

LUFKIN MAY, 1984 ROUNDUP

The Presidential
Torch Has Been Passed



From the Chairman's Desk

"We shall continue to work together . . . pull together as a team"

It isn't often Lufkin Industries changes presidents. We've had only four over the past 82 years since our company was founded February 15, 1902. The promotion to president never comes easily or quickly. It usually requires long years of hard work accompanied with much dedicated service to accomplish this goal. But, when the ascension to the presidency of an internationally prestigious company such as LUFKIN does come, it is most rewarding in the sense it presents one a feeling of accomplishment and service to a fine organization and to a great group of people.

I know of no other job I could have held these past 17 years which I would have enjoyed as enormously as I have in serving as your company president.

We have all seen a lot of water flow under the bridge. We've watched our company grow from a \$40 million company in 1967 to a \$360 million company in 1981. We have remained healthy through the recession of 1983. And, we now see the bright light at the end of the economic tunnel.

Lufkin Industries has not had a board chairman since the death of Walter Trout in July of 1971. Until now, Walter was the only man to ever hold the chairman's position with our company.

Even with the creation of chairman of the board at Lufkin Industries — and with the election of a new president in Frank Stevenson — we anticipate no major changes in our operations. We shall continue to work together, pull together as a team in the same manner we always have in the past.

This elevation to chairman of our company enables me to shift some of my responsibilities on the management level to Frank Stevenson, thereby allowing me more time for corporate planning and the making of major decisions.



These company changes also mean our other officers and department managers will be saddled with more responsibilities in their respective jobs and must become more self-motivated.

Lufkin Industries is now "Big Business." I look upon these executive changes by our directors as a move to match our management with our size. We are confident we can count on each of you to always give your best effort to keep LUFKIN a highly respected company throughout the world.

Changes in Company's Management Team Made

Directors elevate Poland to Chairman, he retains CEO title;
Stevenson becomes fifth President, Chief Operating Officer

By Rick Pezdirtz

The presidential torch is passed . . .

When directors of Lufkin Industries elected to escalate R.L. (Bob) Poland from president to chairman of the board last month, they also acted swiftly — one might say with a stroke as smooth as made by any of the over 160,000 oilfield pumpjacks the company has produced — to promote Frank Stevenson into the presidency.

The twin-appointments didn't exactly establish a precedent of hierarchy/management chair shuffling. But, almost.

Poland became only the second chairman of the board; Stevenson only the fifth president of this diversified, 82-year-old corporation that appears richly treasured by oilmen worldwide for its none-better, quality pumps and unmistakable reputation for after-sales service.

Thumbing through the history pages of this octogenarian company, one can easily surmise the presidential chair is comfortably cushioned with longevity.

- J.H. Kurth, Sr., one of the five founding-fathers of what is today Lufkin Industries, served as president for 29 years (1902-30).

- W.C. Trout was a 17-year president (1931-47).

- W.W. Trout, Sr., presided 19 years (1948-66). He was the company's only board chairman (1967-71) until Poland's progression into the position last month.



R.L. Poland

- Poland, of course, held the presidency 17 years (1967-84). A former U.S. Army Major who served in five World War II European campaigns, earning the Bronze Star, Crois de Guerre, and Presidential Citation for excellence in combat, Poland retains his 16-year Chief Executive Officer rank with Lufkin Industries. He was also re-elected chairman of the director's executive committee.

- Stevenson was doubly-boosted. He becomes Chief Operating Officer, a post only Poland held previously and then for just one year (1967). Stevenson was additionally elevated to the directors' executive committee.

"I'm hardly a hero of this company," Stevenson insists with simple sincerity, if not modesty. "The real heroes are those men with the black lunchboxes who work the



Frank Stevenson

swing or graveyard shifts to feed their families."

Poland indicated verbal pleasure during the company's annual shareholders meeting, saying: "I'm glad to see all my bosses gathered here in East Texas from across the United States and from Canada and even England.

"Although we had only a fair 1983 against a severe recession, our after-taxes profits were ten times what they were when I assumed the presidency in 1967. We do feel 1984 is showing gradual improvements in all aspects of our business."

The higher-echelon management team of Poland/Stevenson jointly expressed gratitude toward the directors and stockholders for their support of an historic company that is once more seemingly headed up, Up, UP.



"We've always furnished our skilled workers with the finest tools of their trade," says company president Frank Stevenson. Here, production technician Jerry Wigley operates a \$123,000 Milwaukee VB4 computerized vertical keyway machine that is used in the production of pumping unit pinions.

\$15 Million For Improvements

Despite shallow '83 sales, directors triple capital expenditures for 1984.

By Rick Pezdirtz

The reputation Lufkin Industries carries along Wall Street—oh yes, this flourishing, little East Texas company IS well-known in those canyons of fast cash and daring deals—is one of astute fiscal conservatism.

It is indelibly noted by the Big Money Managers of America that LUFKIN's board of directors is dominated by descendents of the four families who founded and led the company to its position as world leader in the manufacturing of oilfield pumping units—the Wieners, the Kurths, the Hendersons, and the Trouts.

Of Lufkin Industries' 13-member board of directors, nine are from those four founding families. Roughly half the directors are at or well-past retirement age.

Expert economic analysts, however, refrain from slapping an "ultra-conservative" label on LUFKIN or its directors. "I'd say 'prudent money managers' would be a more apt description," allows one stockbroker.

