guiding Dow Corning to maintain its status as 'Great Place to Work'.

Experience and Expertise

Alan E. Hubbard joined Dow Corning in April 2007 as director for global compensation and benefits, a position he held until he was appointed Vice President, Chief Human Resources Officer in July 2008. He was appointed corporate vice president in 2009.

In a career spanning 27 years, Alan has developed a strong understanding of talent management, compensation, benefits and global human resources practices. Before joining Dow Corning, he held senior human resources roles at leading companies in the finance and food & beverage sectors, such as Ball Corporation, Cadbury Schweppes and American Express, where his expertise in talent management and global human resource strategies enabled him to implement best practices in the areas of organization structure, talent management, M&A and change management.

Education

- Bachelor of Science in Business Management: Arizona State University.
- Master of Business Administration: University of Phoenix.

External Representation

- Alan previously served on the Board of Directors of the Arizona State Employees Credit Union, Desert Valley Humana Hospital and the Front Range Community College District.
- He is currently on the Board and Finance Committee of the Senior Services for the Midland County Council on Aging.
- He is a frequent presenter on business and human resources topics to such groups as The Conference Board and World at Work.

Guiding Principle

Character, integrity and perseverance are still key attributes of any successful leader, regardless of organizational level.



About Dow Corning

Dow Corning (dowcorning.com) provides performance-enhancing solutions to serve the diverse needs of more than 25,000 customers worldwide. A global leader in silicones, silicon-based technology and innovation, Dow Corning offers more than 7,000 products and services via the company's *Dow Corning*® and XIAMETER® brands. Dow Corning is a joint venture equally owned by The Dow Chemical Company and Corning, Incorporated. More than half of Dow Corning's annual sales are outside the United States.