

LUFKIN

ROUNDUP

DECEMBER 1985



FROM THE CHAIRMAN'S DESK



It is Christmastime once again, and this message brings with it a fervent prayer that God, in His infinite wisdom, will richly bless you and your loved ones during this loveliest season of the year.

Christmas is truly a time for giving and a time for sharing that which we have in abundance with those in need.

Christmas is a time to express our love and affection for one another. We do this by warmly greeting friends and with the giving of gifts.

Christmas is a time to come back home to celebrate the festivities of a joyous season with our loved ones; to rejoice in our good fortune; to count out our blessings from God; and to devoutly observe the birthday of our Master in a Christian-like manner. It is indeed a memorable occasion.

This Christmas season is also retirement time for me.

With this in mind, I do wish to express to all my dear friends with



*"This Christmas
season is
also retirement
time for me ..."*

Lufkin Industries, wherever they may be, my deepest appreciation for the immeasurable cooperation you have so graciously extended to me during the forty years I have been associated with this fine company.

As I now look back on those forty years, it is easy to remember four decades that have been exciting, challenging, and yet such delightful and rewarding years.

There is perhaps no man alive that has enjoyed his work and the association with his fellow workers more than have I.

I am, and will always be, extremely grateful that my early contacts of job-hunting led me to LUFKIN. As my career with LUFKIN comes to a close, I am so deep-in-my-heart thankful for the profound privilege of having known and worked with all of you and for the opportunity of being allowed to serve such a wonderful company.

I am happily looking forward to keeping busy with other purposes and projects, but I must openly confess a sharp sense of sadness at the thought of my losing the daily, close association I have shared with all of you.

With this, the last of my monthly *LUFKIN ROUNDUP* columns, I do wish to extend to all of you my warmest, sincerest wishes. Please be assured I shall always cherish fond memories of our many years together.

R.L. Poland

DECEMBER COVER

As R.L. (Bob) Poland retires from 40 years of distinguished service with Lufkin Industries, he and wife, Adell, are eagerly anticipating their golden years together. Married for 40 years, LUFKIN's chairman and chief executive officer says of Adell: "She has been my guiding light all throughout my career." (For more on Poland, see pages 2, 3, 4 and 22).

THE ROUNDUP

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Farewell to a GIANT

LUFKIN's leader steps aside

By
RICK PEZDIRTZ



When former President Gerald Ford came to Lufkin as guest speaker at the 1982 Angelina County Chamber of Commerce banquet, it was Bob Poland, seated here with wife, Adell, who as Chamber of Commerce president was instrumental in bringing Ford to East Texas.

He isn't looking back, this scholar, soldier, philosopher, industrialist, author, gentleman and Christian.

His eyes are zestfully focused on the future ... on the richly deserved fruits of retirement that wait ahead.

During his four decades with Lufkin Industries, R.L. (Bob) Poland has known the heights of exhilarating euphoria, the depths of torturous despair.

THE HIGHS

The time was January, 1966; the place was LUFKIN president Walter Trout's office.

"Probably the best one day I had during my 40 years here was the day Walter called me in, gave me a pep talk, said he was pleased with my work, then asked if I would consider going on the board of directors," Poland remembers. "I had no inkling about why he'd summoned me. His offer hit me with a sort of pleasurable, stunning blow.

"Of course, I suppose becoming chief engineer of the gear division (1965) and later president of the company (1967) were the high points of my career with LUFKIN; but that unexpected invitation to sit on our board of directors carried so much impact."

THE LOWS

The time was March, 1980; early spring in East Texas, late winter in Colorado.

"Without question, my darkest day came when our company airplane crashed outside Denver. (The tragedy took the lives of Poland's son, John, manager of LUFKIN's Rocky Mountain Division; company pilots Ray Fisher and Charles Gilstrap, plus seven customers).

"I was supposed to pick them up at Angelina County Airport. I was awaiting a call from the airport. Ray always contacted the tower when they were nearing our area. His call never came. I phoned Walt Bardwell (another company pilot) and he said: 'Well Bob, I hate to tell you this, but that plane isn't going to be in at all. They have had a crash. It looks serious.' I knew my son, John, was aboard that plane. I still have the pre-flight passenger list in my files."

Nearly as traumatic, for Poland, was the necessary layoff of over 2,200 employees during 1982-83.

"I was most distressed and certainly depressed by those layoffs. The men took it well. But when their wives and mothers phoned, actually crying about the sad situation, it tore me apart. Many of those families had gone into debt, buying houses and automobiles during our boom times. When the

bottom fell out of the oil industry, it was just something we had to do to survive as a company. We held as many on the payroll as long as we could."

THE FUTURE

For some, there is a measure of dreadfulness that comes with retirement. Not so with the Polands, Bob and his wife, Adell.

"We haven't had time to do all the things we've wanted these past 40 years. Now we can," explains Bob.

"We'll travel extensively. I've been in all 50 of our United States, but still plan to vacation along both east and west coasts, also up in New England. I want to return to Scotland, Ireland, and the Black Forest area between Stuttgart, Germany, and Vienna, Austria. I'm looking forward to visiting Australia, one of the few places I've never been."

Retirement from Lufkin Industries, won't halt Poland's other important endeavors.

He's a director of Texas Power & Light Company, First City Bank, Lufkin Federal Savings & Loan and the Wilson McKewen Rehabilitation Center. "I'll possibly remain a director of Lufkin Industries, too," he says.

Time will be more plentiful for his work with the President's Council and the Research Foundation of Texas A&M, where he was a 1942 mechanical engineering graduate before spending four years as a U.S. Army officer. (His five European Theater campaigns during World War II brought eventual discharge as a major and three cherished citations -- the Bronze Star, the Crois de Guerre, the Presidential Citation for Excellence in combat).

"Now, there'll also be more time for church work," says Poland, an elder at Lufkin's First Christian Church.

If Poland has no burning desire for major personal goals during retirement, he can foresee a busy day-by-day schedule.

"I won't be happy sitting idle, watching television. Oh, maybe an occasional action movie, but when I'm home, I'm usually outdoors."

Outdoors for Poland will include fishing from a new deck boat which he anchors at his 2,000-square-foot lake house on Sam Rayburn or from a five-horse-powered aluminum boat he keeps at Pine Island. "Fishing is one of Adell's favorite things to do; and we have six grandchildren with another on the way. They'll enjoy water skiing," he says.

"I've bought a set of golf clubs, fixed up an office at home, also a metal and wood working shop. I may even build a blacksmith shop. I already have the anvil and some other parts for that. Then, there's gardening on our land at Shawnee Prairie and cutting cords of firewood, which I still enjoy."

There is also a moped Poland bought during a recent Kiwanis TV auction. "I'm the only 66-year-old kid on my block with a moped," he chuckles.

One pastime Poland doesn't snicker about is his monthly bridge games with Bayo Hopper, Walter Atwell, J.R. Cox,

Jack Simpson and spouses. When it comes to formulating strategy across a bridge table, Poland is all business.

THE PAST

Only Lufkin Industries' fourth president and second board chairman during nearly 84 years of company existence, Poland maintained more interest in shareholder value increases than personal "empire building." Bonuses, power and perks were unwanted.

"I never asked for a pay raise, not once, during my 40 years here ... they always took good care of me," he says.

A truism that money never was high on Poland's priority list is evident within the knowledge he started at LUFKIN for 80 cents an hour in 1945.

"I took a 50 percent salary slash to join LUFKIN after I mustered out of the army," he recalls. "I was offered a job as tactical officer at Texas A&M, but I didn't desire a military career. I wanted design work, what I'd studied at A&M."

Poland took two whirlwind weeks, seeking civilian employment. He interviewed for jobs at Hughes Tool Company in Houston and General Electric in Dallas. "I was somewhat interested in General Electric until I discovered they wanted to send me to Schenectady, N.Y., for a six-month training course.

"I interviewed at Southland Paper Mill and Texas Foundries here in Lufkin. They each offered more money than did LUFKIN." It was the encompassing cordiality of LUFKIN's top brass and possibly the solid opportunity toward career advancement that swung Poland toward LUFKIN. "There was all the difference in the world in the attitude of the people at LUFKIN over those other places," Poland remembers.

"So I took the job here (machine designer, draftsman), and I've never regretted it one minute of my life."

Poland admits to having turned down "four impressive outside executive positions" during his time at LUFKIN. "This is the only civilian job I've ever had and the only place I've ever wanted to live," he says.

SUMMATION

This man among men, who stood as a guiding force as LUFKIN sales soared from \$41.5 million at the outset of his presidency to an "undreamed of peak" of \$364 million 15 years later, is bullish about LUFKIN's future.

"I think the future for LUFKIN is great. When I retire in a few weeks, I'll leave the company in excellent hands --- with a strong team which I'm proud to have helped put together."

Spanish cellist Pablo Casals, who made magnificent music into his mid-90s, once announced: "To retire is to begin to die."

Native East Texan R.L. (Bob) Poland might well offer respectful disagreement. He retires from the pinnacle of LUFKIN's labor force, not from life itself.

**"I'll
leave
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SELF-PORTRAIT

High Profile

Robert Linwood Poland

Birthdate and place: May 4, 1919, in Manning, Texas.

If I learned one thing in life, it's: Work hard, tell the truth and mind your own business.

