

LUFKIN

ROUNDUP

SEPTEMBER 1985



LUFKIN PUMPING UNITS OFF THE COAST OF AFRICA

FROM THE CHAIRMAN'S DESK



As is known, the energy situation, with regard to petroleum, has been in worldwide turmoil during the last three years. Service organizations that rely solely on the oil industry for their livelihoods have had considerable difficulty turning a profit or even staying in business during these tumultuous economic times.

Fortunately, Lufkin Industries has been strong enough financially --- with no large, long-term debt --- to have survived this drastic drop-off in the oilfield equipment business. Also, we were diversified enough to take up the slack of dwindling oilfield equipment sales with the manufacturing and sales of other products.

Many other blue-chip companies within the oilfield equipment business, such as Hughes Tool, Cameron Iron Works, Delta and GEO, have plunged unhappily into the red during this period. A number of our smaller competitors have been economically forced out of business, and one of the majors has sold out to a supply company.

Although our pumping unit business is currently off nearly 60 percent from what it reached at its peak in 1981, we here at LUFKIN are still building and selling more pumping units than any other manufacturer in the world.

I spent a portion of last month in several oil fields, covering an area from West Texas to New Mexico, Arizona, Utah, Colorado and Wyoming. I viewed



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less working drilling rigs than I have ever before seen within this vast area of our country. Many previously working and profitable rigs are now idle. In some areas, once-active drilling rigs have been temporarily discarded --- simply stacked up in storage yards.

During the first half of 1985, less than 50 percent of the available drilling rigs were operating in the United States. The other 50 percent are idle and it doesn't appear that many more than these will be drilling in the near future.

Favorably, with our new Material Control and Planning System (MAC-

PAC), we are able to manage our inventory for off-the-shelf deliveries. We can now ship any size unit within a day from receipt of order. No other oilfield pumping unit manufacturer can match this admirable performance of customer service.

We have made the necessary expenditures to update our branches in order to offer the very best service available in the oil fields. Major oil companies are now more often coming to us for needed repairs and maintenance.

The largest single item that has kept our company's gross shipments up during this lull in oilfield equipment sales is a welcomed business increase for our Trailer Division. This division alone will ship \$65 million in truck trailers this year. This, of course, is more than the entire company produced only 15 years ago.

Even though we have made improvements in production, services and toward lowering overhead costs, we cannot and must not rest on our laurels. We have expectations of business becoming even tougher to come by than it is at present. Our domestic competitors are hungry for business. Foreign competition is ever-present and offering lower price quotations to our old and valued customers. Thus, we must watch our costs more than ever before.

R.L. Poland

SEPTEMBER COVER

Standing and working 300-feet above the waters of the South Atlantic Ocean, about a dozen miles off the Congo, Africa, are a quartet of LUFKIN Air-Balanced 228 pumping units. Offshore, deep-water platform drilling by Elf-Congo, a French subsidiary oil company, have included 59 LUFKIN units. These units are within binocular-range of a LUFKIN A-640 pumping unit which is bringing up 6,600 barrels of fluid daily from beneath the ocean floor.

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THE ROUNDUP

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Change

The Need for Change

To be successful, companies and their employees must prepare for *changes* of even greater proportions in the coming decade.

By David Willmon

For several days last month, a group of employees with hopes of becoming better managers and supervisors took a couple of hours each day away from their normal jobs. They crowded into Lufkin Industries' Orientation Room, a room over the company's personnel offices. Built five years ago when the company was hiring hundreds of new employees a week, the Orientation Room was a classroom where new employees were told briefly about safe work habits, company history and benefits.

companies, are frequently challenged by these managers. But management practices, like production techniques and changes in product design, must change if a company is to remain efficient and profitable.

Changes and how to cope with them, is one of the topics Cone will cover in his supervisor's class. It is something Cone knows much about.

Both as a manager ---for 35 years he operated his own successful real estate, insurance, lumber and construction businesses in Wichita Falls, Texas---

Changes witnessed in the last ten years surpass all the changes made in the course of recorded history, but today's work force may face changes of even greater proportions during the next decade.

Today, new employees receive more personal orientation, and the Orientation Room is now often used as a meeting place for classes for supervisors. A low-ceiling, flush-mounted fluorescent lighting and brightly-colored shaped plastic chairs give the room a sort of futuristic look. It is most appropriate since classes such as these for tomorrow's managers are vital to the company's future.

Taught by Fred Cone, a balding, plain-spoken instructor from the University of Texas at Austin's Division of Continuing Education, this class is typical of other classes Cone has taught in this classroom during the last year. His management ideas, ideas he has seen work in other successful

and as a management trainer working with employees of companies around the nation, Cone knows the importance of change.

He has spent the past decade helping managers and employees cope with a period of change greater than anything the world has ever seen. Changes witnessed in the last ten years surpassed all the changes made in the course of recorded history, but Cone, and other authorities, suggest changes during the next decade will be of even greater proportions. Certainly, we must learn how to cope with change and to do that we must begin by understanding why we *must* change, the subject of this, the first in a series on "Change."

"The companies that are continually showing increases in productivity and profitability are the companies that are willing to change..."

Why must we change? Production employees whose jobs are directly impacted by change may sometimes forget that a company doesn't change just for the sake of changing. Today, change is expensive. Numerically-controlled machine tools are many times more expensive than manual machines. Personal computers, or computer terminals, for employees are an expensive step up from desk-top calculators. Top management, as much as production employees, would prefer to leave things as they were providing the company could continue to compete profitably with its competition.

But American industry, which changed little for over forty years, from the beginning of the modern industrial revolution until the last decade, is facing stiff competition from industrializing, third-world countries.

"For over 25 years after the industrial revolution, this country had the monopoly on almost any manufactured item," says Cone. "We could sell it for whatever price we wanted to, but there's almost nothing left that somebody else, some developing country, can't produce and do it cheaper because their labor is cheaper. So, our ability to survive as a country and as an organization is to realize that the industrial revolution as we knew it, is gone."

America must make use of its advantage in technology to manufacture better products at less cost than developing nations, says Cone. This will necessitate changes not only in the skills we have as individuals but a complete reversal in our attitude toward change.

"Our parents may have worked at the same machine for forty years. They lived their lives in the same town they were born in, and that was the norm. We've been inoculated with the philosophy that if nothing changed, that was stability. But in the world we're living in today, if we don't change we're going to be on the discard pile," says Cone.

"The skills that we have acquired all these years are no longer valuable. We

have 260,000 people out of work in the automobile industry. They are never going back to work in the automobile business because the skills they have are no longer necessary in the production of automobiles. We have the greatest retraining job that has ever been faced by an organization or country in the world." Cone and his fellow trainers have worked with a total of 683 different companies, including government organizations. He sees the problems LUFKIN faces as being no different from those any other company faces. Changes in product design, application, markets, and changes in government legislation force new changes on companies every day. Some companies refuse to change, he says, while others, like Lufkin Industries, are taking efforts to re-train employees and take advantage of new technology.



Earl Dover, Trailer Plant:

"We weren't prepared to manufacture the longer, wider trailers when they first started talking about the new law. We had to adapt our equipment so we could offer this longer, wider trailer whenever the law passed. It appeared to me that because LUFKIN reacted so quickly, we were able to get some early business."