When the LUFKIN directors held their quarterly board meeting last month, aside from the business of advancing R.L. Poland from company president to chairman and Frank B. Stevenson into Poland's presidential chair, they voted a \$15 million capital improvement expenditure for 1984. They also tentatively approved a five-year \$75 million re-investment outlay for capital improvements.

For a company whose 1983 sales were off 45 percent from 1982 and 53 percent from 1981 boom-time figures, this seemed about as collectively "conservative" as the first parachute jump ever attempted.

The \$15 million earmarked for 1984 is triple the capital expenditure figures of 1983 and comes after an over-\$100 million outpouring for expansion and improvements during 1980-82.

"This \$15 million for capital improvements during

1984 demonstrates our directors' faith in the future ... their continued commitment to our employees and customers," says Poland. "Our directors and shareholders have always been generous about allowing us to pump profits back into the company for improvements.

"Because of this, a few years ago, we got into an advantageous position where we can turn out pumping units sort of like Henry Ford used to turn out automobiles."

New company president, Stevenson, indicated the money would be primarily spent in four areas—the foundry, machine shop, trailer plant and at the Buck Creek structural shop.

"Our directors have continually made a commitment to the improvement of our total operation," said Stevenson. "They've permitted us to update our plants, to be as modern and efficient as possible so that we can compete with anybody, domestic or foreign. Really, though, this isn't anything new. Re-investments of this type have been going on since the beginning of the company 82 years ago.

"The directors have never chosen to spend for capital improvements in a haphazard, one-year here, one-year there, manner. They realize it requires consistent capital improvements to reach our ultimate goals.

"In recent years, there has been a larger concentration on expenditures to improve our operational efficiency. We've made significant investments, probably more than any other company in the country that attempts to do what we've done successfully for so long."

A "conservative company?" There's a line from George and Ira Gershwin's "Porgy and Bess" that goes ... "it ain't necessarily so!"

Continuing the Journey

Improving the company and the opportunities of its employees is a never-ending challenge for Frank Stevenson, the company's new president.

By David Willmon

"Success is a Journey, Not a Destination." These words, reversed in white out of a deep-blue backdrop and surrounded by a polished chrome frame, hang in Frank Stevenson's third-floor, corporate headquarters office. There are other pictures ... an aerial view of the company's 103-acre downtown plant; color photographs of Lufkin Industries' products.

As much as he believes in the company he now manages, Stevenson believes in this motto ... of success being a journey, not a destination.

During his 31-year career with Lufkin Industries, he has practiced this philosophy. He's held to it stubbornly through good times and bad times, always trying to improve the company with the dawning of each new day.

It is not surprising, then, that Stevenson's "journey of success" has led to his becoming only the fifth president in this company's 82-year history.

Following graduation from Caddo Mills High School in 1945, Stevenson served two years in the U.S. Army, rising to the rank of technical sergeant. In 1951, he graduated from Southern Methodist University with degrees in mechanical and industrial engineering. The same year, he began his career with Lufkin Industries as a manufacturing engineer

under Guy Croom.

With the foundry, structural shop, and final assembly located within the triangular area now occupied by the machine shop, he was exposed to all aspects of the plant's operation during his early years.

"We have always had a tremendous vertical integration and it was a great opportunity to work in a place that had all those things. There was so much to learn," remembers Stevenson.

He says he was also privileged to learn from many capable and caring people.

"I learned so much from Guy Croom, Bobo Hays, Mutt Barr, Charlie Gault, Eric Andrews, Bob Butler, Slim Askins, M.M. Fontenot, and many other wonderful, wonderful people," he says.

From shop superintendent Guy Croom, Stevenson learned the value of good equipment and "having the right tool for the job." From Ghent Smelly, he learned the value of attitude.

While working with R.E. "Mutt" Barr, whom Stevenson succeeded as executive vice president in 1983, he learned work can be fun and enjoyable. "Mutt made every job exciting and challenging.

"And Bob Poland taught me the importance of knowledge. He's shown me



"The clock never stops ticking," says new company president, Frank B. Stevenson, who insists he enjoys the pressures and challenges of his job.

“We can buy machines and bricks and mortar but we can’t buy the interest and dedication of our employees. I feel very strongly that this is something we have to earn, and we have to earn it every day.”

how very important it is to know the different aspects of our business.”

Reflecting on his early years, Stevenson recalls himself as a young manufacturing engineer, realizing for the first time that any accomplishment, no matter how great, is only a stepping stone ahead of the last ... and soon passed.

“When the company bought its first numerically-controlled machine, I thought that was a tremendous project of achievement,” he says. “That was twenty years ago. But, I well remember it. It was Machine 244 and it was a G&L drill, the first NC machine for us. I thought if we could persuade management to purchase an NC machine, it would be the greatest of accomplishments. Of course, now we have 55 NC machines.”

During his career, Stevenson has watched the company progress from manual to automatic machines, and then to numerically-controlled machines and plant-wide use of a computer. During those years, Stevenson climbed the corporate ranks. He became chief industrial engineer in 1960, Machine Shop Superintendent in 1974, vice president of Machinery Division manufacturing in 1975, senior vice president in 1981 and executive vice president in 1983. With each advancement came added opportunities, added responsibilities.