Time my alarm is set for: 6:30 a.m. **My best hour of the day is:** When I first arise.

If I could change one thing about myself, it would be: More patience.

The person who has had the most impact on my life? My wife, Adell.

My mother's best advice: Get an education. **My mother's worst advice:** Stay on the farm.

My best asset is: My family. **My worst habit is:** Interrupting people when they are talking.

I really regret: Not being able to type. **I'm compulsive about:** Work --- workaholic.

Favorite city outside Texas? Denver, Colorado. **Where I go to escape:** Lakehouse on Sam Rayburn.

I'm a sucker for: A little kid. **High school or college nickname:** "Snake" or "Doc."

Favorite school subjects? Mathematics and literature. **I wish I could speak:** Spanish.

If I gave a high school commencement address, my theme would be: Set high goals and work toward them.

If I had to choose another profession, I'd be: A lawyer. **I wish I knew how to:** Play the piano.

My friends like me because: I like people. **Behind my back they say:** I'm too honest.

When I'm nervous, I: Twiddle my thumbs. **I'm never surprised when:** Anything happens.

I never could: Reprimand anyone severely. **Nobody knows I:** Am very emotional.

Every New Year's Eve, I resolve to: Be more patient.



If I were going to the moon, I'd take: My grandchildren.

My teen idol was: Tom Mix. **My hero is:** George Washington. **Favorite president?** Ronald Reagan.

Favorite color? Maroon.

The guests at my fantasy dinner party would be: Mark Twain; Will Rogers; Abraham Lincoln; Robert E. Lee; Ronald Reagan and Robert Frost. **The entree I'd choose for my last meal would be:** Steak and potatoes.

Favorite restaurant? Ruby Cafe. **Favorite drink:** Milk. **I won't eat (name of food):** Oysters.

The last book I read completely was: "Rise & Fall of the Third Reich."

Favorite book? "Lincoln," by Robert Frost. **Favorite author?** Rudyard Kipling.

Favorite magazine? Reader's Digest. **Favorite cliché:** "Today is the first day of the rest of your life."

Favorite movie? "Gone with the Wind." **Favorite television show?** "Bonanza."

Favorite actor: Clark Gable. **Favorite actress:** Susan Hayward. **Favorite singer:** Elvis Presley.

Favorite Broadway musical? "Oklahoma." **Favorite all-time song?** "Stranger on the Shore."

When I'm in the shower, I sing: "My Darling Nellie Grey."

If I could change places with an actor, I'd pick: Paul Newman.

The celebrity I've been told I most resemble is: Dana Andrews.

Favorite sport? Basketball. **Favorite athlete?** Roger Staubach.

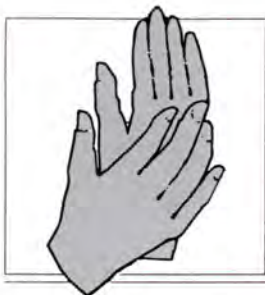
Favorite game as a participant is: Bridge. **Favorite game as a spectator is:** Football.

Favorite holiday: Christmas. **Favorite fashion designer:** Levi Strauss.

If I could buy any car, I'd buy a: Cadillac. **My most valued material possession is:** Land.

How much money do you have in your pocket right now? \$67.86.

If I were reincarnated, I'd be: A plantation owner. **I wouldn't want to be reincarnated as:** A jailer.



15th Annual Awards Banquet

Applause for

EDITOR'S NOTE: The following excerpts were taken from the keynote address made by Lufkin Industries' president and chief operating officer Frank B. Stevenson during the 15th annual LUFKIN Service Awards Banquet, held December 7 at the Lufkin Civic Center.

It is indeed a thrill and inspiration to see this crowd here tonight. You know when Bob Poland (retiring LUFKIN chairman and chief executive officer) first came to Lufkin Foundry and Machine Company 40 years ago, there were not this many people in the entire company.

We have so many things to be thankful for now --- the country in which we live, the system of government under which we operate, the customers we serve daily and who help us remain in business, the company for which we work and of course, the people we work with.

Let's review the highlights of 1985. It was an eventful year. We saw very early that competition was much keener. Competition continues to increase. That's the bad news. The good news is the LUFKIN team becomes stronger every day. I think we are now better able to take care of this competition. We know we are learning and growing and we will continue to succeed in the things we do.

We had many accomplishments during 1985. We may see a 5-10 percent sales decrease for 1985 in most areas, but it looks like the Trailer Division will again set another record.

We've continued to make significant contributions toward the improvement of our facilities --- over \$12 million for improvements during 1985. And this is on top of \$150 million during the past several years. Now, that is faith in the future. In this day and time of severe economic conditions, to keep investing



Company president Frank Stevenson makes a point.

that sort of money in our plant clearly shows our directors and the operators of this company have extreme faith in YOU and your abilities.

In all areas, this money (for improvements) has been applied. Within the next few months, we will have one of the most modern and up-to-date efficient ductile iron facilities in the world. It will be by far the most automated, enabling us to produce much higher quality castings. Our emphasis is on efficiency and improvement, not just expansion.

Many improvements have been made to improve lead time and improve quality. The same process has been applied at the structural shop. Within the past several months, we have undergone a very bold and ambitious program in the trailer plant. It is called MAX2000. It is intended to get us absolutely ahead of our competition.

Of all the money that has been spent, all the improvements that have been made, one of the most significant things is the continual improvement and teamwork that we have throughout this company.

The business and growth of Lufkin Industries is based on four simple words --- quality, service, dependability and value.

Also important in our total system of producing all this, of course, are our employees --- each of you. One of our mottoes is that we want to help people succeed. We have many ways of doing this.

Almost 25 years ago, we started classes within the company where people could come not because they had to, but because they wanted to. Next Monday night, we will have one of the largest graduation classes that we've ever had of people, on their own time, wanting to improve themselves, improve their knowledge, ability and understanding of their job. I don't think there is another company in the world that has employees that want to continually improve as do we.

We've seen much innovation and innovation comes from people. You

Lufkin People

extreme faith in you and your abilities."



can't buy innovation. We know the (oilfield) pumping unit was invented over 50 years ago. But each and every day, it is re-invented and improved --- the way we design it, build it and service it. We have found a way to keep improving and that's a real tribute to each of you.

We are finding a better way ... in the offices ... at the mill supply where we've just gone through a computerization, a wonderful step forward in our ability to give service to the customer. We know that whether it's a \$100,000-pumping unit or a 25-cent item that comes from mill supply, our customer receives the same dedicated service from LUFKIN employees.

With increased competition, we feel that the outlook for 1986 will be relatively the same as this year. We don't see much growth except by improvements we make, by the way we are able to penetrate more markets. It appears the general, economic business conditions will be about the same. But, we're betting that because of the efforts each LUFKIN employee puts into our daily jobs, we'll be able to penetrate new markets. We are bringing out new products. Just yesterday, we've received word we have landed a wonderful order from a utility company, a whole new way of getting into a different line of business. We are working, every day, toward finding different products for different businesses; different ways to



Frank Stevenson, left, hears congratulatory words for his keynote address from retiring LUFKIN chairman R.L. (Bob) Poland.

serve people better.

There is no magic to the LUFKIN process. It's a lot of work and it's a lot of fun.

In the past, we've faced much adversity and we've found many successes. We've also seen that people have daily improved their skills and abilities and daily progressed in their jobs and had much better lives for themselves.

In the present, we see many of the same problems. We know there is competition. But with the team we have, competition is nothing of which we're

scared. We know that with this team, we can overcome the competition. We can continue to succeed.

In the future, we have many opportunities. We have our strong heritage on which to build. We have a bright promise of the future. The people here in this room are the ones that can make that bright future come to be.

We have many resources --- facilities and financial. Most important, we have human resources with the will to win --- that LUFKIN determination to be the best, to keep improving.

However, with opportunity comes responsibility --- the responsibility to help each other and to find better ways of doing things.

We would like to say a warm thanks to those of you that brought us where we are today.

Some of you (retirees) won't be with us the first of next year. We regret that. We'll miss you. But, you have prepared others to take your places. Again the LUFKIN process, the LUFKIN team, the LUFKIN family will continue to succeed and do the things we do best -- serving that customer.

Thanks to each of you for the wonderful contribution you've made. For those of you that are leaving, we wish you the very best. For those of you that are staying, we'll be proud to continue all the things we've been doing.

--- Frank B. Stevenson



15th Annual Awards Banquet



Applause

(TOP LEFT): Palmer Arnold, machine shop mechanical maintenance foreman, and wife, Scottie, are all smiles after he received a 10-year LUFKIN service award.

(TOP RIGHT): A small portion of a huge throng at LUFKIN's 15th annual Service Awards Banquet listens as company president Frank Stevenson gives the keynote address.

(LOWER LEFT): Thom Brewer, machine shop procurement planner, and wife, Angela, are pictured after he received a 5-year service award.

When the 15th annual Lufkin Industries' Service Awards Banquet was held at Lufkin's Civic Center the other evening, company president Frank B. Stevenson made mention, during his keynote address, about LUFKIN products and the accompanying quality, service, dependability and value of those products.

"You're the ones that make those four simple precepts happen. The people right here give that dependability to

everything we do," said Stevenson.