"The companies that are continually showing increases in productivity and profitability are the companies that are willing to change," Cone says. "They anticipated the need for change."

A good example of how anticipating change, and making the necessary preparations, has paid off for this company, is the Trailer Division's gamble on re-tooling and re-designing LUFKIN vans.

Trailer employees fresh from a record-breaking year in 1984, hardly need to be reminded that in the spring of 1983, they were building commercial trash containers and flasks for the foundry to keep busy. But even earlier, during the closing months of 1982, anticipating the passage of federal legislation that would allow longer, wider trailers on the nation's highways, the division's management decided to design new 102-inch wide, "high-cube" trailers. This necessitated making changes in production tools to enable their facilities to produce longer, wider trailers. These were expensive gambles, at a time when trailer sales were at their lowest levels since 1975.

"All of these changes were a sign to our customers that we were committed to the trailer industry," says Dick McKay, vice president and manager of the Trailer Division.

"When the market returned in late 1983, because of the enactment of the 1982 Surface Transportation Act, we were in a better position to take advantage of it. We had designs for high-cube trailers and we could produce them. Our employees worked hard to reduce the number of hours it took to make a trailer without sacrificing quality. In 1984, it all came together for us."

Being one of the first trailer manufacturers to offer a 48-foot long, 102-inch wide, 3,593 cubic foot dry freight van, LUFKIN attracted the attention of fast-growing J.B. Hunt Transport, Inc. of Lowell, Arkansas, then ranked 129th among the nation's commercial carriers. A Hunt order

1983 ended any work LUFKIN employees were doing on trash containers. By the end of 1984, Hunt Transport's rank among the nation's commercial carriers had risen to 49th and the company had purchased 1,952 high-cube trailers (the division's total van production in 1982 was only 740) from LUFKIN. Last month, Trailer Division executives announced another order for 1,000 trailers totalling over \$16 million.

Changes could be easier to accept if we knew before-hand the results would be as dramatic as those experience by LUFKIN's Trailer Division. No doubt, some employees may have questioned the need for re-designing and re-tooling during the spring of 1983.

Lufkin Industries' employees can expect changes in the way products are manufactured and information is managed in the coming years, says Frank Stevenson, company president.

"It's easy to remember when machines here in our plant changed from a belt-driven type machine to geared headstock. Now, in a relatively short period of time, we have sixty numerically-controlled machines," Stevenson says.

"Joe Floyd and I were visiting at his retirement party the other day. He recalled the first mechanical, hand-crank calculator that he used. It seems like

only yesterday that we had no computers."

Computers, and other related technology in information management, has taken much of the drudgery out of the work place.

According to Stevenson, the amount of information available to today's managers to aid in running the business has increased at tremendous rates. Employees who questioned the need for computers years ago, certainly would not welcome the task of manually producing the 47,600 pages of reports the company's data processing department produces every day.

"This means we're able to make much better decisions based on information such as the costs of raw materials, inventory, and labor in our products," says Stevenson.



Five years ago, few employees would have ever expected they would have their own personal computer. Today, employees like Steve Reynolds, left, and Dennis Clark use a personal computer every work day.

Employees must use every opportunity to improve their education to keep pace with changes the company will be making in the future. Summing up all the educational opportunities offered to employees at "LUFKIN UNIVERSITY," Stevenson says we've only "scratched the surface" with improvements in productivity and efficiency.

"I'm sure in five years we'll look back and find today's methods are crude by comparison to what we'll be doing then."

If there's anything we can expect it's change, Cone tells the group of managers during the closing minutes of his class.

"Whether we like it or not, we're living in a world of change. From the time of King Solomon to George Washington, not much changed. For 3,000 years we used the same transportation, plumbing, housing, even the same dental work. During the last ten year, we've witnessed more changes than in all recorded history. The changes we'll see in the next ten years will surpass anything we've seen in our lifetime," he says.

With such changes on the horizon, how can employees prepare for the fast-changing workplace of tomorrow? We'll deal with that next month in the second of this series -- "Coping With Change."



Pumping unit sub-assembly employees Tommy Davis, left, and Arron Clinton, find new manufacturing methods, like numerically-controlled machines and conveyor-linked processes, bring new levels of efficiency in manufacturing.



Burning The Midnight Oil

September means back to the classroom for many LUFKIN employees who believe continued education is worth the effort and expense.

By Diana Hill

With the arrival of September, one's thoughts may turn to crisp autumn air, soft sweaters, football games, school bells and textbooks.

It's back to school time --- not only for young children and teenagers, but also for many full-time LUFKIN employees. Numerous opportunities for education are available at Lufkin Industries through company financial aid programs and in-house classes.

"Seeking additional education and earning college degrees often result in career advancement for Lufkin Industries' employees," James Horton, director of personnel, says.

Under the tuition aid program, 331 employees have attended Stephen F. Austin State University and/or Angelina College. Since the program was instituted six years ago, the company has issued \$62,579 in reimbursement for tuition, books and fees. Lufkin Industries funds up to \$200 per semester, providing a student/full-time employee, receives a "C" or better in a course.

Lufkin Industries offers industrial education courses in shop math, blueprint reading, introduction to welding and foundry principles. These courses, taught by LUFKIN employees, begin Sept. 10. A LUFKIN student can receive 48 free classroom hours by attending two classes (two hours each) per week.

"When deciding who to promote," Mitchell O'Neill, instructor and manufacturing engineer technologist, says, "criteria such as, initiative and desire to improve themselves may enter into a supervisor's decision. Supervisors often look at personnel records, checking which courses, seminars, etc. job-advancement applicants have completed."

University of Texas Industrial Education Department instructors, contracted by Lufkin Industries, has taught 12-hour courses on *Understanding and Working With People*, *Basic Supervisory* and *Advanced Supervisory*. Courses on *Effective Communication* begin Sept. 9. Participants will attend free classes for two nights (three hours each) for two weeks.

"*Effective Communication* deals with communication between employee and manager and between employee and employee," Fred Cone, training specialist for the University of

Texas Industrial Education Department, says. "We talk about assertiveness and why assertiveness is not being aggressive. What we say is not nearly as important as how we say it. Most disagreements occur because we express our ideas differently, not because we have different ideas. We're going to be talking about upper communication and lateral communication, more than downward communication."

Also, part of the LUFKIN's continuing education program is a Supervisory Training course designed specifically for on-line (production) supervisors. Taught in the fall and spring by Danny Martin, material control planning manager, the course outlines principles and guidelines for supervisors and potential supervisors. Over 300 employees have taken the course since its inception in 1965.

"We must remember the goal of every supervisor should be to improve himself, his group and the product," Martin says.

The company has also sponsored two training seminars on LUFKIN's MAC-PAC system.

"One of our goals is to eventually offer management seminars on a regular basis, orientating new employees and updating old employees," says Mike Cloyd, materials and information systems senior project analyst.

According to John Cobb, director of financial studies for the Coordinating Board of the Texas College and University System, a male employee without a high school diploma can expect to earn approximately \$845,000 during his lifetime. A male employee with a four-year college degree can expect to earn approximately \$1,392,000 during his lifetime. Cobb obtained his information from a 1983 study printed in *Current Population Reports* published by the Department of Commerce Bureau of Census.