Stevenson insists the roughest period for him

personally was the recent slump in the oil industry which forced hundreds of oil industry suppliers into bankruptcy. When oil companies cancelled pumping unit orders exceeding \$100 million practically overnight, company management took drastic measures to cut operating expenses. This included reducing employment from 4,430 to 2,167.



Stevenson misses the daily contact with production employees he had when his office was adjacent to the Machine Shop even though he still makes regular trips through the plant. Here, he visits with Mike Modisette, an operator of one of the company's \$1.3 million numerically-controlled machining centers.

“It was absolutely necessary to do that. We have to realize that the company MUST survive lest there’s nothing left for anyone,” Stevenson says. “In order for the company to survive, we had some difficult, heart-breaking decisions to make. But, we survived. And now, we’re re-building. I hope we can eventually recall most of those laid off employees.”

Stevenson’s philosophy is reflected in his approach to what he sees as his mission as president of the company.

There will be no earth-shaking changes, he says, only continued improvement on the basics that made the company great: “building a quality product that fills the customer’s needs, protecting the interest of the owners, and providing an

environment for growth and advancement for all employees.”

He is proudest of efforts the company has made to help employees improve their skills and career opportunities. “Helping people succeed is our primary objective,” he says.

Some 15 years ago, the company initiated a program



Recreation for Stevenson and his wife, Jerry is usually just a walk at their farm, above, or relaxing with long-time family pet McKeever, right.



CHUCK STEVENSON

of classes for employees wishing to improve math or blue-print reading skills. In recent years, the company has begun a tuition-aid program which reimburses employees for any type college self-improvement courses.

"The progress I've seen our employees make during my career has been tremendous," Stevenson says. "As the company progressed, the employees have improved their skills and broadened their career opportunities. These people—machine operators on the second or third shift—are the real heroes of this company ... not people like me."

Practically every area of the plant now has some type computer-controlled equipment. Also, every department now has computer terminals. Stevenson attributes the explosion of high-technology within Lufkin Industries to the directors' willingness to re-invest a high percentage of company earnings in modern equipment, keeping the company competitive and efficient.

"Even with the modern, sophisticated equipment we have, the most important asset of our company is its people, our dedicated employees," he says. "We can buy machines and bricks and mortar but we can't buy the interest and dedication of our employees. I feel strongly about this being something we have to earn. We have to earn it every day."

Now faced with larger problems, such as the threat of foreign competition and finding new products for the

company to market, Stevenson seldom gets away from the problems of his job. Even when working at his farm or tinkering around the house, his mind is usually on business. His wife, Jerry, has been understanding and her genuine interest in the company and the industries it serves are a tremendous asset to his career, he says.

"Without the support and help of my wife, I could not have accomplished anything," Stevenson says.

He spends many evenings reading. He confesses, with a smile, most of his reading consists of business periodicals or books about manufacturing and management.

Rather than a complicated textbook plan, Stevenson's approach to the management of Lufkin Industries will likely be a day-to-day search for improvement, a philosophy he has always practiced. His objective is to operate the company so there will be a long-term benefit to the customers, owners and employees.

"We must serve the interests of these three groups," he says. "There's no stopping place. That first NC drill appeared to be a tremendous milestone, but in retrospect it was only a stepping stone. In the last few years, we have made tremendous strides. Years from now, we'll look back and see that we've continued our progression admirably. With an individual, or with a company, the important thing is that we always continue to progress."

Then pausing, to look at the motto hanging beside his desk, he says, "Let's continue the journey."

A&M STUDENTS LEARN FROM ON-CAMPUS LUFKIN UNIT

Only in Texas would one not be surprised to find petroleum engineering students with their very own working pumping unit just outside their classroom windows. This is the case at Texas A&M University but unfortunately—and the students are trying to keep it quiet—the pumping unit is producing only water from 503 feet below the surface.

The pumping unit, donated by Lufkin Industries, is used by Texas A&M petroleum engineering students in their experiments and studies of sucker rod pumping, the most common form of artificial

Just one of many ways the company supports education throughout the industries it serves.

lift in the oil industry.

According to Professor J.T. Rollins, of the school's Department of Petroleum Engineering, the pumping unit is a valuable aid to studying the complex science of well calculations.

"Students in our junior fluids course are doing dynamometer tests

on the sucker rod pump. Having a well just outside the building is faster, more convenient and safer," says Rollins.

In the past, students had to travel to well sites around the Bryan-College Station area to perform class experiments. Now the students have their own LUFKIN C-25D-53-30 pumping unit located just outside the Doherty Petroleum Engineering Building.

The donation to Texas A&M's petroleum school is one of many contributions the company makes to education in the oil industry and other industries it serves. Recently,



Texas A&M petroleum engineering student, Tom Blasingame, stands beside a LUFKIN pumping unit donated to the university to aid classes in petroleum engineering. The pumping unit was painted, appropriately, maroon and white, the school colors.

the Bakersfield office fabricated a large scale model of a LUFKIN pumping unit for the local Petroleum Shrine Club. Later this year, the company will donate a working pumping unit to the University of Texas School of Petroleum Technology at Odessa.

"As a leading manufacturer in the oil industry, we feel it is an obligation to support the education of students and even those individuals already working in the industry we serve," says Ben Queen, vice president of Machinery Division sales.

"It is in our own best interest to familiarize students just beginning careers in the oil industry with our equipment. Also, our sales personnel in the field regularly conduct maintenance and safety training classes for employees of oil companies," says Queen.