If Stevenson and other LUFKIN officials are proud of their products, they are equally prideful of their people, and the longevity of service to a company that was founded nearly 84 years ago.

Jeweled service awards were presented to 432 employees, celebrating anniversaries in five-year increments (from 5-to-45-years). Retirement recognition was paid 112 persons, leaving the LUFKIN workforce during 1985.

Mention LUFKIN's labor force, and

Welcome **LUFKIN** ANNUAL SERVICE AWARDS PROGRAM

15th ★



for Lufkin People

you are automatically talking, in most cases, about loyal longevity. The 432 celebrating anniversaries represent an accumulation of 6,085 total years of service to LUFKIN. The 112 retirees of 1985 account for 3,469 years within the LUFKIN family.

Of the 432 awardees, a half dozen had 40 or more years service --- Leon Walker, 45 years; chairman and chief executive officer R.L. (Bob) Poland plus Ernest Lord, William Thorne, Ben Williford and John Short, all 40 years.

There were awards for 36 with 35-year service; 35 with 30-year service; three with 25-year service; 44 with 20-year service; 50 with 15-year service; 107 with 10-year service; and 151 with 5-year service.

Personnel director James Horton was master of ceremonies of the event. Baritone Elie Smith Jr., with piano accompaniment from Bonnie Eakin, added musical interlude to the festivities.

(UPPER LEFT): Ernest Lord, foundry production superintendent, was one of only five LUFKIN employees to receive a 40-year service award.

(UPPER RIGHT): Leon Walker, right, senior welding technician at the trailer plant, receives his retirement watch from company chairman R.L. Poland. Walker, longest serving current LUFKIN employee, retires December 31 after 45 years with the company. Poland retires the same day after 40 years service. Looking on is personnel director and awards banquet emcee James Horton.

THANKS TO YOU

It works for all of us and our employees came through with flying colors during the 38th annual United Way campaign.

Lufkin Industries' employees contributed \$16,862 to the 1986 United Way campaign with 39 employees giving a day's pay.

With the company's matching contribution, a total of \$33,723 (\$1,450 over last year) was donated to this year's Angelina County United Way drive. This year's UW drive totaled \$341,026 or 103 percent of its \$333,850 goal during the 38th annual campaign.

"Through employee gifts plus the company's matching funds, we not only reached Lufkin Industries' 1986 goal of \$30,000 but exceeded it by \$3,723," reports Elie Smith Jr., LUFKIN's United Way chairman. "This shows what we can accomplish when we work together for a common cause. I thank each of our employees who graciously contributed and made this United Way drive a success."

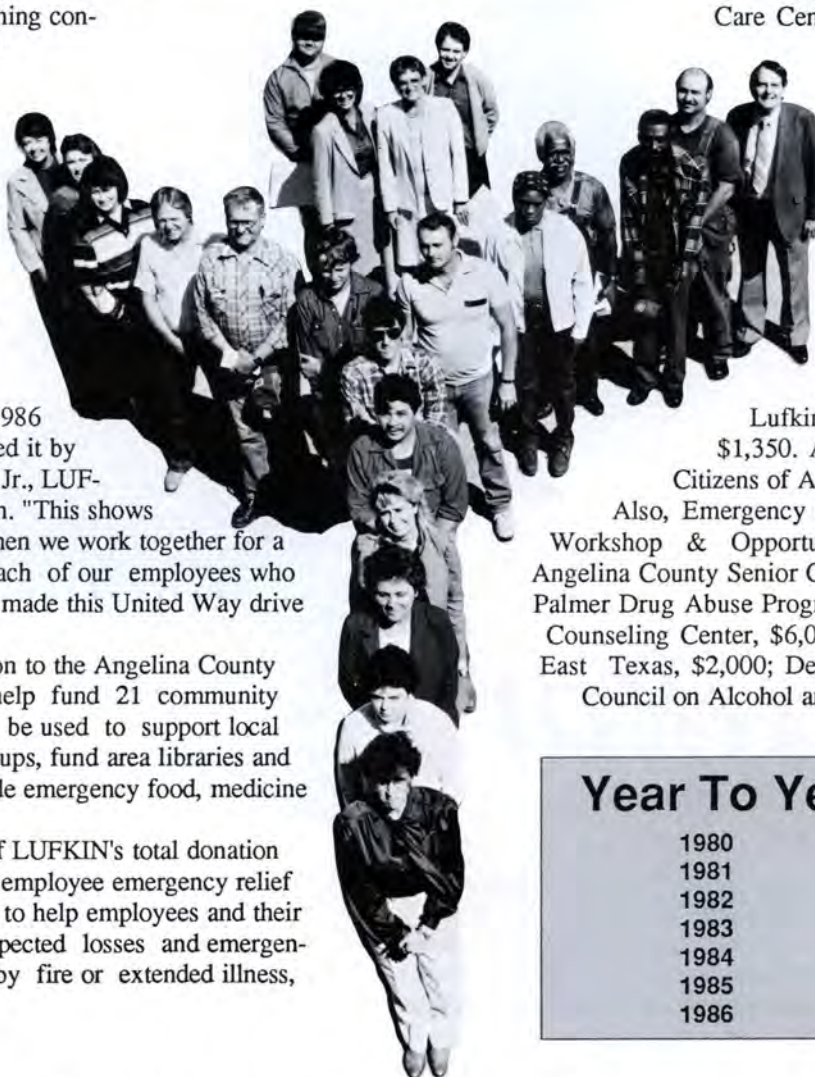
The company's contribution to the Angelina County United Way drive will help fund 21 community agencies. The money will be used to support local youth and senior citizen groups, fund area libraries and treatment centers and provide emergency food, medicine and shelter.

In addition, ten percent of LUFKIN's total donation (\$3,372) is set aside for an employee emergency relief fund. These funds are used to help employees and their families recover from unexpected losses and emergencies such as those caused by fire or extended illness, explains Smith.

Some of the agencies supported totally or partially by United Way funds include Salvation Army, \$63,000; Red Cross, \$42,000; Lufkin Day Care Center, \$16,000; McMullen

Memorial Library, \$2,000; Wilson McKewen Rehabilitation Center, \$12,000; Girl Scouts, \$16,000; Kurth Memorial Library, \$25,000; Angelina Foster Home, \$4,500; Temple Day Care Center, \$16,000; Operations and Campaign, \$30,000; Lufkin Adult Learning Center, \$1,350. Association for Retarded Citizens of Angelina County, \$4,000.

Also, Emergency Relief, \$18,500; Lufkin Workshop & Opportunity Center, \$10,000; Angelina County Senior Citizens Center, \$11,000; Palmer Drug Abuse Program, \$10,000; Samaritan Counseling Center, \$6,000; Women's Shelter of East Texas, \$2,000; Deep East Texas Regional Council on Alcohol and Drug Abuse, \$4,000.



Year To Year Giving

1980	\$28,703
1981	\$40,777
1982	\$53,082
1983	\$26,461
1984	\$27,160
1985	\$32,273
1986	\$33,723

Company solicitors for the 1986 United Way campaign were (left arm of United Way symbol, center to back) Thomas Jones, David Thompson, Jerry Vann, Laura McClary, Linda Morehead, Edith Arnold, (right arm, center to back) Billy Jones, Deloyce Dodd, Cecil Berry, Walter Butler, James Weatherly, Elie Smith Jr., (center arm, front to back) Donna Parish, Susan Campbell, Maebelle Hearne, Diane Farrior, Gilberto DeJesus Jr., Jimmy Cook, (center back, left to right) Ricky Buchanan, JoAnn Anderson, Barbara Smith, and Steve Fenley. Not pictured were James Davis, Michael May, James King, Russell Ash, and Jerri Gilbert.

Seeing Is Believing

After seeing United Way work firsthand, Glenn Lofton, machine operator for Lufkin Industries' Trailer Division, was eager to support this year's campaign.

Previously, Lofton had little interest in United Way. However, his attitude changed when he had cause to receive from rather than contribute to the organization.

Following several trips to doctor's offices in Galveston and Dallas, Lofton's wife, Donna, was admitted to a Dallas hospital last spring.



"Our medical bills continued to mount," Lofton says. "I had to be off work several days to drive Donna to doctor's offices. I was in quite a financial bind. I'm so grateful to Jim Riggs, (trailer plant superintendent), for directing me to our personnel department, and to Elie Smith Jr., (assistant personnel director). Elie helped get my wife in a Dallas hospital and provided us with money from our Emergency Relief Fund."

With the help of LUFKIN's Emergency Relief Fund, Lofton was able to regain financial stability. Lufkin Industries annually retains 10 percent of employee and company monies donated to United Way to finance the Emergency Relief Fund.

As a result of being a United Way beneficiary in 1985, Lofton showed his appreciation by giving a day's pay to the 1986 campaign.

"Before I experienced my own personal crisis, I may have given only \$5 when the LUFKIN solicitor came calling," Lofton recalls. "I realize now my gift can help benefit someone else in need."

Lofton also appreciated emotional and financial support from Walter Butler, and other fellow employees.



Day's Pay Donors

Here is a list of Lufkin Industries' employees who gave a day's pay to the 1986 United Way campaign:

Structural Steel Operations: Gary Ener, helper; James Thomas, foreman; Perry Eoff, class A machine operator.

Shipping: Ronnie Anderson, class B assembler.