As the days and months of fall and spring semesters roll by, many LUFKIN employees will burn the midnight oil, peering into and studying textbooks. Before or after working an eight-hour shift, many LUFKIN students are in the midst of solving mathematical equations, learning communication skills or perhaps, learning bookkeeping procedures.

Job advancement through education, it's working.

Burning the Midnight Oil

Estimated Lifetime Earnings for Full-time Employees Based on Amount of Education

	Males	Females
High School incomplete	\$ 845,000	\$ 500,000
High School diploma	\$1,041,000	\$ 634,000
College incomplete	\$1,151,000	\$ 716,000
Undergraduate degree	\$1,392,000	\$ 846,000
Graduate degree	\$1,503,000	\$ 955,000

During four years of college, students attending a public institution can expect to pay \$4,400 for tuition, books and fees; students attending a private institution can expect a \$15,600-monetary outlay, according to Jane Colwell, with the Student Services Department of Coordinating Board of the Texas College and University System.

Are the results worth what education costs? Several LUFKIN employees think continued education is worth all the time, money and effort.



Irineo Mendoza,
class B machine
operator, machine shop:

"I've taken blueprint reading, shop math and foundry principles. I've learned to measure parts and understand dimensions, which has helped improve my performance on the job. During the six years I've been with the company, I've operated numerous machines. Hopefully, someday I will advance to foreman."

"I've taken blueprint reading, shop math and basic foundry principles...which have helped improve my performance on the job."



Barbara Smith,
secretary to the vice
president of structural
steel operations:

"I've taken all the University of Texas Industrial Education courses offered here. I've attended two workshops, one in Tyler -- Management Skills for Secretaries, and one at Angelina College --- Records Management Workshop. All of us can learn something by attending classes. Learning new information motivates me to do a better job. During the nine years I've been here, I've advanced from clerk to secretary of the vice president of structural steel operations."



Leo Molandes,
machine operator
specialist, Trailer
Division:

"I've taken both LUFKIN's and the University of Texas Industrial Education courses. I started as a helper four and half years and worked my way up. I want to take as many courses as I can to better myself. I'll do whatever is needed to become a foreman."

"I started as a helper four and a half years ago and worked my way up. I want to take as many courses as I possibly can to better myself."



Charles Winthrop,
manager of materials,
foundry:

"I started attending night classes at Stephen F. Austin State University in 1964. I continued taking courses at both SFA and Angelina College until I received my bachelor of applied arts and sciences degree last spring. School keeps me abreast of advancements in business management and accounting. In turn, I do a better job for the company. I've also taken shop math and blueprint reading, and attended an Effective Negotiating Seminar in Houston. That particular seminar helped, since I now do the buying of raw materials for the foundry."

ON-THE-JOB

This month The Roundup goes "On-the-Job" with company utility maintenance employee...

Wayne Chamblee

No two days are the same for LUFKIN employee, Wayne Chamblee.

As working foreman for utility maintenance it is his responsibility to see that crew members perform their jobs correctly, safely and quickly.

"We repair nearly anything except a job that requires plumbing and electrical abilities," Chamblee says. "We also pick up the slack when a production department becomes overloaded."

One day's assignment may include pouring concrete, installing new machinery, moving old machinery, carpentry work, welding and painting. Lack of work is rarely a concern for Chamblee and others in utility maintenance.

"When business was at its worst during 1982, we seldom worked less than five days," Chamblee recalls. "Prior to that time, we worked six and seven days nearly every week."

Chamblee's work schedule is laid out each morning. The size of a particular job determines how many crew members are assigned to the task.

"However, a work schedule may be tossed out the window within 15 minutes, if an emergency arises," he says. "Sometimes, you may only have 10 minutes left to finish a job, when you are called by your supervisor to gather your tools and head somewhere else."

The aspect of constant change and interruptions were previously frustrating to Chamblee, but not anymore. He has grown accustomed to work place diversity during his 15 years of service in utility maintenance. Previously, he worked nine years at LUFKIN's trailer plant.



Wayne Chamblee

"I'm older, and perhaps, I've mellowed," he chuckles.

Lufkin Industries donates time and labor to many community projects such as, building and installing animal pens for 4-H shows and the Angelina County Benefit Rodeo, dredging a pond on Crown Colony Country Club's golf course or building a railroad trestle across Ellen Trout Lake.

"I love the variety of my job; I wouldn't trade it for anything," Chamblee says. "Unless they're a fairly new face, I know most LUFKIN employees. One day we may be working at Buck Creek, the machine shop, the old welding shop, foundry, the airport or at Piney Point."

A typical assignment, if there is such a thing, is the installation of machinery throughout the plant. He says the first step is to pour a concrete slab on which to set equipment.

"One of our largest and longest jobs was installing the milling machine located on the south end of the machine shop," Chamblee says. "The concrete slab required 86 truck loads of concrete. Our crew worked solid, with no interruptions, from 5 a.m. to 6 p.m."

Whether it's welding metal baskets for extra machine parts, constructing new buildings or installing the latest advancement in equipment, it is all in a day's work for LUFKIN's utility maintenance crew. ---Diana Hill

AFRICAN TALES

Do we dare believe these stories from the Congo---tossing firecrackers at elephants, and a LUFKIN pumping unit producing 6,600 barrels a day?

BY RICK PEZDIRTZ

When Daniel Gigot goes to work for his daily bread and / or French pastry these days, he neither walks nor drives the family land-rover. Rather, he seatbelts himself inside a helicopter for a ten-minute flight across a small patch of the South Atlantic Ocean.

Gigot is a maintenance technician for Elf-Congo, an African branch of a French oil company.

His "office" is any one of a cluster of deep-water, offshore platforms where 59 compact LUFKIN air-balanced pumping units are busy bringing up crude from 600-1,500 feet beneath the ocean floor. The offshore wells are a dozen miles from the coastline of west-central Africa.

"I work on your LUFKIN pumping units in our Emeraude field, discovered near the mouth of the Congo River in 1969 and located only five degrees south of the equator," Daniel was saying through interpreter Sylvie Guillon during a recent Lufkin Industries visit. "We crowd as many as four of your LUFKIN beam units on an individual platform. They rise 50 feet above the platforms which sit another 300 feet above the water."

Gigot and his family --- wife Josiane; son David, 11; and daughter Caroline, 9; all of whom accompanied him to East Texas --- are Parisians who have resided five years in Equatorial Africa. They've spent three years in Gabon and the past two years at Pointe Noire (population 200,000), Peoples Republic of the Congo.



Lufkin air-balanced units at work near the mouth of the Congo River.

Record Production

If Gigot apparently revels in working on LUFKIN pumping units, he is especially proud of a LUFKIN A-640-D unit that has, since March, been pumping what is considered a world record 6,600 barrels of fluid per day from the Emeraude Field.

"During my 28 years in this business, I've never known of a greater daily volume lifted by a sucker rod system," says Johnny Fincher, LUFKIN sales manager for Europe, Africa and the Middle East, about the 6,600 barrels per day Congo producer. "Just as I know of no other company aside from Elf-Congo that purchases more deep-water or ocean-going pumping units from us."

Fincher lists other locations where LUFKIN units pump offshore, such as at Lake Maracaibo, Venezuela, and off the coasts of California and Louisiana. However, he believes there is a stronger concentration of LUFKIN units off the Congo coastline.