The company regularly loans scale models of its different types of pumping units to oil company training classes and to many college petroleum engineering departments.

The company is also actively involved in educating those within the gear industry.

For a number of years, company engineers have conducted schools for employees of the Electro-Motive Division of General Motors in La Grange, Illinois. The schools are held six times a year and cover basic gear theory, proper maintenance and in-depth assembly and disassembly of LUFKIN marine gear drives frequently purchased by EMD for use with giant diesel engines manufactured by the firm.

Similar training schools are conducted by LUFKIN for employees at General Electric, another major purchaser of marine gear drives, and for refinery employees of Shell Oil Company. Shell employees are guests in Lufkin each October for an in-depth seminar on high-speed gear drives commonly used in Shell refineries.

PLAQUES FOR U. OF TEXAS ENGINEERS ARE "CAST BY AGGIES AT LUFKIN INDUSTRIES"

Along with Lufkin Industries' support of colleges and universities, company employees who are graduates of various institutions of higher learning maintain close-ties with their respective alma-maters. They frequently lecture and help coordinate visiting groups of students through the LUFKIN plant.

The recent donation of a LUFKIN pumping unit for Texas A&M petroleum engineers' on-campus classwork at College Station is only one of several projects instigated by ever-loyal alumni working here.

Another benevolent and beneficial project was the company's production of two bronze plaques for Pi Tau Sigma, the University of Texas' honorary mechanical engineering fraternity. Pi Tau Sigma members made the patterns for their emblems which were cast by the company's brass foundry.

As one might expect, the natural rivalry between Texas' two largest schools — Texas A&M University and the University of Texas — produces some good-natured pranks within Lufkin Industries, a company that has many alumni from both schools.

Texas A&M alumnus, Rod Pittman, vice president of foundry operations, couldn't resist the opportunity to throw cold-water on the University of Texas project. He had inscribed on the back of the plaques: "Cast by Aggies at Lufkin Industries, Lufkin, Texas."

When Fred Griffin, vice president of engineering and University of Texas graduate, presented the plaque, one of the Pi Tau Sigma members noticed the inscription and remarked, "It won't take us long to grind that off."



Fred Griffin, right, vice president of engineering, presents one of two bronze plaques, produced by the company's "Aggie" foundry to Dr. Grady Rylander, head of the University of Texas Mechanical Engineering Department.

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LFM CREDIT UNION ASSETS NEAR \$5 MILLION



Winners of \$50 door prizes at the LFM credit union annual meeting were (l-r): Ellsworth Parker, Billy Collmorgan, Mrs. A.D. Wilkerson, Julie Baird, Donald Wallace and Earl Thomas.



FREEMAN HEADS NEW CREDIT UNION CHAPTER

Austin Freeman (right), manager and secretary-treasurer of the LFM Federal Credit Union for Lufkin Industries employees, accepts the charter for the newly-created Pineywoods Chapter of Credit Unions from Jerry Neal, vice president of the Texas Credit Union League. The Pineywoods Chapter, whose 23-member credit unions are located within a nine-county area in East Texas, is a split-off from the larger East Texas Chapter of Credit Unions. Freeman will serve as the first president of the new chapter.

Over 100 members of the LFM Federal Credit Union heard about the "good health" of their organization during an annual officers/members meeting at Lufkin's Rodeway Inn.

"We'll be 20 years old in August. It took us the first ten years to reach \$1 million in assets and now after the second ten years of our existence, we're closing in on the \$5 million mark," Austin Freeman, manager and secretary-treasurer of the credit union, reported.

According to a financial statement presented those in attendance, LFM Federal Credit Union assets at the close of 1983 stood at a record \$4,964,452. This represents an increase of \$409,341 over 1982 final figures.

Freeman reported a total of \$3,321,757 in outstanding loans, a decrease of \$99,409 from 1982. Total shares on deposit amounted to \$3,918,120, up \$610,844 from 1982. According to Freeman, \$202,725 is held in money market and all-saver certificates, share certificates and individual retirement accounts.

Directors approved for two year terms were: Leonard Avery, industrial gear service department; Lil Etheridge, engineering; and John O'Quinn, machine shop. Others currently serving terms as directors are: Billy Ray Harris, foundry; Hubert Lankford, Jr., machine shop; James Thomas, structural plant; and Austin Freeman, secretary-treasurer and manager.

Serving on the supervisory/audit committee are: Roy Myers, Jr., and Martin Cortines, both of accounting; and James King, engineering.

Elected to serve two-year terms on

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the credit committee were Cletis Fuller, retiree, and J.C. Crawford, Jr., trailer plant. Also serving on the credit committee is Billy Gardner, machine shop.

Following the meeting, a drawing was held for six, \$50 door prizes. Winners of the door prizes were: Earl Thomas, final assembly and shipping; Donald Wallace, machine shop; Ellsworth Parker; Billy Collmorgan, machine shop; Mrs. A.D. Wilkerson; and Julie Baird.

SCHOLARSHIP WINNER ON DEAN'S LIST

Maureen McGill, winner of a Lufkin Industries Foundation scholarship last year, has been named to the Dean's List in Sciences and Mathematics at Stephen F. Austin State University. The Dean's List is recognition for students who achieved a grade point average of 3.0 or above on a 4.0 point system. Miss McGill had a perfect 4.0 average with A's in all her courses.