Foundry: Charles Winthrop, manager of materials; Bill Pennington Jr., supervisor.

Machine Shop: Cecil Berry, class D machine operator; Phillip Martin, electronics technician; Mark Page, machinist helper; Charles Dailey, blacksmith; Willie Wigley, production technician; Gary Ritnour, machinist; Jerry Wilson, industrial engineering draftsman; James Chmielewski, class A utility maintenance; Robert Walsh, class A machine operator.

Order Entry: James Lamont, traffic analyst; Billie Williams, manager of order entry/traffic.

Material Control: Michael Champion, senior planner.

Accounting: Carolyn Dewberry, data control clerk; Richard McKay, entry level accountant.

Industrial Supplies Division: Tom Squyres, manager of industrial wholesale; Richard Huber, industrial sales representative; Kendall Moseley, sales manager.

Engineering: Colbert Rittgers, class B design engineer; Fred Griffin, vice president and director of engineering; Art Nelson, project engineer.

Trailer Division: Dick McKay, vice president and manager of the Trailer Division; Donald Wier, purchasing manager; Jim Riggs, superintendent; Glenn Lofton, class B machine operator; Leo Molandes, machine operator specialist; Deloyce Dodd, welder specialist; Polly Deason, welder specialist; Essie Jenkins, welder specialist.

Corporate: Bill Pennington, vice president and manager of structural steel, final assembly and shipping operations; Frank Stevenson, president and chief operating officer; Robert Poland, chairman of the board and chief executive officer; Bill Trout, vice president and assistant to the president.

Materials and Information Systems: Tim Stacy, operations analyst.



Angelina County United Way Industrial Division Chairman Jerry Collins (left) admires the Lufkin Industries thermometer with R.L. Poland, LUFKIN's chief executive officer and chairman of the board (second from left), as Susan Campbell and Elie Smith Jr., company United Way chairman, look on.

BEN QUEEN

Retirement, icing on the cake of a grand career

When the Arkansas Razorbacks break huddle and line up for future football combat against other Southwest Conference schools, Ben Queen plans to be there. As often as he can.

Ben won't be sitting beneath one of those red, plastic "Hawg Hats" many Arkansas' spectators are so fervently fond of wearing. He might even refrain from shouting an ear-splitting "Soooieeee, Pigs" after an important Arkansas touchdown.

This "Queen" has too much apparent class and dignity for those sort of fanatical-fans-in-the-stands shenanigans. Usually, anyway.

"Most important of all the interests Dot and I hope to pursue during retirement, is following the Arkansas Razorbacks teams ... basketball, as well as football," says Queen, a true-blue, or make that true-Big Red partisan.

"I've thoroughly enjoyed my 27-years with Lufkin Industries. It has been both challenging and rewarding. However, now I'm looking forward with enthusiasm to a busy and fulfilling retirement," comments the company vice president and Machinery Division sales manager. "I'm grateful the company could offer this opportunity for early retirement --- it's like icing on the cake of a grand career for me."

A youthful age 60, Queen and wife Dot have much more in mind during their golden years than simply spectating at Arkansas athletic contests.

"We're both avid snow skiers and square dancers," Ben says. "I also plan to take golf lessons and would love to become more proficient in speaking Spanish."

Obviously, the Queens won't be



complete strangers to travel during retirement. "Our mothers both live in Oklahoma. We'll now have more time to be of greater assistance to them," says Queen. "We also have three sons and daughters-in-law, plus six grandchildren who we'll be visiting in Houston and Tulsa."

Because Ben, during his earlier-years resided in six other states --- Arkansas, New Mexico, Kansas, Colorado, Montana and Louisiana --- he and Dorothy Jane have legions of old friends with whom they intend to renew acquaintances. "We actually have friends scattered worldwide and hope to spend time with many of them," he says.

If Queen has been in all fifty of the United States, he has likewise worked in 25 foreign countries, pursuing business for Lufkin Industries.

Globe-trotting for Lufkin Industries aside, he spent two years in General Douglas MacArthur's headquarters in the South Pacific during World War II.

Prior to U.S. Army honorable discharge as a staff sergeant at age 20, Queen earned the Asiatic Pacific Theater of Operations Ribbon with three bronze stars for the New Guinea, Southern Philippines and Luzon Camp campaigns. He also holds a Philippines Liberation Ribbon. He was later commissioned a second lieutenant in the U.S. Air Force reserves.

A director of the East Texas Chamber of Commerce and the Samaritan Center, he is also an officer in the First Presbyterian Church of Lufkin. He is a member of the Independent Petroleum Association of America, the American Petroleum Institute, the Society of Petroleum Engineers

of AIME and a former Rotarian. Queen coached and managed kid league baseball for a dozen years and has been active in Boy Scouting work.

A prolific reader, Queen says, "I'll continue closely following the petroleum industry through publications and personal contacts with friends in the oil business."

His devotion to Razorback sporting events comes from his youth. He was a 1950 graduate of the University of Arkansas with a bachelor of science degree in geology. The campus in Fayetteville is where he met Dot, also a U of A graduate.

"I believe our future days will be quite busy," declares LUFKIN's courtly Queen.

--- RICK PEZDIRTZ

FRED GRIFFIN

A 38-year devotion to quality

Quality. Every manufacturer promises quality in its product, but few actually earn reputations for quality, or manage to keep that reputation as long as Lufkin Industries. But few companies share LUFKIN's commitment to quality.

Quality has become a tradition begun more than eighty years ago by W. C. Trout who believed in building equipment "hell for stout." This almost reverent regard for quality has passed from generation to generation. Sharing in this commitment to quality during his 38-year career was Fred Griffin.

Looking back over his long engineering career, retiring LUFKIN vice-president, Fred Griffin, believes this commitment to quality was the key to the company's success.

"The most important aspect of engineering design during my career was high quality. We never sacrificed integrity of the design for the sake of economy," he says. "We never reduced quality in order to cut prices, even during some of the rough times. If we could change a design and save money without effecting the quality, that was fine. But if we couldn't, we kept the quality."

Responsible for all product engineering since becoming vice-president and director of the engineering department in 1974, Griffin singled out earlier work as the most rewarding of his career.

"I'm proud that I was involved in the development of our Mark II pumping unit line and the Air Balanced line. Of course, I had a lot of help on those projects. I also designed the LUFKIN H-795 gas engine which we don't build



anymore, but it's still being manufactured."

Raised near Corsicana, Texas, Griffin attended the University of Texas at Austin. While there, he was elected to Phi Eta Sigma, Pi Tau Sigman, and Tau Beta Pi honorary societies. After graduating in 1942 with a bachelor of science degree in mechanical engineering, he moved to Los Angeles to work for Douglas Aircraft. After two years in California and a couple of years in the Navy, he decided to move back to Texas.

Recalling a field trip to Lufkin Foundry and Machine Company during his senior year at the University of Texas, Griffin says he "just walked in one day and asked for a job."

Griffin joined the engineering department starting, at \$1.30 an hour, a career which would span almost four decades and take him to oil producing areas all around the world. Projects and

fellow employees come to mind as he thinks back over his career. "I remember Louis Fincher teaching me how LUFKIN drawings should be dimensioned, some of H.P. Collins' advice, the H-795 gas engine project, working with Charlie Douglass, Charlie Beck, and Grady Campbell, and making the trip to California with Ed Trout, Guy Croom, Bayo Hopper, and Louis Fincher to learn all about the air balanced pumping unit."

Griffin was temporarily assigned for a year as a sales representative in the Bakersfield, California office. "I still remember the shock I received when Walter Trout told me I was being assigned temporarily to the Bakersfield office, but I had a wonderful year in California, working with Carl Frazer," Griffin says.

"Thirty-eight years is a long time to work for one company but it seems to have passed very, very quickly. Now it is suddenly coming home to me that it's all over, a somewhat discomforting thought in some respects. I'll admit I have mixed emotions about it."

He plans to continue serving on the API Committee on the Standardization of Production Equipment, a position he has held for the past 20 years, but mainly he plans to spend more time golfing and traveling.

"It's time to step down and I'm really looking forward to it. I have thoroughly enjoyed my tenure here and at least made some small contributions towards its success," he says, being overly modest. Then he adds, "LUFKIN's been good to me, but they should have, because I've been good to them."

--- DAVID WILLMON

Movin' On Up

Rod Pittman and
Herb Green have
taken the helm
of new positions.

Herb Green, left, and E.G. (Rod) Pittman discuss future plans for Lufkin Industries, Inc., after receiving upper-management promotions.



Lufkin Industries' upper-management promotions have been awarded to E.G. (Rod) Pittman and Herb Green, according to an announcement from Frank B. Stevenson, company president and chief operating officer.

Pittman, 51, a company vice president and formerly manager of foundry operations, has been named Machinery Division Sales Manager. He replaces Ben M. Queen, who will retire December 31.

Green, 38, has been named manager of foundry operations and will also continue as manager of materials and manufacturing information systems.

A 26-year employee of Lufkin Industries, Pittman is a 1952 graduate of Anson (Texas) High School and a 1956 graduate of Texas A&M University with a bachelor of science degree in industrial technology. He is currently a director of OMC Industries in Bryan, on the advisory board of the Texas A&M Center for Executive Development, on the executive committee of the Aggie Club and on the board of trustees of the Pineywood Foundation.