"They must have huge respect for our

LUFKIN units in the Congo since they featured one on a May Day parade float at Pointe Noire earlier this year," says Fincher.

A LUFKIN pumping unit in a May Day parade pales in conversational comparison to other events Gigot or Fincher have witnessed or heard about in the Congo.

"I've seen nearly cloud-high waterspouts in the South Atlantic," says Gigot, who accomplishes his maintenance work by moving from platform to platform in an outboard-motor propelled rubber boat. "Once in Gabon, I watched the tail end of a cyclone sweep across the land."

Fincher tells of an African landowner, bothered by elephants munching bananas from trees near his home, chasing the beasts away with well-aimed firecrackers.

Fishing for Sharks

"One time I was on an offshore platform and a school of white sharks were causing some worry," reports Fincher. "A worker on the Elf-Congo rig showed this old East Texan a novel approach to fishing. He attached a chicken carcass to a large hook tied to a rope, then strung the rope from a heavy, builder's type crane.

"It wasn't anytime and the guy had caught a six-foot shark. You can bet he may be the only man alive who ever caught a shark without bending his fishing pole."

Gigot works a customary 40-hour week on the offshore platforms, usually beneath a sun no warmer than those of an East Texas summer --- 95-100



Looking over top housings for LUFKIN pumping unit gear reducers are, l-r, Josiane, Caroline, and Daniel Gigot, LUFKIN's Johnny Fincher, David Gigot and French interpreter Sylvie Guillon. The Gigots, a French family from Pointe Noire, Congo, Africa, were in East Texas to tour Lufkin Industries facilities.

degrees. He is rewarded with two months of yearly vacation time, usually spent in his French homeland.

The finer things of life

"While in Africa, we usually spend each weekend at the beach. We either water ski behind my American-made Glastron boat or windsurf," Gigot says. "We miss cultural events most. There are none at Pointe Noire which has only a five percent European population. We receive only one television signal and hear about world events when they are already 24 hours old. There is only one movie theater but it features very old films with very poor sound."

Before arriving in East Texas, Gigot was routed through Montreal, Niagara Falls, New York and Houston. He had previously visited the French Quarter of New Orleans and gave the Louisiana city a firm salute. "I could live in New Orleans, but never New York," he commented.

According to Gigot, perhaps the finest commodity he has found in the Congo, is the African seafood. "Lobster, oysters, crab, shrimp --- all are fresh and wonderful," he says.

Unlike most of the offshore platform



Daniel Gigot, left, a maintenance technician for Elf-Congo, a French oil company with 59 LUFKIN pumping units working offshore of Africa, joins Johnny Fincher, manager of sales to Europe, Middle East and Africa, for a close inspection of LUFKIN pumping unit gears.

workers who spend five weeks at a time on their job above water, then four weeks ashore, Gigot returns home via helicopter each evening.

"I've flown in some of those helicopters. They don't have any doors," reports Fincher. "Daniel is a

braver man than I."

Responding to an inquiry about when he and his family, after five years in Africa, would go home to France, Gigot gave a typical French shrug, explaining: "The company will decide when we go home for good."



Liz and Bo McDonald admire one of the larger of 3,000 arrowheads collected during the past 32 years from locations all across the country.

Pieces of History

Company employees Liz and Bo McDonald collect relics from ancient times.

By Diana Hill

Located on a narrow, country road near Zavalla, Texas, is a house containing artifacts of American history ---some dating back to the late 1800s.

From the front of the house, it appears as any other ordinary white, frame home. But if you take a closer look, walking towards the backyard, clearly visible are stacks of petrified wood. Indeed, the back of this house has been wainscoted with petrified wood and rocks collected from several states around the country.

This is home to Liz and Bo McDonald, although to visitors it may seem like an archaeological museum. Inside is a collection of over 1,000 American Indian arrowheads, pottery, tools and many other antiquities.

Liz, employed in the accounting department of Lufkin Industries for 20 years, and Bo, six years in material control, are avid collectors of Indian relics.

"Among our collection, we have a petrified piece of buffalo backbone and a petrified shark's tooth," Bo says.

The McDonalds have collected artifacts and fossils for 32 years. They have dug in the earth of Wyoming, New Mexico, Arizona, Colorado, Utah, Arkansas, and Texas.

"We have done a great deal of digging at Lake Sam Rayburn," says Liz. "Many of our petrified wood pieces have been unearthed from sites around Lake Rayburn. We've found several arrowheads at Piney Point."

The McDonalds learned about the history of their artifacts (geographical, chronological and utility information) and how to dig for them by trial and error, reading books and talking

with other collectors. Their collection comes from Apache, Sioux, Caddo and Creek Indian tribes.

"We broke many pieces of pottery before we were able to salvage a whole piece," Bo recalls.

"We learned the hard way," Liz says. "If a pot is submerged in water, you dig carefully underneath the piece of pottery --- first finding the perimeter of the pot. It takes an immense amount of patience because these artifacts crumble so easily."

For years, the McDonalds went on excavations nearly every weekend, either by themselves or with a group of fellow archaeologists. They have now slowed their pace somewhat.

"I don't know where we would put any more stuff," says Bo, waving a hand around his living room. The walls are decorated with plaques of arrowheads, pieces of pottery, ax handles, corn crushers, a bayonette and a petrified snail shell. "I've got probably 2,000 more arrowheads in my workshed that I've never mounted."

Besides his archaeological interests, Bo finds time to talk to people from around the world on his ham radio.

"During the past 10 years, I have talked to people in Australia, West Africa, New Zealand, Japan, Mexico, Yugoslavia, England, Germany and all 50 states. Last year, I talked to the crew members aboard the dry-docked Queen Mary.

Archaeology and ham radio operating are their hobbies, but Liz and Bo each spend 40 hours a week tending to the business of Lufkin Industries. Liz works with payroll, taxes and government reports. Bo, a storekeeper, pulls parts, works stock and files daily orders.

FOCUS

Company announces changes in upper management

Horton and Partridge promoted in personnel and engineering departments.

Lufkin Industries' upper-management departmental promotions have been given to James R. (Jim) Partridge, engineering, and James Horton, personnel. Partridge, 49, has advanced from chief engineer, gear division, to chief engineer, machinery division.

Horton, 58, has advanced from senior personnel officer to personnel director.

"I'm excited about this promotion and looking forward to new responsibilities and challenges," commented Horton, a seven-year LUFKIN employee.

"I feel the next few years are key years for the future of our company and am elated to be a member of our management team," said Partridge, a 27-year LUFKIN employee. "I look forward to what I consider unlimited opportunities and challenges."

"We, in the engineering department, are actively soliciting ideas for product improvement and new product ideas. Our doors are always open to every employee and customer who might walk in with new ideas. I'd personally rather sift through 1,000 new ideas and suggestions than have none to even investigate."

Horton, a graduate of Timpson High School, holds a Bachelor of Science degree from Sam Houston State University, a Masters of Education degree from Stephen F. Austin State University and a Doctorate of Education degree from East Texas State University.

Between 1952-63 he was a vocational agriculture teacher, then principal at Hudson High School. From 1963-73, he was superintendent of the Hudson Independent School District. A former U.S. Army sergeant, Horton was (1973-78) campus director at Henderson Junior College.