McGill's parents, both employees of the company, are Howard McGill, engineering and Patsy McGill, machinery sales. She is a graduate of Lufkin High School and is pursuing a degree in math.

COOK FOR CASH

An invitation for Lufkin Industries employees to cook for cash has been extended by Kevin Smithhart, chairman of the 13th annual Southern Hushpuppy Olympics, scheduled May 19 at Ellen Trout Park.

This year's Hushpuppy Olympics champ pockets \$1,000, with \$300 going to the runner-up and \$100 for third place.

EMPLOYEES COMPLETE COMPANY SUPERVISOR TRAINING



Employees completing supervisor classes were: Front row (l-r), Dennis Flowers, machine shop; Bill Jones, trailer plant; Billy Redd, material control; Dietrich Schoennagel, machine shop; Sue Phillips, trailer plant; Doug Williams, material control; and Jerry Jackson, structural plant. Back row (l-r), Tommy Skinner, structural plant; Hollis Clifton, machine shop; James Thomas, structural plant; Mickey Mark, personnel; Bob Pennington, industrial engineering; and Travis Amie, machine shop. Coordinating the instruction of the course were company employees: Joe Penn, foundry; Don Stringer, structural plant; Phillip Lowery, Jr., machine shop; and Earl Dover, trailer plant.



More employees completing supervisor training were: Front row (l-r), Steve Spangler, trailer plant; Phillip Lowery, Jr., instructor; Billy Ray Harris, foundry; Rex Berry, machine shop; Sam Turner and Frank Sanders, machine shop. Back row (l-r), Aubrey Fuller, trailer plant; Artis Teal, foundry; Charles Warrick, trailer plant; Phillip Smith, machine shop; Melvin Powell and Calvin Cooper, foundry; James Loving and M.W. Hodges, both of the structural plant. Not shown were Herman Horace, foundry, and T.R. Hyde, structural plant.

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22 EMPLOYEES WIN CASH IN EIGHTH ANNUAL BASS / CRAPPIE FISHING TOURNAMENT

The weather was near-perfect and the fish biting during the 8th annual Lufkin Industries Bass/Crappie Tournament at Sam Rayburn Lake.

Of 112 company contestants, 22 employees returned home with suntans, fish for the dinner table and prize money in their pockets.

Picking up \$40 each were Art Nelson, engineering, for the biggest bass, a 5-pound, 2-ounce fish; and Milton Phillips, machine shop, with the largest crappie, a 1-pound, 12-ounce beauty.

Winning two-man team in the bass division was James Luce, foundry, and Charles Minshew, machine shop, with a total catch of 21 pounds, 5 ounces. They divided \$60 and received trophies.

Also splitting \$60 and earning

trophies were the father-son team of Kenneth and Kerry White, both of the trailer division, for pulling in 25 pounds, 2 ounces of crappie.

Two favored teams in the bass division were shutout this time.

The team of Travis Stone-Phillip Lowery, both of the machine shop, had won or placed in each of the past seven tournaments but came up empty this year. The team of Charles Teutsch-Art Nelson, both of engineering, had won twice and placed three other years, but failed to reach the team-leaders' board.

Stone, who spent three vacation days prior to this year's tournament scouting for a "hot" fishing area, was less than happy about failing to place this time. "I had a school of bass located a couple days before the tournament, but they moved on

me," said Stone.

Other winners in the bass division were Jimmy Masters, trailer plant, and James Holton, trailer sales, in second place with a 19-pound, 5-ounce catch for a \$45 prize. Also, Kerry and Bobby Walker, both from the Little Rock foundry, third place, \$40; Dennis Hopper and Tony Ellington, machine shop, fourth place, \$30; Roger Harbuck and Mike Justus, foundry, fifth place, \$25; and Von Lowry, Jr. and Jack Gaston, machine shop, sixth place, \$20.

Other winners in the crappie division were Ricky Sowell and Jim Cater, second, \$45; Lyndell Phillips and Marvin McKnight, third place, \$40; and David Bowman and Harold Donaldson, fourth place, \$30.



Receiving their first-place trophies in the team-bass division are Charles Minshew, left, and James Luce who had never placed in the fishing tournament.

(Left) John Havard, personnel, presents first place trophies in the team-crappie division to Kenneth and Kerry White, both trailer plant employees. The fishing tournament is coordinated each year by the personnel department.

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MORE EMPLOYEES ANNOUNCE RETIREMENTS

Two employees retired from the company recently. C.W. Purvis is retiring after a 38-year career in the foundry, and Tony Adkins is also ending 34-years in the foundry.

As a young man, Purvis wanted to be a professional baseball player but there was little economic opportunity for that during the Depression years.

He remembers some frustrating years he spent looking for a steady job during the late 1930s when there were few good jobs to be found. He traveled as far from his home in Lovelady as Waco, looking for work to support his family. Many times he traveled to Lufkin after hearing the Lufkin Foundry and Machine Company was hiring. But, he always arrived too late to secure employment.



C.W. Purvis

He moved to Lufkin in 1936, and unable to find a job, cut firewood to support his family.

"I bought a '29 Chevrolet, made a pickup truck out of it and sold firewood for 75 cents a load," he recalls.

When he finally landed a job with LUFKIN in 1945, Purvis stayed, never thinking about going elsewhere.

"The company was real good to me," he says. "I'd only been here six months when my son suffered appendicitis. The company gave me \$100 to help with the medical bill."

