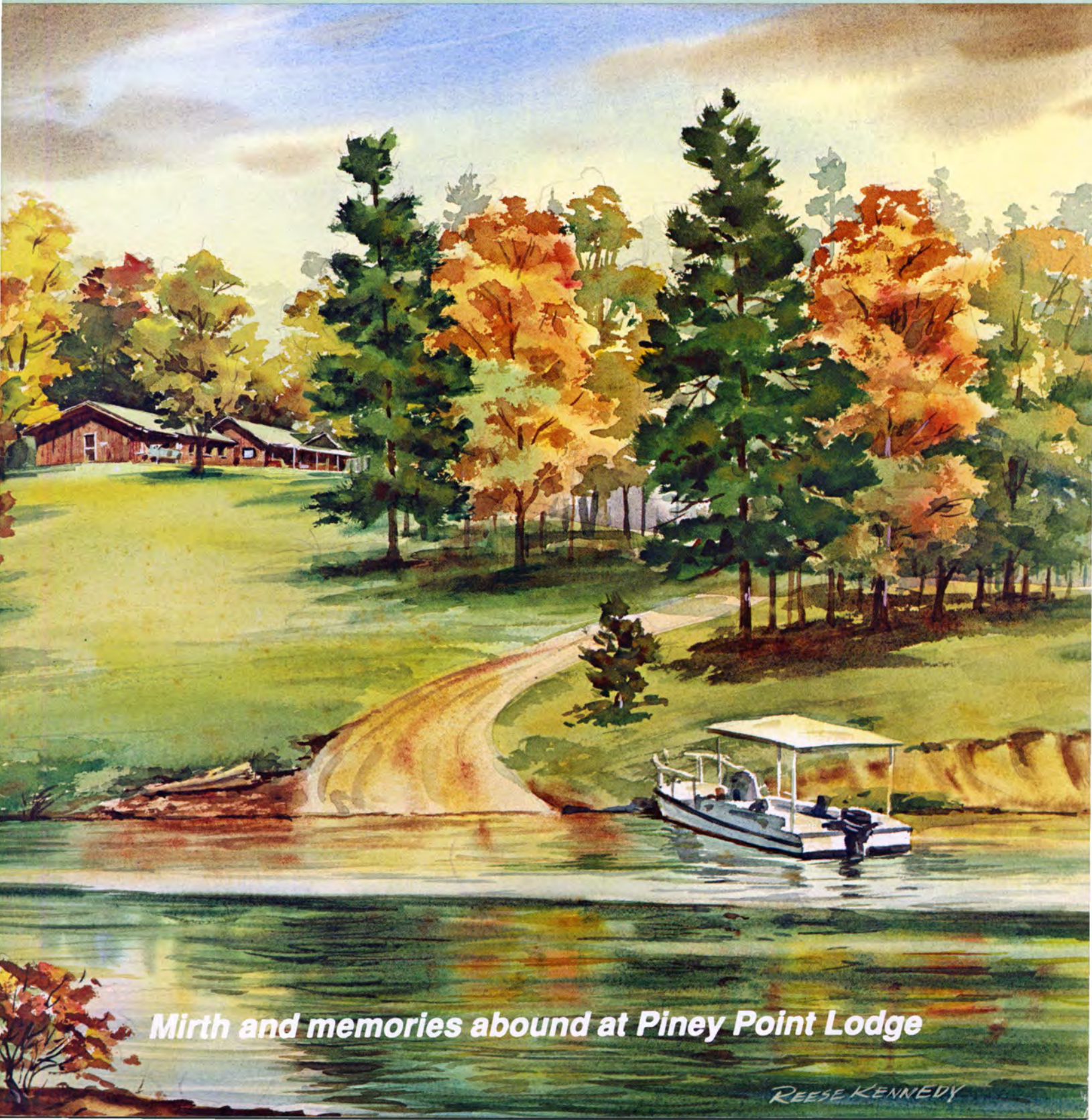


LUFKIN

# ROUNDUP

NOVEMBER 1985



*Mirth and memories abound at Piney Point Lodge*

REESE KENNEDY

## FROM THE CHAIRMAN'S DESK

**N**ovember is a month to pause and take stock of our many blessings, and to remember to offer our thanksgivings.

Seldom do we think about how very different our world is today from the world of our ancestors in 1620, when they emigrated from Europe to begin building a new life in a strange, new land--America.

They sought neither gold nor any other worldly treasures, only the freedom to worship God as they so chose. However, after their first year on American soil, they were gracious enough to pause and offer their thanksgivings. They were humbly thankful even though their first year in their new land had been met with many hardships and a most meager existence.

America has these days, more reasons than ever to celebrate Thanksgiving.

We are a nation of plenty in every commodity, although too often we take for granted this great abundance of which we have been so richly blessed.



*"Here at LUFKIN,  
we have so much  
for which to be  
truly thankful..."*

Our Thanksgiving season has become a true American tradition since it was originally established officially by President Abraham Lincoln's proclamation in 1864. It remains an American holiday each last Thursday of November although 40 years ago an effort was made to designate the third Thursday of November as our annual day for turkey, dressing, sweet potatoes, cranberry sauce and pumpkin pie.

Our traditional Thanksgiving celebration stems from 1621 when pilgrims to these shores knelt in humility and praise, worshipping

the Father of the Universe for preserving and protecting their little colony.

Here at Lufkin Industries, we have so very much for which to be truly thankful--good tools and equipment with which to work, modern facilities and excellent working conditions, good products to sell and a world market on which to call, and the financial strength to ensure us unique job security.

Surely, we have been blessed to be a part of this fine organization. We are enjoying another eventful year, and we find that "our cup runneth over."