Pittman has served as manager of Lufkin Industries' foundry operations since 1975. Prior to that, he served five years as foundry castings sales manager, two years in product engineering and

nine years in foundry engineering. He was elected a company vice president in 1976.

A former chairman of the Texas Chapter of the American Foundrymen's Society and trustee of the Cast Metals Institute, Pittman is presently a member of the Lufkin Civil Service Commission. He has previously served six years on the Lufkin City Commission, five years on the Lufkin Planning and Zoning Commission and is a past president and director of the Lufkin Rotary Club, past director of the Lufkin Jaycees, past president of the Angelina County A&M Club and past trustee of the Lotus Lane Housing Project.

Pittman, a former U.S. Army officer, is married to Darlene Smith Pittman. They attend First United Methodist Church in Lufkin and have two grown children, Lane Pittman of Lufkin and Lee Pittman, a student at Texas A&M.

A four-year employee of Lufkin Industries, Green is a 1965 graduate of Wakita (Oklahoma) High School and a 1969 Phi Kappa Phi graduate of Oklahoma State University with a bachelor of science degree in accounting. He received a master of science degree in accounting from Oklahoma State University in 1972.

Green, a certified public accountant, spent nine years as a consulting manager with Arthur Andersen and Company in Houston and Tulsa before joining Lufkin Industries in 1981.

A U.S. Army veteran, Green received a Vietnam Service Medal and Bronze Star Medal for Service, Republic of Vietnam. He is a member of the American Production and Inventory Control Society, American Institute of CPA's, Beta Gamma Sigma and Beta Alpha Psi honor societies.

Green is married to Vicky Louise Green and they attend First Baptist Church of Lufkin with children Angie, 14; Aaron, 11; and Anna, 7.

LUFKIN

Retiree Profiles

Editor's Note: With a heavy influx of early retirements, the ROUNDUP will this month, and in future issues, present individual profiles of company retirees.

**Milton
Walther**
*
31 years



During his 31-year career with LUFKIN, there have been few days that Milton Walther's mind hasn't wandered, if just for a moment, to a subject about as far remote from pumping units and the oil industry as you can get.

If Walther was the type of person who would put a bumper sticker on his truck --- and he's not -- most likely it would read, I'd rather be flying. Because his first love, since the days he flew B-29s, B-17s, and B-25s, has been flying.

As chief engineer of the engineering department's oilfield group, Walther is perhaps LUFKIN's foremost authority on the design and operation of pumping units. His office is crammed with manuals, drawings, and binders, a wealth of information accumulated during a career devoted to designing and improving LUFKIN pumping units.

"When I came here, we'd just started building air balanced units," he says. "I remember when we designed and built our first conventional API unit. Many people said it would never work because it was so radically different. This exceptionally, well-designed unit proved otherwise."

Although he always feels proud when he hears of a LUFKIN unit that's been in service for 30 or 40 years, Walther shares the credit with others.

"You have to consider everybody, from the creative genius of the late W.C. Trout on up, because everybody's on the team," he says.

A graduate of the University of Texas, Walther joined Lufkin Industries in 1954. He had already accepted a position with another firm when he decided to visit LUFKIN's facilities one Saturday.

"Before I left, I had my physical and a new job," he says.

Although several companies have offered him work once he retires from Lufkin Industries, Walther says he plans to spend his retirement having fun. And for him, that means returning in some way to his first love, flying.

"There are some things I'm so interested in that I almost feel an obligation to devote more time to them. I've been interested in the Confederate Air Force for many years, and I may become an active member. I've been going to their annual air show at Harlingen every year for as long as I can remember.

"I know most of the planes by name, and where they're from, and their pilots and everything else," he says. "I could stand around the airport all day long and watch B-25s, P-51s, and B-29s taking off and landing"

**Frank
Martin**
*
34 years



After 34 years of working, Frank Martin, foundry technical director, says he is looking forward to playing. His interests include tennis, gardening flowers, maintaining a small farm, caring for a couple of horses, hunting, fishing and most of all --- visiting his four grandchildren.

"My wife, Lillie Mae, has a farm near Shelbyville where we'll keep a few horses for our grandchildren to ride," Martin says.

Generally, the Martins travel plans

will include trips to their Shelbyville farm, and to Midland and Atlanta where their grandchildren live.

"We don't care much for sightseeing; we'd rather see people," he says.

Martin joined the company in 1951 as a foundry chemist, a position that no longer exists. A spectrometer and metallurgist replaced the need for a chemist.

"I've witnessed numerous changes in the foundry, especially during the past four or five years," Martin says. "I'm going to miss the fine people in the foundry; they are like family. But don't misunderstand me, I'm ready to retire."

**Jim
Alexander**
*
20 years



For Jim Alexander, retirement means more time for his hobby --- collecting and restoring antique cars.

"I became interested in restoring antique cars about five years ago," says Alexander, a 20-year Lufkin Industries' employee. "I am now a member of the Model T Ford Club of America."

Alexander, a Dallas resident, is the owner of a Model T 27 (two-door sedan), a Model T 27 (touring car) and a Model A-AR 28 (two-door sedan).

"I'm still in the process of restoring the Model A," he says.

Although Alexander is retiring from selling LUFKIN trailers, he is not weary of being on the road. However, for longer trips he has opted for a new travel trailer rather than a car --- his traditional mode of transportation for making sales calls. He and his wife, Jo Ann, plan to see the New England states and tour historical sites of Texas.

"And of course, antique swap meets keep us hopping from one state to the next," Alexander says.

LUFKIN

Retiree Profiles

Doyle Bowers

*

44 years



Oil painting will fill many happy hours during Doyle Bowers' retirement years.

"I'll miss the people," Bowers, procedures' analyst, says. "However, after 44 years in manufacturing engineering, I have no regrets about retiring. It's time."

Oil painting --- birds, animals and landscapes --- is a hobby for Bowers. "I enjoy sharing my work with family and friends," he says. "Sometimes I paint from a photograph. Sometimes I envision in my head what I want in a painting."

When he doesn't have a canvas in front of him, Bowers and his wife, Virginia, enjoy fishing. Much of his remaining spare time will be spent flower and vegetable gardening.

The couple has three sons and five granddaughters.

Dan Martin

*

43 years



Dan Martin, manager of material control, says he loves life. He enjoyed his 43 years of employment with Lufkin Industries, and believes retirement will be just as exciting.

"I'm looking forward to the rewards and challenges of retirement," Martin says.

Martin's pastimes include building furniture for his immediate family plus flower and vegetable gardening.

"My wife, Pat, and I will also visit our five grandchildren. But most

importantly, we will do just exactly what we want, when we want," Martin says.

Martin's career with Lufkin Industries began during 1942 in the engineering department. He moved to material control in 1954.

Richard English

*

23 years



After 23 years, Richard English has retired from his duties as Lufkin Industries Trailer Division's chief inspector.

"When the company offered an appealing early retirement plan, it took me only two minutes to decide that's what I wanted," English says. "I welcome the idea of doing anything I want whenever I want."

His days will be filled with fishing and household tasks --- painting, plumbing, carpentry and flower gardening.

"Mostly, I enjoy bass fishing, but occasionally I fish for trout," he says.

English doesn't care much for traveling.

"After two or three days in a strange place, I'm ready to come home," English says. "I prefer relaxing in my own home than always being on the go."

Andy Modisette

*

37 years



Wherever fish are biting, you are likely to find Lufkin Industries' retiree Andy Modisette. After 37 years in the electrical department, he was anxious to resume an old hobby.

"I use to fish all the time when I was a kid," Modisette says. "I cast my line for just about any kind of fish, but my favorite catches are white perch and catfish."

Knowing that Modisette planned to spend his days of leisure at some East Texas fishing hole, fellow employees presented him with a new fishing rod, tackle box, flash light, screw driver, pocket knife, a cap and a map of East Texas lakes.

"I miss the people I worked with, but I'm glad to be retired," Modisette says.

When Modisette started work at LUFKIN in 1948, there were 10 men in the electrical department. Today, there are 30 employees. In those early days, he primarily rebuilt machinery. But with the continuing advancement of technology, much more of his time was spent running computer lines in various departments throughout the plant.

Leon Walker

*

45 years



After 45 years in Lufkin Industries' Trailer Division, Leon Walker, manager of welding technology, has retired.

"Since I joined the company in 1940, only one year after LUFKIN purchased the Martin Wagon Company, I've seen numerous manufacturing changes," Walker says.

Walker and wife Marie's future plans include traveling, hunting, fishing, camping, wood working and metal working.

"I have the typical work around the house that will keep me busy for a couple of years," Walker says. "However, if I run out of things to do --- yard work, household chores, etc., I may consider consulting work."

LUFKIN

Retiree Profiles

Charles Steele

*

23 years



Rather than around the world once in 80 days, Charles "Shorty" Steele could have traveled around the world 80 times in 6,400 days.

For 23 years, Lufkin Industries' retiree Steele drove a truck for the company's structural steel operations. He traveled between 80,000 and 100,000 miles each year.

"I have over two million miles under my belt, and I've never received a speeding ticket," Steele boasts. "I've been north, south, east and west. I'm ready to stay home."

Other than resting, Steele has few retirement plans.

"Maybe I'll fish every now and then," he says.