He plans to work part-time during his retirement, and spend time going to rodeos and watching sports on television.

For Tony Adkins, retirement means coming back down to earth.

"I've spent 33 years looking down on people from inside a crane," he explains. "I want to come down and see what everything is like from ground-level for a change."

All but a few months of his 34-year career with the company were spent 26-feet above ground, looking down on fellow workers from the cab of a 10-ton overhead crane.

While many may think operating a few levers from inside an air-conditioned crane cab is easy work, Adkins says learning to operate a crane was more difficult than it appeared when he first started. Even as an experienced operator of the magnet crane, Adkins found the adjustment to the cranes inside the foundry exasperating.

"The night foreman asked me to come in and run one of the cranes inside and asked me how long it would take for me to get used to it and I said about thirty minutes. I worked with that thing all night and still didn't have the hang of it."

The job is also nerve-racking. A crane operator must watch out for everyone, because few people pay attention to a moving crane.

"They often walk right out in front of the chains or a load. I've fought those levers hundreds of

times to keep from hitting someone," he says.

As far as the air-conditioned cab, he says he paid his dues long ago when the cabs were not air-conditioned and he was operating the crane which carried the ladle of hot iron.

"When you're pouring that 2700-degree iron, all that heat comes right up in the cab with the crane operator," says Adkins. "Sometimes it would be 120 degrees in the cab."



Tony Adkins

For the last 28 years, Adkins has been the crane operator for the flat yard. With his years of experience, he could look at the castings scheduled to be poured each day and arrange flats for the day's work in the proper order.

"Every morning, I'd take a look at what flats I had and compare that to what I knew we would need during the day. Then I'd get everything lined out for the day's run."

Now that he's back down to earth, he's spending more time fishing and helping his daughter raise exotic birds on a farm at Redland.

"It's hard leaving my friends, but I'm ready to retire," Adkins says.

ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

	Employment Date	Years With Co.
Jimmie Hamilton	May 26, 1951	33
William Watson	May 19, 1954	30
Henry Heflin Jr.	May 30, 1955	29
Bradley King	May 30, 1955	29
Lloyd Davis	May 21, 1959	25
Aron Garner	May 2, 1968	16
Billy Noel	May 19, 1969	15
Floyd Cartwright	May 10, 1972	12
Sherman Thomas	May 13, 1974	10
William Simcoe	May 6, 1975	9
Rene Esteves	May 19, 1975	9
Ronnie Smith	May 21, 1975	9
Ronnie Frederick	May 28, 1975	9
Harry Armstrong	May 6, 1976	8
Randall Hayard	May 6, 1976	8
Donald Deckard	May 12, 1976	8
Henry Lee	May 18, 1976	8
Kenneth Faries	May 24, 1976	8
Oscar Vasquez	May 23, 1977	7
Inez Calhoun	May 15, 1978	6
Ronald Swint	May 30, 1978	6
Steven Sowell	May 30, 1978	6
John LaFarge	May 30, 1978	6
James Collier	May 8, 1979	5
Lorenzo Reyes	May 16, 1979	5
Wayne Porter	May 24, 1979	5
Royce Hopson	May 25, 1979	5
Julia Hardin	May 29, 1979	5
Willie Vann	May 9, 1980	4
William Luce	May 4, 1981	3
Charles McAdams	May 26, 1981	3

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
James Davis	May 19, 1975	9
Robert Burrell	May 31, 1977	7
Marilyn Jackson	May 16, 1978	6
Margaret Wade	May 7, 1979	5

FOUNDRY

	Employment Date	Years With Co.
Frank Minton	May 16, 1947	37
Chester Denman	May 4, 1951	33
Billy Ray Harris	May 29, 1956	28
R.D. McClendon	May 1, 1963	21
Billy Summers	May 20, 1965	19
Vernon Nixon	May 23, 1966	18
Gene Hunziker	May 13, 1970	14
Robert Lucas	May 20, 1970	14
Bill Fincher	May 17, 1971	13
Simmie Moffett Jr.	May 5, 1972	12
Larry Thigpen	May 17, 1972	12
Charles Shattuck	May 21, 1973	11
Moses Davis	May 6, 1975	9
Michael Hulet	May 9, 1975	9
John Brown	May 14, 1975	9
Billy Davis	May 17, 1976	8
Kathi Jordan	May 24, 1976	8
Carl Canino	May 16, 1977	7
Basilio Morales	May 25, 1977	7
Joe Polk	May 18, 1978	6
Sara Blackburn	May 11, 1979	5
Donald Williams	May 13, 1979	5
Jose Lopez	May 16, 1979	5