As we gather with our families this year on Thanksgiving Day, November 28, 1985, let us remember the scripture in 50th Psalms: "Offer unto God Thanksgiving and pay thy vows unto the Most High."

**R.L. Poland**

### NOVEMBER COVER

Piney Point Lodge holds many nostalgic memories for the people of Lufkin Industries. For the past 15 years it has been --- and still is --- the setting for many happy hours of comradie with our friends and customers. Watercolor artist Reese Kennedy was commissioned to paint this tree-covered hill on the shores of Lake Sam Rayburn. (See story on pages 9-11).

### THE ROUNDUP

Volume 42, Number 11, 1985

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

- Rick Pezdirtz, Director
- David Willmon, Managing Editor
- Diana Hill, Assistant Editor
- Mary Beth Kinner, Layout/Graphics Designer
- Kurt Martin, Mgr. AV/Photographic Services
- Viron Barbay, Photographer
- Jo Ann Anderson, Advertising Coordinator
- Terry Free, Photographic Technician
- Kim Stephens, Clerk /Typist

Once again, LUFKIN employees are called upon to "Give the Gift of Life" during its annual December blood drive.

# I WANT YOURS

## WANTED:

Lufkin Industries' employees to donate blood. **When:** Tuesday, December 10.

Stewart Blood Center needs blood (all types), especially during the holiday season when more blood transfusions are required than during any other time of year. Also, other LUFKIN employees may desperately seek your gift of life in the event they or their families have emergency blood needs.

"More than during the previous 10 years of Lufkin Industries blood drives, we need as many LUFKIN employees to participate in the blood drive as possible," Betty Hayes, donor service director, says.

Instead of a formerly implemented Life Share Plan, Lufkin Industries will utilize the Blood Bank Plan effective with the 1985 drive. Benefits are twofold:

1) All employees will be able to receive full coverage, even if they are not capable of giving blood themselves.

2) Most hospitals outside the 44-hospital service area will accept full coverage in the Blood Bank Plan.

---

*"We look forward to coming to LUFKIN each December..."*

---

"We need 150 pints of blood daily to maintain an adequate supply to service all hospitals within our 31 East Texas counties," Hayes explains. "We make regular deliveries to each of the hospitals, and emergency deliveries upon request."

"The new plan works like a bank account," Hayes says. "If Lufkin Industries' employees donate 700 pints of blood, they will have 700 credits in the pool. During the year, LUFKIN employees request credit withdrawals, as needed. However, the credits are only good for one year. That is the reason an annual blood drive is needed."

Conducted under the auspices of Tyler's Stewart Blood Center, personnel will be set up from 5 a.m. until 7 p.m.



Dec. 10. Stations include the white house, foundry annex and Buck Creek structural steel plant. A mini-coach will serve corporate and Industrial Supplies Division employees, and a main coach will be located at the Trailer Division.

"Lufkin Industries' will have the opportunity to serve people in Angelina County," Hayes says. "If towards the end of the year (prior to the next blood drive) credits remain in your account, you have the option of using available credits to help a needy neighbor. Blood is expensive at \$56 per pint. The gift of blood saves not only lives, but money."

Lufkin Industries is the largest contributor from 400 blood drives held annually by Stewart Blood Center.

"We look forward to coming to LUFKIN each December since your company holds the all-time record of donations --- 1,234 pints in 1981 --- during the 31-year existence of the Stewart Blood Center," Hayes says.

Through 10 previous Lufkin Industries blood drives, 5,454 pints (or 2,727 quarts or 682 gallons) of life-saving liquid have been donated by company employees. With today's smaller workforce, donations have decreased from the 1981 record. However, donations climbed in 1984 with 104 more additional pints (686 total) given than in 1983.

--- Diana Hill

### Past Lufkin Blood Drives

<u>Year</u>	<u>Workforce</u>	<u>Donated</u>
1973	2,262	129 pints
1974	2,407	114 pints
1975	2,519	No drive
1976	2,751	81 pints
1977	2,722	27 pints
1978	2,645	No drive
1979	3,046	881 pints
1980	3,563	1,008 pints
1981	4,192	1,234 pints
1982	2,438	710 pints
1983	2,280	584 pints
1984	2,753	686 pints
1985	2,744	???
<b>TOTAL</b>		<b>5,454 pints</b>

# Change

## The Changing Workplace

The forces reshaping the workplace of tomorrow will enhance the value of employees, and companies will work harder to keep them.

By David Willmon

*Editor's Note: There's no doubt that companies will undergo tremendous changes within the next two decades. In addition to changes brought about by the computerization of the workplace, authors, John Naisbitt and Patricia Aburdene, in their book Re-Inventing the Corporation, identify other forces which are certain to affect the workplace of the future. In this, the last of a series on Change, we look at a few of the trends Naisbitt and Aburdene mention in their book which could affect the worklives of employees during the coming decade. For a local perspective to some of these trends, we interviewed Fred Cone, the University of Texas management trainer closely associated with the company's employees and management; James Horton, personnel director; and company president, Frank Stevenson.*

**I**f we are, in fact, on the threshold of dramatic changes in the workplace as a result of a flood of new technology, once we are past the shock of its arrival and the challenge of learning to use it, what changes can we expect within the workplace? What kind of changes can we expect in those areas that really affect us as individuals, such as work relationships, benefits, and job security?