He and his wife, Bette Jo, have three grown children, Frankie Jo, James Hubert and Charles Bruce.

Partridge, a graduate of Pittsburg High School, holds a Bachelor of Science degree in mechanical engineering from Texas A&M University.

He is a member of the Texas Society of Professional Engineers and past president of the Pineywoods Chapter. He served as a 1st Lieutenant in the U.S. Army Chemical Corp and Corp of Engineers. A member of the Lufkin Rotary Club, he has also served for the past four years on the Lufkin

Planning & Zoning Commission.

Partridge presently serves on the board of directors of the American Gear Manufacturers association. He has served as a member of the AGMA Technical Division Executive Committee and is chairman of two gear products standards committees. He is also active in the American Petroleum Institute, serving as chairman of the Manufacturers' Subcommittee on high speed gears.

Partridge is the father of three children, Jaymee, Janece and Traci.



James Horton named personnel director



Jim Partridge named chief engineer, machinery division

FOCUS

Employees promoted



Linda Karber



Ndon Emah

Promotions of two Lufkin Industries' employees have been announced by company officials in the foundry.

Linda Karber was promoted to manufacturing engineering data base coordinator II from part-time clerical. She joined the company June 5.

Following graduation from Diboll High School, Karber attended Angelina College and Brookhaven College in Farmers Branch, Texas. She and her husband, Roger, have one daughter, Misty.

Ndon Emah was promoted to shop floor controller from shakeout tender. He joined the company in 1984.

Following graduation from Hope Waddell High School in Calabar, Nigeria, Emah received a masters in business administration from Stephen F. Austin State University.

Foreign guest discovers Texas hospitality at international offices

For 20 days in August, the international sales offices of Lufkin Industries in Houston, had a definite French flavor.

Adding a spice of youth was Sylvie Guillon, 21, a student from Paris, France. She is the daughter of one of LUFKIN's French customers and through arrangements of LUFKIN vice president and machinery division sales manager Ben Queen, when last he was in Europe, Sylvie was brought to Texas.

"She has advanced degrees in international sales and marketing," said Queen of Miss Guillon.

"She was a great help, typing and filing and learning the telex and word processor," said Mary Ann Phillips, five-year secretary in Houston for Johnny Fincher and Don Stanley, international sales managers. "We let her do just about everything except answer the phones."

Phillips was so impressed with the French lass, she almost immediately



Sylvia Guillon

removed her from a Holiday Inn for the hospitality of her Texas home. "She seemed to enjoy spending many off-work hours in our backyard spa since she'd never been in one before," commented Phillips.

Sylvie departed for France on August 29 to resume her studies.

NAMES & NOTES

Euper fishes for \$\$\$

Anyway you cut it, \$2,100 for two days work isn't bad pay. For two days of fishing, it's even better. That's the amount Roy Euper, LUFKIN corporate environmentalist, pocketed as a member of the U.S. Bass Regional Club Fishing Tournament winning team at Toledo Bend Reservoir.

The Lufkin team of Euper, Tom Hudgens, Lloyd Purvis, Jerry McMullen, Cliff Collins and Joe Harris, from a newly-formed Lufkin Bass Busters Club, used fire ice and junebug plastic worms to haul in 76.68 pounds

of bass or slightly more than a pound better than caught by a team from Huntsville.

Victory for the Lufkin team brought a top prize of a \$15,000 Skeeter Starfire boat rigged with a Mercury Outboard Motor. "We sold the boat for \$12,600 which gave each team member \$2,100 cash," Euper says.

Next stop for the Lufkin team is a Nov. 5-9 date at Lake Mohave, Nevada, where they'll compete against 50 other teams in the U.S. Bass National Club Championships with six fully-rigged bass boats (\$90,000 value) as top prize.

Big deal in Dallas

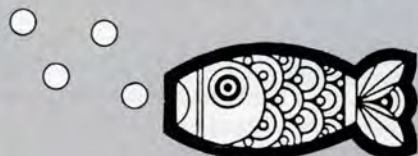
A storekeeper and reporting clerk in the material control department of Lufkin Industries for 31 1/2 years, Thomas Franklin Tatum Jr., departed for Dallas in mid-1983 with thoughts of making it

big in the real-estate field. He has done just that.

The Lufkin native and 1971 Lufkin High School graduate recently sold the largest privately-owned tract of land on Lake Lewisville, a wooded 392-acre parcel, for his affiliated company, Preston Real Estate Services of Dallas. Selling price was \$6.6 million. Figuring Tatum's commission at anywhere between one and three percent, his monetary reward for the transaction would have run between \$66,000 and \$198,000.

A luxury lakefront residential community and golf course are scheduled for the tract which was purchased by a Fort Worth based group of investors.

Tatum, with wife, Joanie, and son, Matthew, reside in Dallas. He is the grandson of Les Tatum, former LUFKIN traffic manager.



FOCUS

Company secretary, Joe Floyd, retires

Joe Floyd 37 years

Joe Floyd, Lufkin Industries' data processing manager and assistant secretary, has traded computer keys for organ keys. Instead of managing LUFKIN's data processing department, he will learn how to play the organ.

"When I returned home from my retirement reception at the corporate office, I found my children uncrating a beautiful, new organ," Floyd says. "I know how to play the piano quite well, but I've never played the organ. I enjoy the prospect of learning something new. I've always loved music."

The organ is equipped with a variety of accessories which produce sounds of several other musical instruments.

"My grandchildren are thrilled, when they hear sounds of bongo drums and trumpets coming from my new organ," he says.

But before he can delve too deeply into learning a new instrument, he and his wife, Jayne, are building a new home. With Jayne retiring from her job



Joe Floyd

as secretary in Special Services for Lufkin Independent School District, they have time to discover new interests.

"My immediate goal is to build our new home," Floyd says. "Our first task was to shrink our belongings from a five-bedroom house to a three-bedroom house. Living in one place for 20 years results in quite an accumulation of possessions."

Although they have designed a smaller home, the Floyds allowed enough space for their children and grandchildren to visit --- "they do quite frequently."

Children are Thad of Nacogdoches, Charlotte of Austin and Ann of Houston.

"We are a close family so we gather together often," Floyd says. "Our favorite pasttime, is to play Trivia Pursuit and argue religion and politics. I have one bleeding-heart liberal and two conservative children."

Floyd says, he'll miss the association with fellow employees.

"Most of the employees in data processing are young adults," Floyd says. "I relate well with young people, and I appreciated that daily communication. I felt I was a father figure. There is a good bunch of people in data processing."

"Besides the people, I'll miss my job, also. Data processing had incorporated so many innovations since 1976 --- from the original IBM record system to today's MAC/PAC system. The communication business is constantly being updated, and those changes presented quite a challenge," he comments.

NAMES & NOTES

Dishwasher does it!

Before leaving to deliver LUFKIN pumping units to an oil field near Grayling, Michigan, truck driver Johnny Knaus made sure he packed along a few LUFKIN caps for company customers.

"Now that the company is selling these caps (only \$2) to our employees, I have a tip for those that drop by personnel offices to purchase caps," Knaus said.

"Because the caps are a classic white in color, they may soil easily. Best way to wash them without crumpling the cap's bill is to do as I do and put them in a dishwasher rather than a home washing machine. A home dishwasher will clean these caps and not wrinkle the cap bill."