MACHINERY OPERATIONS

	Employment Date	Years With Co.
John Tuflos	May 25, 1954	30

Charles McFarland	May 18, 1955	29
Charlie Vann	May 21, 1962	22
Cleo Hale	May 20, 1963	21
Charles Minshaw	May 9, 1966	18
Larry Lunsford	May 25, 1967	17
Phillip Smith	May 7, 1968	16
Jimmy Johnson	May 7, 1970	14
Myrtle Powers	May 14, 1970	14
Tommy Davis	May 25, 1970	14
Fred Curbow	May 23, 1972	12
Fremont Bryant	May 30, 1972	12
Albert Gilder	May 7, 1973	11
Glenn Youngblood	May 29, 1973	11
Manuel Basham	May 29, 1973	11
Jimmy Lunsford	May 13, 1974	10
Steve Cortines	May 20, 1974	10
James Headrick	May 21, 1974	10
Gary Montes	May 28, 1974	10
Larance Coutee	May 1, 1975	9
Gene White	May 4, 1975	9
Melvin McFarland	May 6, 1975	9
Wayne Bynum	May 8, 1975	9
Peyton Page	May 12, 1975	9
Manuel Luna Jr.	May 22, 1975	9
Randal Luce	May 26, 1975	9
Peter Mancill	May 27, 1975	9
J.B. Johnson, Jr.	May 27, 1975	9
Bobby Landrum	May 27, 1975	9
James Watson	May 28, 1975	9
Gary Long	May 17, 1976	8
James Sumrall	May 19, 1977	7
Michael Whitten	May 23, 1977	7
Larry Mathews	May 25, 1977	7
William Cantrell Jr.	May 30, 1977	7
David Evans	May 31, 1977	7
Clarence Collins	May 17, 1978	6
Rodney Blanton	May 23, 1978	6
Larry Singleton	May 1, 1979	5
Phillip Mathews	May 2, 1979	5
Robert Tims	May 7, 1979	5
Buford Thomas	May 21, 1979	5
Jerry Wilson	May 21, 1979	5
John Tyer	May 28, 1979	5
Michael Lightfoot	May 29, 1979	5
David Pennington	May 27, 1980	4
Eally Smith III	May 5, 1981	3

LITTLE ROCK FOUNDRY

	Employment Date	Years With Co.
Bonita Troutman	May 7, 1979	5

MACHINERY MANUFACTURING ADMINISTRATION

	Employment Date	Years With Co.
Rodney Brazil	May 9, 1961	23
Gene Stewart Sr.	May 12, 1966	18
Mike Cloyd	May 8, 1967	17
James Duggan	May 21, 1969	15
Lawanna Gainer	May 21, 1973	11
Mike Maddux	May 20, 1974	10
Delbert Floyd	May 12, 1975	9
Charles Sanford	May 27, 1976	8
Becky Carlile	May 1, 1977	7
Roy Perkins	May 19, 1977	7
Barbara Sumlin	May 29, 1979	5

CORPORATE OFFICES

	Employment Date	Years With Co.
C.J. Haley Jr.	May 14, 1973	11
Judy Hill	May 21, 1974	10

Charles Griffiths	May 17, 1976	8
Nobia Barringer	May 31, 1977	7
Patricia Grimes	May 15, 1978	6
Rhonda Modisette	May 19, 1981	3

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Robert Baker	May 15, 1972	12

ENGINEERING

	Employment Date	Years With Co.
Tenney Braden	May 15, 1946	38
Fred Griffin	May 13, 1947	37
Wesley Davis	May 17, 1976	8
Ricky Masters	May 23, 1977	7
Robert Stowe	May 31, 1977	7
Gladys Grossman	May 8, 1978	6
Debbie Vann	May 7, 1979	5
Karen Roebuck	May 20, 1980	4
Robert Callaway	May 20, 1980	4
Randy Harkins	May 24, 1982	2
Lisa Ford	May 24, 1982	2

MACHINERY SALES AND SERVICE

	Employment Date	Years With Co.
Billy Burnett	May 31, 1943	41
Ben Queen	May 16, 1958	26
Willard Chappell	May 31, 1963	21

PERSONNEL

	Employment Date	Years With Co.
Lyndell Phillips	May 1, 1972	12
Karen Nelson	May 2, 1979	5
Wendell Addington	May 2, 1980	4
Judy Murphy	May 5, 1980	4
Marsha Day	May 25, 1983	1

TRAILER PLANT

	Employment Date	Years With Co.
Oscar Milligan	May 1, 1950	34
Lum Teer	May 23, 1955	29
James Riggs	May 28, 1959	25
Thomas Coutee	May 1, 1967	17
Betty Coleman	May 4, 1967	17
Henry Lawson Jr.	May 29, 1967	17
Willie Burgess	May 12, 1969	15
Charles White	May 27, 1969	15
Mondorfe Hadnot	May 2, 1972	12
Gene Hallmark	May 9, 1972	12
Terry Taylor	May 9, 1972	12
Sammie Davis	May 1, 1973	11
Jerry Elder	May 21, 1975	9
Justin McElroy	May 16, 1977	7
James Crawford	May 14, 1979	5
Evelyn Rice	May 15, 1979	5
Johnny Mote	May 29, 1979	5

TRAILER SALES AND SERVICE

	Employment Date	Years With Co.
John Seeman Jr.	May 24, 1971	13
Charles Patton	May 28, 1974	9
James Allen	May 26, 1978	6
Jose Gutierrez	May 7, 1980	4
Leonard Hobbs	May 16, 1980	4
Robert Bower	May 21, 1980	4
Nelson Sapia	May 26, 1981	3
Martin Hernandez Jr.	May 26, 1981	3



of Faces & Places

by Rick Pezdirtz

Our magazine HAS progressed over 40 years;
Now, you can contribute to its further growth.

Memories are made of this . . .
Penny licorice sticks. Liberty Magazine.
Captain Midnight peddling Ovaltine or Tom
Mix pushing Ralston Purina on a boxy Emerson radio.
FDR's fireside chats with faithful pup, Falla, at his
crippled feet . . . Edward R. Murrow's resonant: "This
is London calling . . ."