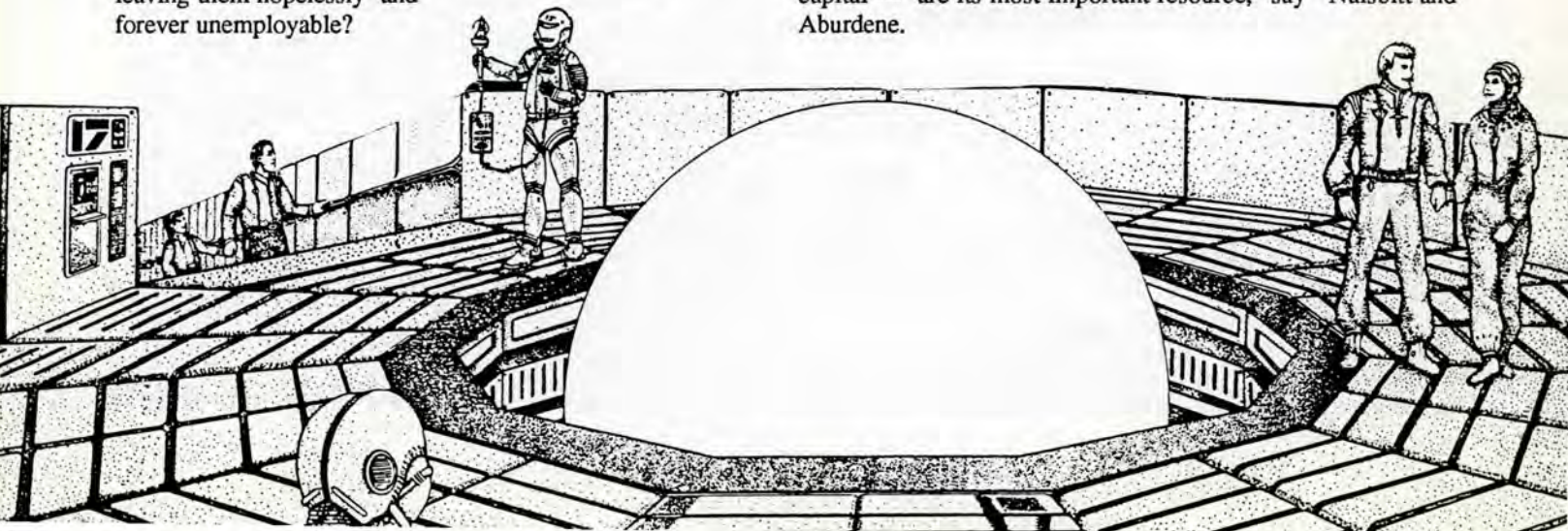
Will corporations become cold, computer-managed conglomerates, ruthlessly casting out any computer illiterates, leaving them hopelessly and forever unemployable?

Will employees a decade from now mean anything more to a company's management than a few lines of information on a computer screen?

Well, take heart, say those who should know about coming changes. Although this new technology will change work tasks, work habits, and the way companies manage their employees, within time this wealth of technology will be nothing more than a necessary tool for survival, such as the telephone or typewriter, and a company's success dependent upon how well employees use it.

**J**ohn Naisbitt and Patricia Aburdene have made it their business to study social trends for almost two decades. Their first book, *Megatrends*, detailed many changes new technology would bring to the business world in the coming decade as more corporations look to information management to stay competitive rather than capital expansion. Their current book, *Re-Inventing the Corporation*, introduces yet another major trend in the near future, a decline in the workforce. Of all the trends Naisbitt and Aburdene see reshaping American industry, the shift to information management and a decline in the workforce, are likely to have the most widespread impact on business in general. Both trends will enhance the value of dedicated, creative employees.

"In the information era, the [corporation's] strategic resource is information, knowledge, creativity ... so the totally basic assumption of a re-invented company is that people --- human capital --- are its most important resource," say Naisbitt and Aburdene.



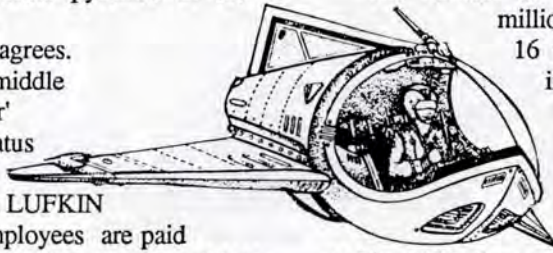
As companies begin reorganizing, they will throw away their old organizational charts and operations manuals, try to make work "fun," and start depending less on middle managers for supervision and information. The result will be a flattening of the traditional corporate pyramid in the re-invented corporations of the future.

Personnel director James Horton agrees. "In the future, there will be fewer middle management positions. 'Blue collar' workers are going to have equal status with 'white collar' workers.

"We're already seeing that here at LUFKIN to some extent. Our production employees are paid as well as office employees and in the future, we won't look at our employees as this or that group. We'll all be one team," Horton says.

"We won't need as much supervision as we have today. Our production employees will be better educated and more involved in planning. They will realize that if everyone doesn't do his part, we may all be out of a job."

If not replaced, the role of a middle manager will certainly change in the future, says Fred Cone, management trainer for the University of Texas' Department of Continuing Education. "In the organizations that are moving in that direction, the greatest problem they are encountering is the uneasiness of managers to adapt to that new role. They feel they are losing authority," says Cone. "They don't realize the job of a manager is not going to be the same as it used to be.



Companies will still be adjusting to the new information age when the effects of the "baby bust" create a shortage of new entry-level workers. According to Naisbitt and Aburdene, we are already feeling the effects of the baby bust.

"The number of teens in the work force declined from 9.6 million in 1979 to 8.1 million in 1984, a 16 percent decrease." (By comparison, during the 1970s as a result of the baby boom, the number of teens entering the work force increased by 37 percent.) By 1987, there will be a negative net gain in the work force, with more leaving the work force than entering, and by 1990, there will be 4.5 million fewer entry-level workers.