He and his wife, Janie, have one son and daughter and six grandchildren.

A.C. Warren

*

35 years



Although A.C. Warren no longer participates in stock car racing, boxing, baseball or softball, he may do so vicariously as a spectator during his retirement years.

"If they reopen a racetrack in Lufkin, I will support the effort in some manner," Warren says. "I will help local youngsters who want to race stock cars on an oval track --- not drag racing."

Warren has been in trailer manufacturing for 35 years. He retires from Lufkin Industries as production superintendent.

"I hadn't planned to retire for four or five more years," he says, "but this early retirement window was too good to pass. I thought about it long and hard. When you have worked as long as I have, retiring is not something you decide lightly."

Warren is part owner of a trucking company, which leases trucks to companies in Lincoln, Nebraska, and Winston-Salem, North Carolina. He and his wife, Robbie, enjoy fishing, boating and camping.

Albert Arnold

*

16 years



Albert Arnold's daddy advised him "to really work for a company, don't just put in a day's work," and that's exactly what he did.

Since joining Lufkin Industries in 1969, Arnold, a security guard, volunteered to work many double shifts. His work week was frequently seven successive days.

"There was hardly a day I didn't enjoy working," Arnold says. "I really miss my job."

Austin Freeman and Charles Daniels broke him in as a guard, and subsequently Arnold has broken in approximately 30 other LUFKIN security guards.

"I started at the trailer plant," he says. "But during the past 16 years, I worked every LUFKIN gate. I made myself available. What gates I didn't know, I learned during my time off. I wanted to know everything there was to know about all the security jobs."

Retiree Arnold plans to grow a few vegetables, raise a few cows and tend to his yard.

"My wife, Ruth, is a fanatic about our yard," he says. "For the next couple of months, I'll rake leaves."

Curtis Grimes

*

33 years



Instead of grease and oil, Curtis Grimes' hands will be covered with flour and baking powder during much of his retirement time. Grimes enjoys cooking and baking.

"Friends tell me I'm a pretty good chef," Grimes says. "I have several specialties --- pies, cakes and barbecue beef. I seldom follow a recipe. I cook by taste-testing."

Grimes retired from Lufkin Industries' Trailer Division after 33 years in the van set up department.

Other than cooking, gardening and raising 50 head of black angus cows, Grimes says he will rest until spring.

"In the spring, my wife, Earline, and I will hit the road," Grimes says. "We want to see Colorado, Kentucky, Tennessee and maybe Florida."

Earline and Curtis have three children, eight grandchildren and one great-grandchild.

Fred Nash

*

33 years



Traveling, fishing, hunting, gardening and raising a couple of calves are part of Fred Nash's retirement plans.

Nash retired as van inspector after 33 years in Lufkin Industries' Trailer Division.

"I will miss the people," Nash says. "However, my wife, Barbara, and I will enjoy traveling. We haven't been many places in the United States."

Barbara and Fred have three children and three grandchildren.

LUFKIN

Retiree Profiles

Riley Webb

*

39 years



Riley Webb will devote his retirement years to hunting and traveling.

"I'm a big deer and squirrel hunter," Webb says. "During off seasons, I spend a great deal of time in the woods tracking animals and observing their behavior."

Webb retired from Lufkin Industries after 39 years as a tool designer. When his skills were needed, Webb helped install special machinery throughout the company. For example, from 1968 to 1970, he moved to the Trailer Division to help set up equipment at the new Buck Creek plant. He then returned to manufacturing engineering.

For several years, Webb has built models of LUFKIN pumping units. He will continue that project.

"The company has purchased many of my models for display in LUFKIN sales offices and trade shows," Webb says.

Traveling is also on Webb's retirement itinerary. "I want to see the countryside and important sites along the way --- the Davis Mountains and the McDonald Observatory in West Texas, Washington state and Canada," he says.

Joe Perkins

*

31 years



When Joe Perkins became Lufkin Industries' insurance manager in 1954, hospital room costs were approximately \$10 per day, he recalls. Today, hospital room costs are well over \$100 per day.

"Lufkin Industries' insurance program improved with age," Perkins says. "We

continuously adjusted for inflation."

Fishing, hunting and traveling will replace Perkins involvement in LUFKIN's insurance business.

"This special, early retirement window hit me at a good time," Perkins says. "I wanted to retire while I was still young enough to do things I haven't had time to do."

He and his wife, Peggy, plan to visit the western part of the United States.

Boyce Hendry

*

35 years



Although Boyce Hendry, supervisor of van setup, has retired after 35 years with Lufkin Industries' Trailer Division he hasn't opted for a rocking chair.

"I have plenty of tasks to accomplish," Hendry says. "Although I no longer receive a paycheck for the work I do, I still have several jobs, around my house and church, to keep me busy. I'm working for the Lord as Wallace Chapel's handyman in Hudson."

Henry's retirement diversions will include hunting, fishing and gardening. "I'm a farmer at heart," says the owner of 12 acres in Hudson.

G.W. Nichols

*

35 years



Golf will be a large part of G.W. Nichols' retirement life. He'll not only play the game, but spend leisure hours refinishing golf clubs.

"For about a month, I plan to do nothing," says Nichols of San Antonio. "However, I'll then play golf at least once a week, and more often as I complete all my 'honeymoon' projects."

His first big project will be to rebuild and refinish an old rolltop desk he purchased several years ago. "That project will keep me busy for six months or so," he says.

Nichols retired from Lufkin Industries after 35 years in machinery sales and service. During his career with the company, Nichols was based in Kansas, Colorado, New Mexico, Illinois, and finally Texas.

"When I was asked to transfer to another sales location, I went with the attitude 'I'm going to like it,' and I usually did," Nichols says.

Nichols also enjoys fishing, hunting and traveling. A trip to Alaska is at the top of his travel agenda. He and his wife, Gene, have two children and five grandchildren.

Roy Lilley

*

32 years



Other than visiting his four children and four grandchildren, Roy Lilley is not interested in venturing much farther than the Denver, Colorado, area during his retirement years.

"I did all the traveling I wanted while working for Lufkin Industries," says Lilley. During his 32 years as a LUFKIN salesman, Lilley was based in Wyoming, Montana, South America, Canada, finally Colorado.

"For 18 years, I lived out of the country, selling LUFKIN pumping units," he says.

Lilley enjoys fishing, gardening and hunting. "I haven't had much free time during the last few years to indulge in sports or hobbies," he says. "Now, I'll have plenty of hours in the day to do what I want."

He and his wife, Fran, have two children in Canada, one in Oklahoma and one in Colorado.

LUFKIN

Retiree Profiles

**Billy Mack
Anderson**

*

30 years



After serving 25 years in the gear division of Lufkin Industries' engineering department and five years in the LUFKIN machinery sales office, it is with mixed emotions Billy Mack Anderson says his goodbyes.

"I made some good friends during those years, but I guess all good things come to an end," Anderson says.

As a local sales representative, it was Anderson's responsibility to assist LUFKIN sales people located in the field.

"It was my job to size and price gear and pumping unit parts when our sales people requested additional information," Anderson says.

During retirement, Anderson intends to dabble in watercolor painting and hunt deer on his 90 acres of wooded land in Trinity County.

"My wife, Margaret, will continue to teach at Brookhollow Elementary School for a few more years," Anderson says. "If and when we make extensive travel plans, they will be carried out during the summer months."

The Andersons have two daughters and five grandchildren.

**Ethel
English**

*

20 years



For 20 years, Ethel English managed many Lufkin Industries' coffee bars --- engineering, corporate communications, material control and at the old main office. However, during the past three years, following company layoffs,

her duties have been confined to the corporate offices.

"I'll miss the people," Mrs. English says. "I had become a good listener. Employees would tell me their problems. After listening to a few people, my troubles never seemed so bad."

Mrs. English is ready to stay home. Since buying a home in Hillister, near Woodville, in 1972, she has lived with an elderly woman in Lufkin Sunday through Thursday nights. At 4:30 p.m. Fridays, Mrs. English drove home to spend her weekends.

Her hobbies include oil painting, crocheting, quilting and gardening. Painting may have some possible financial rewards.

"I sold my first painting, a picture of an old home in Allentown, for \$35," Mrs. English says. "I was quite surprised it sold since I've only been taking classes since August. Water scenes are my favorite landscapes to paint."

**J.C.
Wood**

*

31 years



As an active member of Woodlawn Baptist Church, J.C. Wood serves as assistant treasurer and assistant Sunday school superintendent.

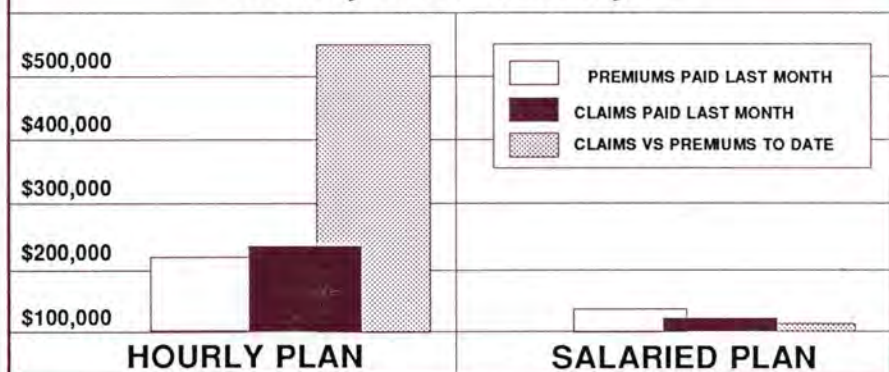
"When I spend my days visiting friends who are physically hurting, I don't worry so much about my own problems," Wood says.