From the diamond

The thrill of victory ...

With Truitt Dixon, Trailer Division production control, looking on, his son, Shane Dixon, pitched a brilliant one-hit shutout at Brooksville, Fla., during third round play of the Dixie Majors World Series. Young Dixon struck out seven and chipped in with a pair of singles to blank Avon Park, Fla., 13-0. The Lufkin Dixie Majors All-Stars won a second straight World Series title, becoming the first of six Lufkin World Series winners to sweep through unbeaten. Dixon played shorstop as Lufkin defeated Hernando County, Fla., Nashville, Tenn., Laurel, Miss. and Alexandria, La., in the title game.

Dixon's two-hit pitching performance against Kingwood in the state finals propelled the Lufkin team to the World Series.



The agony of defeat

In Dixie Pre-Majors baseball action, Kevin McBride, son of the Trailer Division's Bob McBride, pitched nine solid innings of an eventual 11-inning state tournament semi-finals loss, 5-4, against Paris.

Big book bargain

The Elaine Jackson authored *From Sawdust to Oil*, a 242-page hardback book containing the history of Lufkin Industries, is still available for only \$5 (\$29.95 in book stores) to company employees.

Contact Jo Ann Anderson in corporate communications for your copy.

FOCUS

Retirees unscramble their days to garden, fish

John Elliott 14 years

John Elliott, Trailer Division employee, clocked in 14 years before retiring from Lufkin Industries. Except for one month, when Elliott left the company for another job, he would have recorded 18 years of continuous service with the company at the Trailer Division's branch facility in Memphis, Tennessee.

"I thought another business would offer more opportunity, but it only took one month for me to discover otherwise," Elliott says. "Unfortunately, I lost four years of seniority on my employment record."

Trailers have changed quite a bit



John Elliott



Clarence Smith

according to Elliott. "Newer models are lighter weight and of a simpler design than they were when I first went to work for LUFKIN."

Hoyt Rogers, Memphis trailer branch manager, will miss Elliott. "I wish we had a 100 employees just like him. We seldom had any repeat calls on his work."

Fishing, gardening, house painting and playing with his two grandchildren are keeping him busy during retirement.

"My wife, Linda, and I may do a little traveling in the mountains of Arkansas and Tennessee," he says.

Clarence Smith 19 years

After working 18 years on the third shift and one year on the second shift, all in LUFKIN's machine shop, Clarence "Bo" Smith has finally unscrambled his days and nights after retiring from Lufkin Industries in June.

Smith says, it was fairly easy to start going to bed with the chickens, and awakening to the crowing of roosters. And that is just what he does. Besides gardening, hunting and fishing, Smith raises a few chickens.

"Mostly I am taking it easy, but I did grow a garden resulting in enough produce to fill our deepfreeze," he says. "What vegetables we couldn't eat -- butter beans, string beans, squash, okra, pepper and peas --- we gave to neighbors."

When he isn't gardening, Bo grabs his fishing rod and heads to Lake Sam Rayburn.

"I catch anything that will bite -- catfish, perch, bass," he says. "I enjoy fishing."

In the fall, he hunts squirrels and rabbits.

Material handler, Smith, says, "I miss my friends, but I was ready to retire."

He will be missed as well by his fellow workers and his supervisor.

"Smith was a dependable employee," says Doyle Robertson, supervisor. "You could always count on him to be here everyday."

INSURANCE

UPDATE

Do you stand on the job? Many of us do.

Standing in one place for hours at a time "is just not natural," says Dr. Steven Baff in the health magazine *Prevention*.

"We're meant to move around." If you have a foot abnormality (80 percent of us do) and the heavier you are," says Dr. Baff, "the more pressure you put on your system, and the greater your chance of developing arthritis changes from hips to toes."

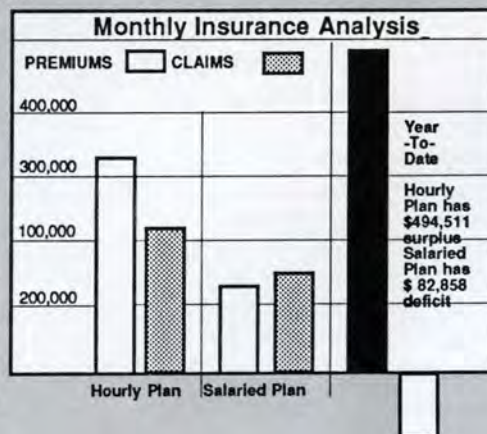
Here are some tips to help you prevent work-related foot problems:

1. Change your stance as often as possible.
2. If you stand on a hard surface, try bringing a square piece of carpet on which to stand.
3. Wear proper shoes, such as lace-up, orthopedic shoes.
4. Powder your feet; keep them

clean and dry.

5. Learn to keep your knees "unlocked." This is uncomfortable at first, but is better for your skeletal and circulatory system.

6. Take 30 seconds each hour to bring your joints through a full range of motion. Try sitting and alternate putting your knees to your chest one at a time.



CHANGES

Company officials have announced 44 job changes and new assignments. They include:

MATERIAL CONTROL - -- Michael Maddux, from carpenter to Class C electrician.

SHIPPING - Garry Campbell, from machinist helper to Class B assembler; Billy Jones, from Class B assembler to spray painter; Eddie Mask, from Class A assembler specialist to loader/checker.

LITTLE ROCK FOUNDRY - Louie Appling, from molding helper to shakeout operator; James Capps, from molding helper to shakeout operator; Dale Maudlin, from shakeout operator to sand preparation operator.

INDUSTRIAL SUPPLIES DIVISION - Janice Brooks, from warehouse clerk to clerk-typist; Charlene Cortines, from secretary to secretary to purchasing agent; Sharon Spells, from clerk-typist to sales clerk/receptionist; Geraldine Williams, from clerk-typist to secretary to assistant purchaser.

TRAILER DIVISION - -- Donnie Chandler, from welder specialist to inspector; Robert Clark, from machine operator specialist; James Davis, from helper to Class B welder; Steven Hazard, from parts helper to parts manager (Dallas branch); Charles Holmes, from Class A trailer builder to inspector; Joe Madden, from helper to Class B painter.

Also, Sylvester McClain, from Class A trailer builder to inspector; James McDuffie, from machine operator specialist to inspector; Richard Pritchett, from mechanic helper to Class B mechanic (Lubbock branch); Jerry Williams, from cleaner and grinder to Class B welder.

STRUCTURAL STEEL - -- Thomas Alexander, from senior assistant manufacturing/engineering data coordinator to manufacturing/engineering data coordinator I; Terry Anderson, from junior assistant manufacturing/engineering data base coordinator to manufacturing/engineering data base coordinator II; William Luce, from programmer/welding to programmer I/jigs; Charles McAdams, from secretary to department record manager; Joe Pittman, from helper to structural grinder; Darell Rice, from helper to structural grinder; Barbara Smith, from secretary to secretary of structural steel vice president.