Without a doubt, most companies will be effected by this sudden decrease in entry-level workers (imagine what this will mean to the fast food industry). Used to having their pick of competent applicants for jobs, companies will have to search farther to find good entry-level workers. Competition will become stiff with the companies that create the most inviting atmosphere attracting the most talented people. According to Naisbitt and Aburdene, "Companies will work to create reputations for being great places to work."

Encouraging productivity, creativity, and creating a reputation as a great place to work in order to attract talented employees is one reason more corporate executives are now saying work can be fun and companies are showing more concern about an employee's success and well-being.

"We want to help people succeed," says Lufkin Industries' president Frank Stevenson. "This is nothing new, though. It's something we have been doing and will continue to do because our employees are our greatest asset.

"We are continually searching for ways to make our work fun," he says, "because we are more productive if we enjoy our work. We can make it a chore or we can make it fun. It depends on our outlook. We spend a larger portion of our lives on the job, so why not make it enjoyable."



**"We must find ways to make our work fun because we are more productive if we enjoy our work. We can make it a chore or we can make it fun. It depends on our outlook."**

*Frank Stevenson*

"Managers are used to telling people what to do, and in the future we'll have to get more individuals involved in the decision making process if we are to be successful. We've got to get more out of the employee because most employees are using a very small percentage of their skills and abilities."

In an effort to encourage productivity, and creativity, more corporations are adopting a new philosophy about work. "Work should be fun," is the opinion of many top executives today. But making work fun is no small task for a company, says Fred Cone. It will require changes in the roles of both managers and employees. He asks, "What's the difference between work and play?"

"It's not physical activity; you put out more at play than on the job. When you're doing what somebody else tells you to do is work, but when you're doing what you want to do, it's fun. That's going to be tough to change."

To accomplish that, he says, managers should outline the results they want and ask employees, "How would you like to do this?"

Making work fun for employees should be the end result of many programs already underway at Lufkin Industries if employees take advantage of the opportunities offered by the company. The company's role, according to Stevenson, is to offer opportunities which will help employees succeed.

"By providing the latest in manufacturing technology, self-help educational benefits, and a program for career advancement, Lufkin Industries offers tremendous opportunities for employees to learn new skills, improve their productivity and their overall value to the company," Stevenson says.

The company's investments each year in state-of-the-art manufacturing technology gives employees opportunities to use the highly specialized skills needed to operate them, he says. And, self-help educational benefits offered by the company help employees



acquire those skills at little or no cost, other than an investment of their own after-work spare time.

Furthermore, the company's job posting program which makes job opportunities available to any employee having the necessary skills and abilities, makes practically any career path possible to the employee willing to invest the time and effort to take advantage of the company's educational benefits.

Today, Lufkin Industries offers a wide assortment of educational benefits --- an educational program Fred Cone says is better than any company program he has seen. What began twenty years ago with the first company-sponsored shop classes, has been expanded to offer a wider selection of company sponsored classes from foundry practices to Cone's supervisors classes. Six year ago, the company began a tuition refund program which has already paid out over \$62,000 reimbursing the cost of tuition, books and fees for accredited college courses completed by employees. Not to be overlooked is the Lufkin Industries Foundation scholarship program began in 1964 which has since awarded \$590,000 in college scholarships to children of company employees.

Partly as a result of new corporate concern for their "human resources," and partly in an attempt to control spiraling costs of health care benefits, companies in the future will do more to promote employee health and wellness.

According to Naisbitt and Aburdene, the skyrocketing cost of health care is one of the most important problems facing businesses today. From 1960 to 1983, the annual cost of health care rose from \$27 billion to \$360 billion. The reason: corporate health care packages which required that employees pay a small deductible and the third-party insurance company paid the rest.

"There were no incentives ... to shop around for the cheapest place to go when their child broke an arm. The sad result was that most of us were buying health care the way the Pentagon was buying spare parts."

Some of the ways corporations will try to control costs in the future are already being used at Lufkin Industries. More companies will establish self-insured programs, because it is less expensive than third-party coverage, and use medical experts to review a proposed medical treatment before hospitalization and examine claims afterwards for errors. Both programs are used by Lufkin Industries today.

Self-insured health care plans are already used by 62 percent of the mid-sized or larger companies today. Using the money which would be paid out in premiums to a third-party, these companies create a fund from which medical claims are paid.

"I think some of our employees still don't realize that our health care costs are direct expenses to our health care plans," says Frank Stevenson. "They think some big insurance company somewhere is paying the bill. Our employees must

realize that anything they can do to reduce costs to our program would benefit them in the long run."

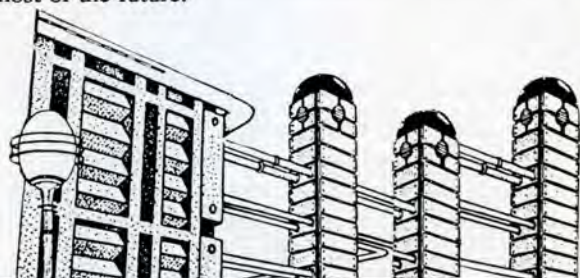
Recently, Lufkin Industries began using Smith Administrators to process medical claims. Besides disbursing payments for claims, Smith audits medical claims and reviews proposed medical treatments, something most companies will have to do in the future to control health care costs.

With all the changes on the horizon, the future can be as good as we make it. While it is impossible to predict to what extent Lufkin Industries will follow all the trends mentioned in *Re-Inventing the Corporation*, in many instances the company is clearly ahead of the vast majority of companies.

In implementing computer technology, LUFKIN has been among the very first to establish a computer-assisted preventive maintenance system, and computer-controlled foundry processes. The new ductile iron facility soon to be completed, is like nothing else in the world, according to foundry engineers. Cone says Lufkin Industries' educational benefits are "better than any I've seen."