Wood retired from Lufkin Industries after 31 years in the machine shop. For the past 17 years he has operated a gear hobbing machine. Prior to that time, Wood worked on lathes, drilling and milling machines.

He and his wife, Sue, enjoy visiting their five grandchildren and one great-grandchild.

INSURANCE UPDATE

Monthly Insurance Analysis



Lower your blood pressure, diet, exercise, and relax, advises a Baylor College of Medicine research team in Houston.

At Baylor, 115 persons were involved in a combined program of walking, jogging and cycling. After two months, they not only reduced their blood pressure, but had a significant drop in weight.

Weight loss helps reduce blood pressure. A University of Alabama medical doctor found that 60% of 10,940 patients in a hypertensive treatment program were overweight.

FOCUS

Eight employee promotions announced by company officials

Promotions of eight Lufkin Industries' employees have been announced by company officials in six departments.

In machinery sales, **David Henning** and **Terry Orr** were promoted.

Henning was promoted to district manager of the Baltimore, Maryland, branch office from industrial and marine gear salesman in the Crystal Lake, Illinois, branch office. Following graduation from Cumberland Valley High School in Pennsylvania, Henning received an associate degree and a bachelor of business administration from Pennsylvania State University.

He and his wife, Madeline, have two daughters, Kristina and Sandra.

Orr was promoted to product manager of special gearing, from design engineer in engineering gear division. He joined the company in 1976. Following graduation from Robert E. Lee High School in Baytown, Texas, Orr received



David Henning



Terry Orr



Kevin Wynne



Frank Myers

a bachelor of science degree in mechanical engineering from the University of Texas in Austin.

He is past president of Pineywoods Chapter of Texas Society of Professional Engineers and a Rotary Club member. He has two children, Tamara and Jeremy.

In the Trailer Division, **Kevin Wynne** was promoted to class A from class B draftsman. Following graduation from Lufkin High School, Wynne received an associate of arts degree in drafting and design technology from Angelina College.

In engineering, **Frank Myers** and **Tony Stephens** were promoted.

Myers was promoted to class A draftsman from industrial engineering draftsman in the machine shop. Following graduation from John L. McClellan High School in Little Rock, Arkansas, Myers received a bachelor of business administration from Southern



Tony Stephens



Philip Cotie

Arkansas University and a certificate in drafting from Oil Belt Vo-Tech School.

He and his wife, Belinda, have two children, Chris and Courtney.

Stephens was promoted to class A draftsman from machinist in machine shop. Following graduation from Lufkin High School, Stephens studied drafting and design technology at Angelina College.

He is married to Jane Stephens.

In the foundry, **Philip Cotie** was promoted to sand lab technician from

NAMES & NOTES

LUFKIN unit featured



LUFKIN pumping units are advertised in a variety of ways --- LUFKIN Line, LUFKIN Roundup, trade magazines and special brochures. But one of the most unique ways on the market is in the form of the Dallas game.

On the cover of the Dallas game, a board game starring J.R. and all the Ewing clan, is a picture of a Lufkin Industries' conventional crank balanced pumping unit.

"The Dallas game is quite popular," says Circus World employee Carla Mott. "We have trouble keeping it in stock." Carla is the wife of George Mott, a painter for LUFKIN's structural fabrication department at Buck Creek.

Inspection Tour

When LUFKIN's No. 1 truck trailer customer, J.B. Hunt Transport Services, Inc., opened a new terminal in North Little Rock recently, seven company employees were on the scene for an inspection tour. Company representatives included: **Frank Stevenson, Dick McKay, Jimmy Horn, Bob Westbrook, Roland McGee, Fred Coulter** and **Joe Williams**.

Welcome aboard

Joining Lufkin Industries as a project technologist for the Trailer Division is **Roosevelt**



ADAMS

(Rosie) Adams, Jr. The son of **Roosevelt Adams, Sr.**, a LUFKIN foundry employee, he was previously employed as a supervisor for SCIMCO in Beaumont and is president of the local student chapter of the Institute of Industrial Engineers.

A big bouquet of thanks

Machine shop employee **Tommy Stricklin**, wife, Pat, and daughter, Tammy, say thanks to fellow employees, who showed concern during Tommy's recent illness.

The Stricklins extend special thanks to **Elie Smith Jr., James Horton, Ann Allen**, personnel; **James Elliott**, machine shop; and **George Cook**, machine shop.

FOCUS



Jonny Eoff



Claude Mullins

class B assembler. Following graduation from Galena Park High School, Cotie received an associate of arts degree in business management from San Jacinto College in Pasadena, Texas.

He has two children, Christi and Ryan.

In material control, **Jonny Eoff** was promoted to cycle count and reporting manager from head cycle counter. Eoff graduated from Jesse H. Jones High School in Houston.

He and his wife, Susan, have two children, Jason and Aubrie.

In the Industrial Supplies Division, **Claude Mullins** was promoted to counter salesman from warehouse clerk. He joined the company in March. Mullins graduated from Robert E. Lee High School in Baytown, Texas.

He and his wife, Pamela, have one daughter, Kate.

Employees to the Rescue

Through the concentrated teamwork of 11 Lufkin Industries' employees, the recovery, repair and re-shipment of an A2560 LUFKIN pumping unit was greatly expedited recently.

The unit, largest made by LUFKIN, had been purchased by Texaco, loaded onto a Chaparral truck and was headed towards Ventura, California. While making a turn onto Loop 287 from Texas Hwy. 69, the load shifted. The gearbox and base slid off of the flatbed truck, spilling 235 gallons of oil onto the pavement.

"LUFKIN employees quickly

recovered the unit, assisted in the cleanup, hastened repair and re-shipment --- all to the satisfaction of our customer," Bill Williams, manager of order entry, said. "Originally, the unit was shipped Oct. 30 and scheduled to arrive Nov. 4. It was shipped the second time Nov. 5 and arrived Nov. 8. Due to exceptional LUFKIN teamwork, Texaco lost only four days usage."

Helping Williams were Herb Green, Bill Pennington, Mike Penn, Bobby Wood, Travis Stone, Billy Williams, Chester Mitchell, Russ Gauman, J.B. Johnson, and David Jasso.



Lufkin Industries co-hosted a seminar on OSHA's new hazard communication standard. Pictured are (left) Jack Fontaine, industrial hygienist for the Houston area office of OSHA; and Jared Satterwhite, Lufkin Industries' safety director.

NAMES & NOTES

A record buck

Company photographer **Viron Barbay** knows how to shoot more than pictures with cameras. An adept hunter



with bow and arrow, Barbay qualified for the Pope & Young Record Book, official journal of archery records, during a recent vacation in Colorado.

Hunting in the San Juan Mountains,

Barbay released an arrow from his Hoyt Bow from a distance of 38 yards to bring down a mule deer that field dressed at over 200 pounds. Because of the size and spread of the deer's antlers, Barbay's big buck easily made the archery record book.

A surprise photograph

Evelyn Paulus of Lufkin was quite surprised when she opened the Lufkin Daily News and saw a picture of her great-great-grandfather and great-grandfather's house located in Fredericksburg.

What she saw was a colored photograph of a painting by the late Buck Schiwetz, an artist commissioned numerous times by Lufkin Industries.

"Until I saw that newspaper

photograph, I was unaware Mr. Schiwetz had captured Carl Leyendecker (her great-grandfather) and Friedrich Schumacher's (her great-great-grandfather) homes in a painting," Mrs. Paulus says.

Gratefully, she accepted a Lufkin Industries' print of the Schiwetz scene.

60th wedding anniversary



LUFKIN retiree **L.D. Little** and his wife, Ruby, recently celebrated their 60th wedding anniversary.

The Littles feel constructive communication contributed to their long marriage. "When you work long hours, you don't have much time for fighting," L.D. says.

L.D. retired from the foundry in 1967.

CHANGES

Company officials have announced 34 job changes and new assignments. They include:

LITTLE ROCK FOUNDRY:

Michael Creamer, from molding helper to molding finisher; Jorge Garcia, from melting helper to iron pourer; Donald Hale, from crane operator to iron pourer; Bobby Hall, from melting technician to security guard.

MACHINE SHOP: Beauford Smiley, from machine operator trainee to class A machine operator; Rickey Higgins, from class C to class B maintenance mechanic.

TRAILER DIVISION:

Rajan Babu, from laborer to helper; Jeffery Boyd, from class B to class A trailer builder; Jerry Curtis, from helper to class B painter; Johnny Ebarb, from cleaner and grinder to class B trailer builder; John Graham, from welder specialist to class A maintenance mechanic; Michael Hebert, from machine shop laborer to helper; Stephen Jayroe, from class B to class A painter; Gregory Korn, from class B to class material handler; Olivo Lopez, from class B welder to class A trailer builder.