Running boards on automobiles that sold brand-new
for \$900 three years earlier . . . "The White Cliffs of
Dover" chirped by Vera Lynn on the Hit Parade . . .
Go to War with Lucky Strike Green.

The unforgettable melodrama of music and intrigue,
"Casablanca," capturing the Oscar as Best Film with
Humphry Bogart lisping words of endearment to Ingrid
Bergman in the closing, fog-shrouded airport scene:
"Not today . . . not tomorrow . . . but soon . . . and,
for the rest of our lives."

Happy waifs, we, patched but clean, eating Karo
Syrup on our Post Toasties because there weren't
enough rationing coupons for sugar. Rolling our hoops
homeward through red-bricked streets, eager for the
evening paper and the further zany exploits of the
Katzenjammer Kids on the comic pages.

This was the War Year of 1944. Or, right about the
time Italian bully-boy Benito Mussolini got his
bootstraps tangled in a lamppost noose.

This was the year Lufkin Foundry and Machine
Company was turning out gears for army tanks and
giant guns (six-inch and 155mm Howitzers), navy
practice bombs and other military products.

And, it was the year this magazine was born.

The forerunner of this publication was a four-page
house organ—that's what they call 'em—which first
appeared in March, 1944. The front-cover masthead of
this cafe-menu-thin missive bore no name. Rather, there
was a \$10 Reward Bulletin, beseeching employees to
name their new pictorial periodical.

Marie Blakeway of the Mill Supply Division did just
that. She won the sawbuck, satisfying a four-member
judging committee—A.E. Cudlipp, Luda Belle Walker,
Sam Kerr, and R.D. Womack—with the name, **The
Foundry Round-Up**.

In May, 1970, editor Virginia Allen changed the
magazine's masthead to **The Lufkin Roundup** when the
68-year-old Lufkin Foundry & Machine Company
became known as Lufkin Industries, Inc.

Ah-h-h yes, memories.

The cover of the first Foundry Round-Up was a Photo
of a LUFKIN pumping unit damaged when Japanese
shells from a submarine landed on the California Coast.
The May, 1944, front cover was a shop photo of eight
Howitzer gun carriages fresh off the assembly lines. An
accompanying typeblock told of the over 2,600 changes
in drawings and specifications for these cannons. And,
our design engineers think they have it tough now!

This August, the 500th issue of our magazine will
appear. Between now and that milestone, we'll continue
tinkering with the format of this magazine, poking and
probing for ways to improve the publication.

For those of us in the corporate communications
department, this is a labor of love. But, we hardly
figure it should be a seven-person endeavor. Thus,
we're happily requesting the assistance of our 10,000 or
so readers from our 3,386 circulation list.

That's why we've inserted a Readership Survey mail-
back form in this month's magazine. We want your
ideas . . . your input.

Perhaps you've already noticed a few changes in the
magazine.

In recent issues, we've noted that 16 percent of our
circulation goes to retirees, who even with bifocals,
may need cozier, larger type. So we've gone—if you
wish the technicalities of our trade—to a more readable
Triumvirate Bold typeface on photo cutlines. Also, to a
Bookman Bold typeface on the back cover.

We've discontinued usage of thin rule lines wherever
possible, creating more white space. We're using Initial
Caps in order to break up the dull, grey matter of our
bodyface columns. We've added a few, dressier
standing-heads on the Focus and Anniversaries pages.
We've discarded the gun-metal grey of our inside covers
for softer, pastel shades.

In future issues, we plan to feature more people, less
products, on our front covers. With this issue, we're
inaugurating a new, back-cover "Family-Affair" color
photo-feature. In succeeding months, this should show-
and-tell you all about our many family members who
work for the LUFKIN "family." Next month, we're
installing a "Those Golden Years" page, highlighting
the activities of our retirees.

In any case, we welcome all suggestions for enhancing
the readability of your magazine.

LUFKIN INDUSTRIES, INC.

P.O. Box 849 Lufkin, Texas 75902-0849

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INSIDE THIS ISSUE

From the Chairman's Desk **1**

Changes in Company's Management Team Made **2**

\$15 Million For Improvements **3**

Continuing the Journey **4**

Texas A&M Students Learn From On-Campus Lufkin Unit **7**

FOCUS **9**

Anniversaries **13**

Of Faces and Places **14**

FRONT COVER:

Announced at last month's annual stockholders meeting were the promotions of Frank Stevenson, left, to President of the company and R.L. Poland to Chairman of the Board. For more, see page 2.

Photo by Chuck Stevenson

LUFKIN ROUNDUP Vol. 41, No. 5, 1984

Published monthly by Lufkin Industries, Inc., P.O. Box 849, Lufkin, Texas 75902-0849 for active and retired employees and their families. Produced by the Corporate Communications Department.

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A FAMILY AFFAIR . . .



Home on the range are Lufkin Industries employees Jerry and Debbie Vann, shown giving their 17-month-old daughter, Brooke, a ride on one of their family "pets" — Sampson, a 1,000-pound Brahman bull. Jerry has been with the company 18 years and works in the order entry department. Debbie is a five-year secretary to chief draftsman James King. Debbie's dad, Riley Webb, 38 years with Lufkin Industries as a tool designer, said thanks, but no thanks about posing in a picture with Sampson. And that's no bull.