Realistically, then, LUFKIN employees should expect Lufkin Industries to be among those companies that survive the highly competitive marketplace of the future and one of the "fun" places to work. Employees need only be willing to adjust to changing roles, willing to invest some of their time to learn new skills, and willing to take a personal responsibility in their work to make the most of the future.

**"By 1987, there will be a negative net gain in the work force, with more leaving the work force than entering, and by 1990, there will be 4.5 million fewer entry-level workers."**  
*Re-Inventing the Corporation*



Fred Cone

*A special thanks to Fred Cone, management trainer from the University of Texas at Austin's Division of Continuing Education. Since his comments were in line with those of other authorities, I used his comments exclusively to condense as much material as possible into each article.*

— David Willmon



Ernie Dailey



Joe Williams



Mike Stringer



John Seeman

## Management changes in Trailer sales offices announced



Jim Allen



Roger Ricketts

**F**ive employees --- Joe Williams, Mike Stringer, John Seeman, Roger Ricketts and Jim Allen --- have been promoted in the Trailer Division's sales department, according to an announcement by trailer sales manager, Jim Horn. In his release concerning promotions within the sales department, Horn also announced the retirement of Ernie Dailey, manager of the division's sales and service facility in Oklahoma City, effective December 31.

Dailey, a 29-year employee, joined the company in 1956 as a Trailer Division sales representative. Since 1964, he has served as manager of the Oklahoma City branch.

Williams will assume the duties of manager in the Oklahoma City office on November 25, replacing Dailey. Williams' association with LUFKIN Trailers dates back to 1959 when he first joined the company as a trailer sales representative. He returned to LUFKIN again in 1972 as a sales representative, serving in the Oklahoma City and Shreveport branches before returning to Oklahoma City in 1975.

He is a graduate of Ruston High School, in Ruston, Louisiana, and attended Oklahoma City University. He and his wife, Laura Jean, have three

children, Joetta, Joe, and Jay.

Stringer has been named National Used Trailer Manager, in addition to his duties as manager of the Shreveport branch office. Stringer will assist all trailer branch facilities in appraisals and sales of used trailers traded-in on new LUFKIN trailers. Last year, the division's used trailer sales accounted for \$8 million of the division's \$61 million in total sales.

Stringer is a graduate of Lufkin High School and Stephen F. Austin State University. He joined the company in 1971 as a trailer sales representative in the Oklahoma City branch and was named manager of the Shreveport branch in 1974.

He presently serves on the board of directors for the Louisiana Motor Transportation Association and is active in numerous church and civic organizations. He and his wife, formerly Marsha Dailey of Lufkin, have three children, Shannon, Cisti, and Michael.

Seeman has been promoted to manager of the Trailer Branch offices in Memphis, Tennessee. Seeman replaces Hoyt Rogers who has resigned to accept a position with another company.

Seeman has served as a trailer sales representative in the Memphis branch

since joining the company in 1971.

He is a graduate of Central High School, Helena, Arkansas, and the University of Arkansas. He has one daughter, Shelley, age 14.

Allen has been promoted to manager of the Dallas Branch offices, replacing Baine Adams who resigned to accept employment with another firm.

Allen joined the company in 1978 as a warehouseman at the Shreveport branch and was promoted to sales representative in 1982. He is a graduate of Nacogdoches High School and attended Stephen F. Austin State University. He and his wife, Mary, have one child.

Roger Ricketts has been promoted to manager of the Lubbock trailer branch. He replaces Ben Raney who has accepted a position with another company.

Ricketts joined LUKFIN Trailers as a sales representative in the Lubbock branch in 1981.

He is a graduate of Long Mont High School in Long Mont, Colorado and attended Utah Technical College, in Salt Lake City.

Ricketts is active in youth league baseball in Lubbock. He and his wife, Barbara have four children, Justin, Billy, Summer, and Joshua.

**ON-THE-JOB**

This month  
**THE ROUNDUP**  
goes "on-the-job"  
with coremaker...

# Clyde Grisham

**W**hen Lufkin Industries' foundryman Clyde Grisham retires within the next few years, a method of making sand cores will become foundry history.

Grisham is the last of LUFKIN foundry's coremakers. For 41 years, he has made cores by hand --- the Standard Oil Process.

"Handmade cores are a lost art. The Standard Oil Process is outdated. Cores can be made more efficiently and more precisely by numerically-controlled machinery," Grisham says. "They tell me when I retire the days of handcrafted cores will come to an end. All other work stations in the coremaking department are run by machine operators."