Also, Lloyd McKnight, from class A machine operator to class A maintenance mechanic; Robert Molandes, from cleaner and grinder to class B trailer builder; Hugh Poulard, from class B to class A trailer builder; Kevin Puryear, from helper to class B material handler; Calvin Reeves, from machine shop laborer to helper; James Roberts, from class A painter to class B trailer builder; Jack Turner, from class B to class A trailer builder; Jess Williams, from class A material handler to class A trailer builder.

FOUNDRY: Tommy Arnett, from crane operator to chipper grinder; Preston Cauley, from class B molding machine operator to chipper grinder; Cedric Doggett, from molding systems helper to melting laborer; Alvin Erwin, from shakeout operator to shakeout tender; Ronnie Harris, from class A molding machine operator to chipper grinder; Eugene Hodge, from flask set up man to fork lift tow material operator.

Also, Lonzo Jefferson, from class B molding machine operator to chipper grinder; Frank Lankford, from electrical engineering technician to project technologist; Walter Levine, from shakeout tender to chipper grinder; Jeffery Patton, and Melvin Polk, from crane operators learner to crane operators.

DECEMBER

ANNIVERSARIES



Edgar Mills
29 Years



Jim Massingill
29 Years



Arthur Moye
24 Years



Prentice Coleman
24 Years



Ide Russell
24 Years

LUFKIN INDUSTRIES CANADA

James Goshko 2
Eduardo Eslava 2

STRUCTURAL STEEL OPERATIONS

William Thompson 35
Wayne Hodges 29
Henry Schoubroek 24
Prentice Coleman 24
Otis Jenkins 21
Tommy Reynolds 16
Frank Robinson 12
Paul Taylor 12
James Dalahite 11
Lottie Williams 11
Oswell Smith, Jr. 11
Perry Dixon 10
Tommy Skinner 9
Linda Whitten 9
Robby Williams 8
Jerry Walker 7
Lupita Lerma 6
Dale Staten 6
Obie Havard 4
Michael Edwards 4
William Salmons, III 2
Jeanette Taylor 2
Elvis Fuller 2
Martin Reyes 2
Clifton Wade 1

FINAL ASSEMBLY AND SHIPPING

Ide Russell 24
Ervin Reynolds 22
Eugene King 12
Earl Thomas 7
Gary Crustner 7
Arthur Back 6
Johnny Knaus 6
Reynaldo Carbajal 2
Charles Doggett, Jr. 2
Myron Due 1
Norman Stewart 1

FOUNDRY OPERATIONS

Arthur Moye 24
Ben Sallas 16
Herman Horace 15
Leroy Reed 13
David Allen 10
Scott Semlinger 10
Donald Coutee 9
Jose Romo 7
Donald Bogany 7
Roy White 7
Curtis Grigsby 4
Ronald Hopson 4
Frederick Wilson 2
Kenneth Sowell 1
Hugh Krahmer 1

MACHINERY OPERATIONS

Riley Webb 39
Floyd Jones 24
Bryant Matthews 24
Darrel Powers 24
Franklin Keger 22
Linwood Havard, Jr. 21
Harry Seale 17
John Brittain 15
Jerry McGuire 13
Robert Phillips 13
Ira Jones 12
Bill Pitman 11
Langston Martines 10
Kenneth Crawford 9
Gary Underwood 9
Johnny Armstrong 9
Vernon Whiteley 8
Dietrich Schoennagel 7

James Ward 7
Russell Hornbuckle 7
Samuel Hughes 6
Danny Morris 6
Simon Aguilar 6
Wellborn Gafford 6
Michael Standifird 1
Kevin Tullos 1
Mark Euper 1
Jeff Jackson 1
Florine Thompson 1

LITTLE ROCK FOUNDRY

Bobby Walker 5
Larry Johnson 2
Charles Nabors 2

WELDING SHOP

Carl Barnes 24
Charles Anderson 24
Milton Houck 16
Michael Devereaux 7
Larry Ward 4
Jerri Gilbert 2

MANUFACTURING ADMINISTRATION

A.G. Black 39
W.H. Crager 15
Gene Stewart, Jr. 13
Daniel Martin, Jr. 10
James Stuckey 10
Larry Caples 9
Jimmy Humbert 9
Linda Palomino 7
Jonny Eoff 6
Gene Williams, Jr. 7
Herb Green 4
Tim Stacy 4

CORPORATE OFFICES

Bob Poland 40
Jim Massingill 29
Fern Basey 26
Ethel English 20
Liz McDonald 19
Fern Athey 16
Pam White 7
Janice Kupec 5
Bobby Bowman, Jr. 3
Jeffrey Breckenridge 1
Terri Stokes 1

INDUSTRIAL SUPPLIES

Tom Squyres 13
James Curry 5

ENGINEERING

Jim Mewbourn 23
Art Nelson 14
Edward Slemmons 7
Midge Cooney 4

MACHINERY SALES

Louis Miceli 10
Ricky Hughes 9
Rick Schlabach 7
Jon Pennington 6

PERSONNEL

Thomas Murphy 9
Harlen Carter 3
Joyce West 1
Manuel Crusturner 1
Pamela Thornton 1

TRAILER PLANT

John Short 40
Edgar Mills 29
J.W. Watson 24
Raymond Redd 22
Hoy Oliver 14
Thomas Windham 14
Clevon Harper 13
Larry Havard 13
Curley Jenkins 12
Ethel McClendon 12
Garvis Edwards 12
Essie Jenkins 12
Cloteal Malone 12
Polly Deason 12
David Jackson 8
Robert Waddell 8
Eugene Huntsman 8
Roland McGee 6
Maebelle Hearne 6
Ronald Meaux 6
Jessie Brooks 2
Vandy Sowell 2
Bobby Moore 2
Kenneth Rich 2
Keith Oliver 2
Kerry White 2
Tracy Lane 1
Vince Minefee 1
Larry Roark 1

OF FACES AND PLACES

RICK PEZDIRTZ



**"Bob Poland was
the most influential
and progressive
... we've ever had."**

Men come into this world with certain gifts. Some abuse them; some enrich them.

Robert Linwood Poland is one of the latter.

An original 1919 model, Bob Poland has been seemingly blessed almost from birth with a talent for leadership and fruitful interaction with others. It is as if he is endowed with a special touch; a sensitivity for people and their problems.

Bob Poland took his endowment and built upon it, reaching heights that now identify him as one of the few at the summit of American industry and commerce. It isn't just the thousands who have worked for him, but a critical jury of his peers who establish this rating.

"Bob Poland was the most influential and progressive Angelina County Chamber of Commerce president we've ever had. (There have been 60, dating back, ironically, to the year of Poland's birth, 1919). He was most impressive in getting good things done for our community and also in seeing that wages at our area's largest industry were raised," testifies Bill Prince, current Chamber of Commerce chieftain and chairman/CEO at First City National Bank.

Poland, of course, has transversed his 66 years of life and 40 years of service with Lufkin Industries as a warm, open, genuinely sincere man. He greets strangers with an instant, easy intimacy.

Of this, I have immediate recall.

A beacon in darkness

It was exactly two years ago --- December, 1983 --- when first I met our retiring board chairman and chief executive officer.

Virginia Allen was closing out 37 creatively productive years as public relations director. An advertisement for her successor had been placed within the pages of The Wall Street Journal. Over

100 replies and resumes were received.

I had only recently returned --- after a 26-year absence --- to the sweet East Texas soil of my youth. My plans were to whack out a weekly newspaper column and to begin work on a couple of books.

For reasons that remain unbeknownst to me, Miss Allen phoned one rainy afternoon, inquiring if I would be interested in interviewing with Poland for her job.

Our first meeting was cordial and straightforward; our rapport as succinct as it is today.

For me, Bob Poland was as though a beacon in the darkness,

illuminating away the shadows of confusion which usually accompany any new career task.

"I believe in allowing a man to run his own department without outside interference from me," Poland promised. His pledge was kept.

This is not to say, however, his vital input and suggestions weren't incessantly sought.

Remindful of no other

Poland's continuous cooperation toward helping alleviate the strain of meeting deadlines and the performance of our duties was tantamount to something far above terrific.

For instance, the finale of 197 ROUNDUP columns bearing Poland's signature appears in this issue. This one, nor any of the others, ever arrived tardy.

When I requested he complete a "Self-Portrait" questionnaire (see page 4), answering only the questions with which he felt comfortable, he didn't shirk a single response.

It's old Stetson in Texas that a great man is one who doesn't remind us of anyone else. Bob Poland is such a one-of-a-kind man. There are no clones, no imitations. He's an original.

If a man be measured by the lives he's touched, Bob Poland is still extending his reach.

LUFKIN INDUSTRIES, INC.

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

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Permit No. 10



THE OUTDOORSMAN

For a man who has handcut hundreds of cords of firewood during his lifetime, retiring Lufkin Industries chairman Bob Poland figures to chop, split and stack much more timber during the days ahead. "I'll put myself up against any other man my age (66) when it comes to swinging a double-bit axe," says Poland, who for five years (during his youth) worked a crosscut saw with his father to supply stovewood for a Shawnee Prairie school. For more about Poland (pictured here with wife Adell, and with Brandy, their 13-year-old registered Eskimo Spitz) see pages 2, 3, 4 and 22.

2

Farewell
to a Giant

5

Applause
for LUFKIN
people

9

Thanks
to You

11-12

Queen-Griffin
Retire

ALSO IN THIS ISSUE

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