SEPTEMBER

ANNIVERSARIES



Wallace Davison
34 Years



Louis Davis
34 Years



Bill Ford
34 Years



Harold Hicks
35 Years



Dan Martin
43 Years

LUFKIN INDUSTRIES CANADA

Joseph Piscesky	2
Robert Hooser	2
Brent Nichols	1
Nirmal Takhar	1

STRUCTURAL STEEL OPERATIONS

Marion Christie	30
Coy Minshew	24
William Hutson	23
Glenn Edwards	21
Jefferson Skinner	20
Ronald Doss	19
Palmo Frels	18
Arthur Starling	17
James Brennan	17
Jack Walker	6
Frankie Hugg	4
George Mott	1

FINAL ASSEMBLY AND SHIPPING

Rayford Davis	23
R.D. Forney	22
Willie Hector	16
Willie Walker	15
James Tudor	8
Ralph McClain, Jr.	5
Raul Guerrero	1

FOUNDRY OPERATIONS

Ellison Perry	35
Harold Hicks	35
Willie Mitchell	33
A.R. Adams	30
Edward Flemon	22
Joseph Arnold	19
Bobby Strange	19
J.C. Higgins	16
Melvin Powell	16
Kenneth Burnett	15
J.D. Rodgers	14
Lonnie McDaniel	13
Earl Mark	11
Jerry Wagstaff	11
Charles Riggins	11
Marvin Dill	11
Donnie Dudley	11
Frank Lankford	10
Henry Credit	10
Gerald King	9
Bill Pennington, Jr.	8
Joe Penn	8
Mary Lewis	8
George Castillo	8
William Monmouth	8
Roger Sowell	8
Larry Hunt	6
Benito Hibarra	6
Raul Castillo	6
Jackie Rogers	5
Robert Drouet	1
Mario Moreno	1
Isidro Perez	1
Billy Alexander	1

Danny Casanova
Annette Nash
Wesley Walton

MACHINERY OPERATIONS

Delbert Williford	40
Ertis Brock	35
Louis Davis	34
Charles Grimes	34
G.B. Landrum	30
E.L. Parks	30
A.C. Lunsford	28
Bobby Wood	24
Joe Behannon	23
Keith Strickland	23
Elmon Cross	23
Charlie Rhodes	23
William Sides	23
Donald Traylor	22
Larry Cordova	21
Samuel Barrow	19
A.A. May	19
Hollis Barnhart	19
Archie Taylor	19
Betty Wood	19
Bobby Allen	18
Thomas Stricklin	17
Michael Cummings	16
Terry Johnson	15
Oscar Arant	13
John O'Connor	13
William Mosley	13
Jerry Watson	12
Henry Sargent	12
Dora Hight	11
Carl Moore	11
Eldon Newton	11
Ira Dunaway	11
Harvey Rainey	11
Mitchell O'Neill	10
Leonard Sharp	10
Garvin Bridges	10
William Ford	10
Herbert Logan	10
Claude Williams	10
Lovell Lee	9
James Price	8
Lemon Hamilton	7
Thomas Harris	7
Thomas Downey	7
Rose Allen	7
Johnny Johnson	7
Jason Parrish	6
Milton Phillips	6
Harlon Smith	6
Edward Perley	6
Willie Wigley	4
Jeffery Yount	1
Jesse Bengé	1
Calvin Carroll	1
John Vaughn	1
Wendell Davis	1
Jackie Hudson	1
Gary Lawrence	1
Vernon McAdams	1
Gregory Moore	1
Larry Hill	1

John Freeman
Annette Nash
Wesley Walton

WELDING SHOP

Marvin Tarver	22
Royce Ashworth	22
Jesse Ross	15
Joe Audrey	11
Jake Barnett	1

LITTLE ROCK FOUNDRY

Fred Coulter	8
William Potts	8
Roy Potts	8
Prentis Danberry	8
Larry Hance	1
Louis Appling	1
Eddie Matlock, Sr.	1
Hubert Lynch	1
Elvester McCraney	1
George Harris	1
Stephen Farr	1

MANUFACTURING ADMINISTRATION

Dan Martin	43
William Ballow	23
Larry Cloyd	19
Henry Havard, Jr.	11
Shirley Daddow	8
Vernon Woodson	7
Martha Reese	6
William Rushing	5
Mark Pittman	1

CORPORATE OFFICES

Roy Myers, Jr.	13
Jimmie Ann Fenton	11
Ronnie Harrison, Jr.	9
Pam Lovett	7
Gary Porter	4
Kevin McKay	2
Charlene Havard	2

INDUSTRIAL SUPPLIES

Elmo Bradley, Jr.	28
Geraldine Williams	9
John Purvis	7
Bobbie Havard	7
Lynn Owens	6
Joe Berry, Jr.	4
Gary McMorrow	4
Sharon Spells	1

ENGINEERING

Bill Ford	34
Robert Nunn	19
Sandra Distefano	8
Betty Niosi	7
Paul Collins	7
Tina Randolph	6
Vernon Speicher, Jr.	2
Kent Neuvar	1
Robert Jones	1

MACHINERY SALES

Billy Mac Anderson	30
Ed Patterson	26

Rose Courtney	12
Ken Diana	8
David Corderman	8
Rick Neal	6
James Copeland	6
Jim Still	5
David Henning	5
Harry Sledge	4
Bruce Cunningham	2

PERSONNEL

Lee Lowery	5
Ginny Landers	5
Stephen Long	2

CORPORATE COMMUNICATIONS

Jo Ann Anderson	5
Diana Hill	1

TRAILER PLANT

Fred Walker	45
Wallace Davison	34
Trevatha Carroll	34
Sam Taylor	34
Eli Coutee	33
Curtis Grimes	33
J.C. Crawford, Jr.	30
Kenneth White	23
Henry Williams	23
Darcey Faircloth, Jr.	20
Gary Jones	20
Albert Mills	19
Tommie Miller	18
Charles Distefano	18
Billy Durham	17
John Pena	16
Oscar Malone, Jr.	16
Rex Bailey	13
Shirley Ware	13
Linwood Fenley	13
Marvin McKnight	13
Jackie Hewitt	12
John Joseph	12
Andy Beddingfield	11
Susie Phillips	11
Edward Clifton	10
James Baldwin	8
Joe Sanches	6
James Smith	6
Willie Limbrick	5
Olivo Lopez	5
Travis Harris	2
Wendell Quattlebaum	2
Robert Molandes	2
Greg Mora	2
Louis Wilson	1
Johnny Charanza	1
William Miles	1
Robert Scott	1

TRAILER SALES AND SERVICE

Marilyn Ivy	23
Ada Beck	20
Baine Adams, Jr.	9
Richard Wallace	9
Larry Grimes	5
Daniel Ussery	1

THOSE GOLDEN YEARS

"History Buff"

Franklin Weeks' retirement is a mixture of history and church work.

Although it has been 48 years since Lufkin Industries' retiree Franklin Weeks graduated from Stephen F. Austin State University, his love for the college and the Wesley Foundation has never diminished.

"I was very involved in the Wesley Bible Chair while attending SFA from 1932 to 1937," Weeks says. "I took several courses from the Methodist chaplain. Most of my free time was spent participating in Wesley programs and activities."

Weeks, who retired from LUFKIN in 1982 after a 41-year career, gave a \$7,000 gift to SFA to establish a new scholarship recently. He used the proceeds from the sale of 38 head of cattle to fund the scholarship. Administered through the SFA Alumni Association, the award will be called the Franklin Weeks Wesley Foundation Scholarship.