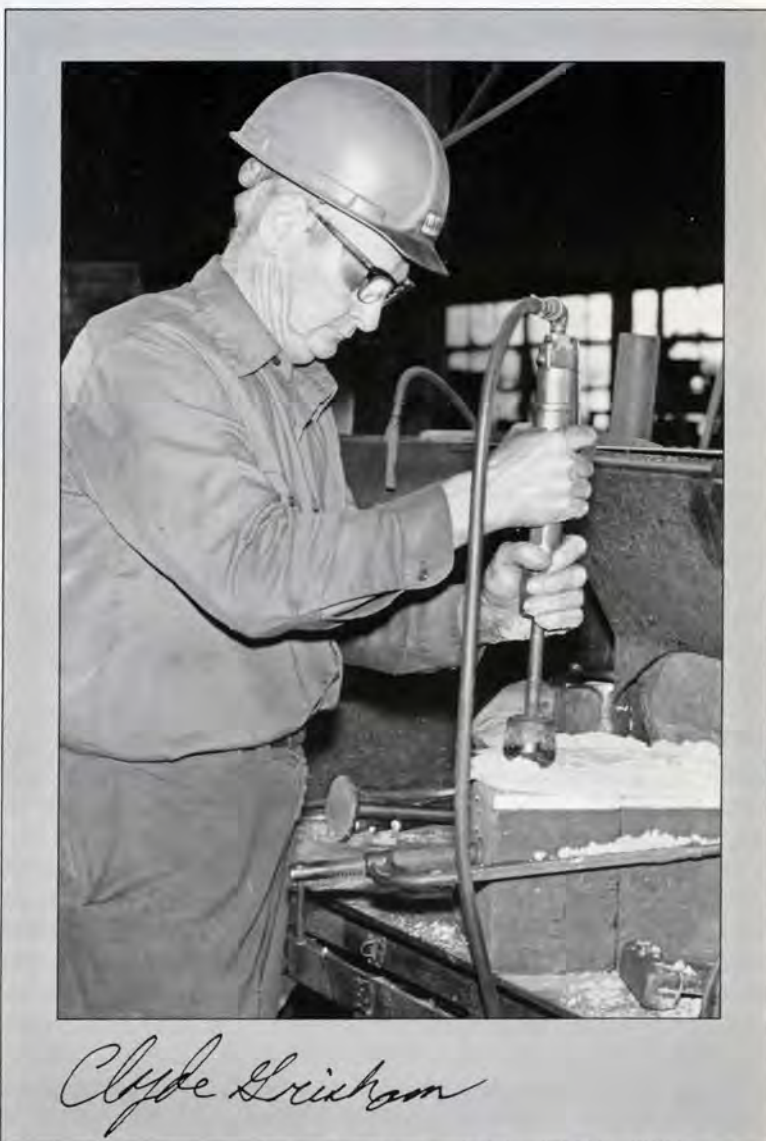
The Standard Oil Process is a five-step procedure:

- 1) Wet oil sand (pre-mixed with oil, sand and binder) is poured from an overcrane bucket into a core pattern box.
- 2) Pound it or "ram it" with an air rammer (a large hammer-like tool).
- 3) If the job requires it, metal rods are inserted into the sand to reinforce the core. This is usually needed on larger cores.
- 4) "Finish off the core." Smooth the sand with a "strike off" tool. Scrape off excess sand leaving the sand even with the top of the corebox.
- 5) Turn corebox over onto a coreplate and rap it with a hammer. "Draw" or lift box off core and place coreplate on a stacking rack. Shaped cores are then taken to an oven to bake for three and a half to four hours.

"Depending on the size of the core, it takes me 30 seconds to 10 minutes to make one core," Grisham says. "I make from 50 to 100 cores a day. We also have what we call gain boxes, which allows me to make three or four cores at one time."

Crank pin cores, dumb bell cores for counterweights, oil drains and covers for housings are all part of a day's labor for Grisham.

"When a job requires only four or five cores, it is much simpler for me to make them than to set up a machine,"



Grisham explains. "It takes about 15 minutes to set up one of our coremaking machines. But if a job requires 200 cores, that is a different matter. It is more efficient to send such a job to a station with a coremaking machine."

Today, Grisham is mostly responsible for primarily small cores. However, 10 years ago, the Standard Oil Process was the only option foundrymen had for making cores.

"Back in the old days, coremaking was hard work," he recalls. "First, we had to shovel and mix our own sand before we could begin turning out cores."

Grisham credits retiree Guy Croom with influencing him to enter LUFKIN's doors in 1944.

"Croom played many rounds of golf and I was his caddie in those days," he recalls. "He really encouraged me to come to Lufkin Industries, and I'm glad I did. A LUFKIN supervisor, Seymore Curtis, gave me on-the-job training, and here I am."

And here he plans to stay until retirement.

"I enjoy working," Grisham says. "I plan to work until they run me off, or buy a machine to replace me."

--- Diana Hill



# OUR

# KARATE KIDS



By Rick Pezdirtz

**F**orget the sound and the fury of Japanese martial arts --- karate, judo, taekwondo or hapkido. There isn't much sound. What there is of fury is carefully controlled.

There is, of course, beauty if not brutality.

"I'd rather say I've learned respect for life than I've kicked out a wall of bricks," fifth degree black belt karate instructor Chuck White was saying the other afternoon.

"I trained under the late Jon Chu, a Grand Master of Karate from Seoul, Korea. He was an eighth degree black belt and if he taught his students one thing, it was total respect for anybody and anything."

White is only one of 12 Lufkin Industries' employees who are currently into karate in a large way. "It's a wonderful sport. We have

students from age five to 75. Karate keeps you in top physical shape and maybe enables someone to properly defend themselves against barroom bullies," says White.

"Yes, a police officer here in Lufkin once told me that by law, I am supposed to announce I'm a black belt karate expert before squaring off in any provoked fight. That is, if there is



Photo by Viron Barbay

**Fifth degree black belt karate expert Chuck White, left, fends off a flying, high kick from fellow black-belter Kenneth Faires. Looking on is Mike Maddux, another black belt instructor. All three are Lufkin Industries' employees.**

company employees Jack Turner, green belt; Earl McKnight, yellow belt; and Jimmy Vann, white belt. All are members of the American Taekwondo Moo Duk Kwan Federation.

Also, J.D. Alford, third degree black belt, and Ron Swint, first degree black belt, are instructors for the American Taekwondo Association, with four other LUFKIN employees---Terry Free, red belt, Rick Huckabee and Rene Esteves, both blue belts, and Delbert Floyd, white belt---as pupils.

"Faires and Maddux and I don't really compete in tournaments any more. We mostly judge and referee meets all across Texas," says White who recently returned from an important karate event in Abilene.

ample time to make such an announcement!"

White, 34, teaches karate classes in Lufkin and Diboll. He has 50 students. Kenneth Faires, 34 and a fourth degree black belt, instructs 30 students at Crockett and Hudson. Mike Maddux, 32 and a fourth degree black belt, has another 30 students in Livingston. Among White karate aficionados are

"Those early 1970' movies starring Bruce Lee really ignited a fire of popularity for karate in this country and this year's big smash hit movie, *"The Karate Kid,"* didn't do our growing sport any harm either," says White.

Past broken lips and busted bones aside, White is bullish about the continued growth of his sport in America.

# Once a chicken ranch, Piney Point Lodge

## friends and customers

**T**ucked neatly within the backwoods of East Texas lies a chocolate brown house, converted 15 years ago from a chicken ranch to a fishing lodge. Located on Lake Sam Rayburn's southern shoreline, eight miles east of Zavalla off Texas Hwy. 147, this hideaway is known to Lufkin Industries' employees and customers as Piney Point Lodge.

Although occasionally used for LUFKIN retirement parties or special employment parties, Piney Point's primary function is a fishing haven for pumping unit, gear or truck trailer customers.

Five days a week, Monday through Friday, Joe Lowe, current resident custodian of Piney Point, enjoys the peacefulness and quietness of LUFKIN's property. The stillness is broken nearly every Friday afternoon when six to 48 prospective customers and Lufkin Industries' salesmen arrive for a weekend of relaxation intermingled with a bit of business conversation.

"Over 90 percent of the weekends are reserved for customers' entertainment and enjoyment," Lowe says. "Fishing is good almost all year long. The only

time the clubhouse may not be booked is when the weather is freezing or temperatures climb into the 100s."

Piney Point guests come from virtually all corners of the globe - --- Egypt, Taiwan, Holland, Ireland, Venezuela, Indonesia, Jamaica, Great Britain, Saudi Arabia, Israel, Brazil, England, Canada and all 50 of the United States.

**"I've met some of the finest people in the world, all interested in Lufkin Industries' products."**  
*Kermitt Gammill*

"Serving seven years as Piney Point host and hostess is one of the most interesting and rewarding jobs Kermitt and I ever had the pleasure of doing, not to mention receiving pay to do it," says

Kathleen Gammill, former Piney Point hostess.

"I met some of the finest people in the world, all interested in Lufkin Industries' products," Kermitt adds.

The Gammills cared for Piney Point from March of 1977 until May of 1984. Due to Kermitt's poor health, the Gammills resigned, and Lowe was hired as resident host.

"I could write a book about the experiences I've had at Piney Point," Kathleen says. "It is true that a smile conveys a universal message. Sometimes our guests spoke no English, and a smile was the only way I could communicate."

LUFKIN's Piney Point hosts and hostess have entertained some important dignitaries and large groups of people during the past 22 years Lufkin Industries has owned different clubhouses.

"When Kermitt and I lived here, Gen. Patton's son and Supreme Court Judge John Hill were once guests," Kathleen recalls. "We've had weddings and sunrise worship services. Probably, our largest function was Joy Dell's (Bob Poland's daughter) garden wedding

# Our Backwo

Story by Diana Hill

Photographs by Viron Barbay

# *serves as a peaceful haven ready to greet of Lufkin Industries.*



three years ago. I prepared for that event for three months."

The Gammill's son, Pat (Trailer Division salesman), was also married at Piney Point.

"We also hosted the American Gear Manufacturer's Association in 1976," Kermit says. "Poland was president of the association at the time." Before the Gammills were hired as Piney Point host and hostess, Guy Croom played host to LUFKIN's customers for 14 years. Lufkin Industries' first clubhouse was Piney Ridge, located 13 miles west of Lufkin off Texas Hwy. 103. In 1970, the company purchased Piney Point, a chicken ranch, from Belle Hendershott. Croom remained Piney Point's caretaker until 1977.

"When I retired after 51 years as plant superintendent of the machine shop in 1963, Bob



Joe Lowe (foreground), current resident Piney Point caretaker, takes former host Kermit Gammill for a spin around the lake to check where the fish are biting.

Poland asked me to tend to Piney Ridge and LUFKIN's customers," 92-year-old Croom recalls. "Our sleeping capacity was about 20 in those days."

Today, Piney Point can sleep 32 customers --- 22 beds in the main lodge, eight beds among three cabins and two beds in Croom's old trailer house built by the LUFKIN's Trailer Division.

"We also have access to additional space at Rayburn Lodge," Lowe says.

A typical weekend begins at 6 p.m. Friday with Lufkin Industries' widely-acclaimed fish fry. Cooks Margaret Johnson and Della Mae (Little Bit) Moffett have become treasured for their East Texas culinary skills.

"Our reputation for excellent fish fries has traveled all over the world," Croom emphasizes.

The fish fry supper is accompanied by generous servings of hushpuppies, turnip greens, black-eyed peas cole slaw and topped off with homemade peach cobbler. With full stomachs,

# oods Retreat





Piney Point resident hosts and hostesses, both past and present, reminisce about previous guests and special parties. Pictured are (left to right) Kermit Gammill, Kathleen Gammill, Guy Croom, Maxine (Mac) Croom, Joe Lowe.

guests usually settle down for several games of poker or forty-two.

"Some of our guests arrive having never eaten turnip greens, black-eyed peas, hushpuppies or fried catfish, but most them go back for seconds," Kathleen says.

It's almost always late to bed, but early to rise for Piney Point guests. Breakfast of scrambled eggs, biscuits and bacon is served at 6 a.m.

"They eat quickly so they can get out on the lake," Lowe explains. "They fish, often catching three to six-pound bass, until noon. Hungry fishermen return for a fried chicken dinner."