"The scholarship will be awarded on the basis of financial need, character and dedication to the Wesley Foundation at SFA. Preference will be given to students planning to enter the Methodist ministry," Weeks explains. "The first scholarship will be awarded in January for the 1986 spring semester."

A portion of the proceeds from the cattle sale were donated to Ryan Chapel Methodist Church and to Ryan Chapel Cemetery. Weeks has been a member of Ryan Chapel Methodist Church since he was nine years old.

"I am a fifth generation-member of Ryan Chapel," he says.

He and his wife, Norma, have

researched the history of the 119-year-old chapel and collected memorabilia,

"I love staying busy. I've never been one to sit back and do nothing. I'm always thinking about what I'm going to do next."

such as pictures and attendance records.

"We traced the location of the

forms.

"Also, a portion of the old Angelina County jail is being converted into the Angelina County Archives room," he continues. "When the refurbishing is complete, we'll begin preserving county records."

Weeks retirement life is a mixture of church work (teaching Sunday school, lawn care, minor repairs), visiting nursing homes and history research.

"I love staying busy," he says. "I have never been one to sit back and do nothing. I'm always thinking about what I'm going to do next."

A native of Burke, Texas, Weeks graduated from Diboll High School in 1932. He moved to Wisley Hall, the first men's dormitory at SFA. He received his bachelor of science degree in agriculture from SFA in 1937. From 1938-41, he taught school and coached basketball at Redland High School. He joined LUFKIN's foundry in 1941.

"I was a production scheduler," Weeks recalls.

"We didn't have big, fancy computers when I was there. The days of the week and the jobs were laid out on a large board. I always scheduled more work than could be accomplished, so the men never lacked for work."

He and his wife, the former Norma Grace Ryan, are the parents of two children, George Franklin Weeks III and Kathi Annette Weeks Jordan. Both children are SFA graduates and Ryan Chapel members. Kathi is a LUFKIN employee working in the foundry.

---DIANA HILL



Lufkin Industries' retiree Franklin Weeks Jr., right, has funded a new scholarship at Stephen F. Austin State University with a \$7,000 gift. He is pictured with Bob Sitton, executive director of the SFA Alumni Association.

foundling father's Bible, which is now displayed in the chapel," he says.

Dabbling in history is a favorite hobby of the Weeks. They are members of the Angelina County Historical Forum. For several years, members have concentrated their efforts on recording the oral history of Angelina County.

"Each month we have speakers, who talk about the history of the county," Weeks says. "We record the speech, and then transcribe it. The information is filed according to the speaker's name and the subject in both audio and written

OF FACES AND PLACES

W

ith the passing of seasons at Lufkin Industries, the winds of change gust with continual puffs of innovative productivity and with wafts of personnel alterations.

Same as at any large, industrial complex, I suppose.

Permit me --- if you will during these next few paragraphs --- to touch briefly on one innovative production change and on a couple of personnel departures.

A feature piece in this issue of *The Roundup* --- the first in a series from Managing Editor David Willmon (see pages 2-4) --- delves deeply into certain "Changes" any growing industry must eventually confront.

"There is," Willmon tells me, "no better example of a changing company than the *Roundup Magazine* you now hold in your hands. For the first time in its 41 years, this September issue of the *Roundup* was produced almost entirely by LUFKIN employees."

Making use of recent innovations within the computer industry which enables small "desk-top" computers such as the Apple Macintosh to produce type similar to more expensive photographic versions available from large printing companies, LUFKIN's Corporate Communications employees have produced the pages of this month's magazine completely "in house" and at a significant savings.

Called "desk-top publishing" by those in the publishing world, personal computers can now produce finished pages for newsletters and magazines at a fraction of the cost and with little sacrifice in quality.

When it comes to welcomed design changes within our company magazine, Willmon and staff artist Mary Beth Kinner are apparent quick studies. They are swiftly mastering these new Macintosh computers and software programs --- Macwrite, Macdraw, Macpaint, etc.

Any lunch break now, I fully expect them to coax from these new machines some Macnuggets or leastways a few sizzling Big Mac sandwiches.

Johnny, Chuck check out

East Texas' largest university (Stephen F. Austin State) and the country's eighth largest city (Dallas) have tapped the resources of Lufkin Industries, skimming off a double-dip of our employment cream. Also, two of my most valued business associates during the past 20 months -

RICK PEZDIRTZ



"Desk-top publishing can produce magazine pages at a fraction of previous costs...."

--- Johnny Long and Chuck Stevenson.

Long, 32-years with LUFKIN, has opted for early retirement from our company and his position as personnel director. At an enviably trim and youthful 59, Johnny isn't exactly settling into a front porch rocker. Rather, he's already on the job as a full-time teacher/lecturer at SFA from whence he earned a bachelor of science degree in 1947 and a master of education degree in 1952.

"This just seemed an appropriate time for me to make a change," commented Long. "I'll teach labor relations plus personnel and small business management. I'll also do some consulting work throughout the state in the areas of employee benefits and labor relations."

With five years doctoral study at the University of Houston behind him, a return to the classroom seems a natural for Johnny. He is hardly a stranger backed up to a chalkboard, having spent 1947-53 as a teacher at Redland, Central and Hudson schools.

A Difficult Decision

When the call came for the production director's post at AVW, Audio Visual Inc., a respected Dallas firm that has produced expensive, eye-appealing work for such clients as Dr. Pepper, IBM, Ramada

Inns and Trammel Crowe (Lowe's Anatole Hotel), Chuck answered.

"Not an easy decision to make, leaving Lufkin Industries after nine years of interesting and enjoyable work," said Chuck. "But, as sad as I am to leave LUFKIN, I'm equally happy about new opportunities to specialize in the audio-visual production field in a major market such as Dallas."

A former electrician and design draftsman with LUFKIN, Stevenson departed as manager of audio-visual and photographic services. Through investigative research and eventual purchase of state-of-the-art equipment, Chuck certainly left his work area in better circumstance than it was upon his arrival.

From the front of a classroom or from behind a camera, both Johnny and Chuck will do well with their new careers. I am as certain of this as I am they'll be missed.



Stevenson



Long

LUFKIN INDUSTRIES, INC.
P.O. Box 849, Lufkin, Texas, 75902-0849

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A FAMILY AFFAIR

It's home sweet new home for Art and Karen Nelson, both employees of Lufkin Industries. After 12 months of designing and 11 months of construction, their gingerbread trimmed, 2,700 square foot, Victorian style home is now occupied. Located on an 87-acre, wooded and watered location in Hudson, the two-story, three-bedroom home includes a nursery for twins the couple expect in late January. Pictured, l-r, are Art's father, Arthur Nelson, industrial Supplies Division retiree, Karen and Art, washing windows and placing light bulbs in a new dining room chandelier. Collectively, the Nelsons have 35 years of service with Lufkin Industries --- 16 for Arthur before retiring in 1977, 13 for Art, engineering department, and six for Karen, as secretary to the director of personnel.

2

Changes:
The Need for Change

6

Burning the
Midnight Oil

9

African Tales

11

Pieces of History

REGULAR FEATURES

FROM THE CHAIRMAN'S DESK, 1; ON-THE-JOB, 8; FOCUS, 12;
ANNIVERSARIES, 16; THOSE GOLDEN YEARS, 17;
OF FACES AND PLACES, 18