They fish the remainder of the afternoon, then return that evening for a ribeye steak and baked potato supper.

"Primarily, my job is to maintain the equipment, know where the fish are biting each weekend and buy groceries and other incidentals," Lowe says.

Supplies usually include 30 pounds of fish per weekend.

"Immediately following the departure of one set of weekend guests, I begin cleaning and preparing for the next crew of fishermen."

Lufkin Industries owns one bass boat and one deck boat. Travis Stone,

machine shop production superintendent, secures fishing guides and additional boats.

"Although there is a constant flow of company on weekends and my days are long, it is usually followed by a short period of isolation," Lowe says. "I enjoy my job --- the quietness mixed with a party-like atmosphere Friday afternoon

through Sunday afternoon. The work environment is well worth trading typical days off from weekends to Tuesdays and Wednesdays."

Della Mae (Little Bit) Moffett (foreground) and Margaret Johnson fry some of their tasty catfish for weekend guests, LUFKIN customers.



Joe Lowe (left), current custodian, and Kermit Gammill, Piney Point host from March of 1977 to May of 1984, toss a few horseshoes, while recalling the good ol' days.



**FOCUS**

# Promotions in engineering department announced



Milton Walther



Cecil Hunt



Ken Beckman

Two promotions --- Cecil Hunt and Ken Beckman --- and the retirement of Milton Walther in the Machinery Division's engineering department were announced recently by Jim Partridge, chief engineer.

Milton Walther, employed by Lufkin Industries in 1954, will retire December 31 as chief engineer of the department's oilfield division. Walther will continue to serve as a special projects consultant until the end of this year.

For many years a nationally-recognized authority on all aspects of beam pumping unit design and operation, Walther is a graduate of the University of Texas at Austin. He is currently director of the Texas Society of Professional Engineers (TSPE), and a past president of the local TSPE chapter. He and his wife, Carolyn, have three children.

Cecil Hunt has succeeded Walther as chief engineer in the oilfield division. As chief engineer, he is responsible for the design and specifications of LUFKIN oilfield products. Serving in recent years as assistant chief engineer, Hunt has also served in the Machinery Division sales and gear service departments during his 19-year career with Lufkin Industries.

A graduate of Lufkin High School and the University of Texas, Hunt has served as president of the Pinewoods Chapter of TSPE, and is a member of the American Society of Mechanical Engineers. He and his wife, Carlotta, have two children.

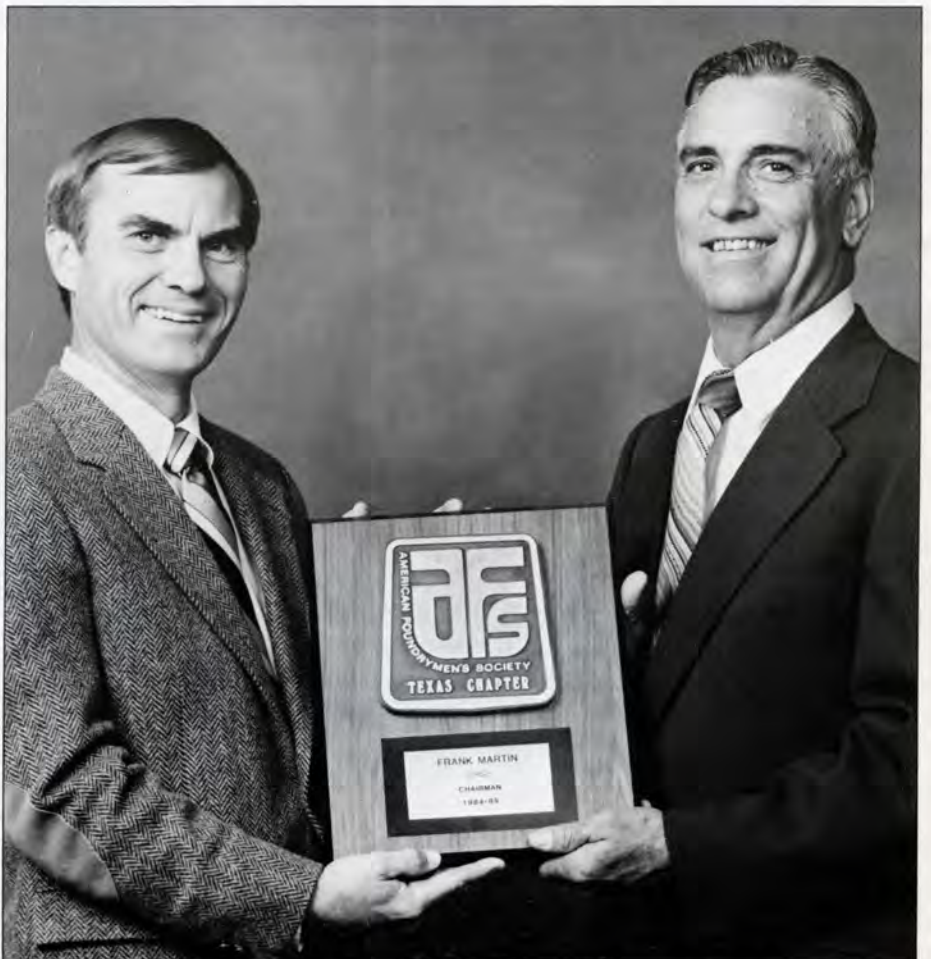
Ken Beckman has been promoted to chief engineer in the department's gear

division, responsible for the designs and specifications of all industrial and marine gear products.

Beckman joined the company as a project engineer in the department's gear

division in 1972, after graduating from Montana State University. He is a registered professional engineer.

He and his wife, Vicki, have three children, Jennifer, Joshua, and Dustin.



Frank Martin (right), foundry technical director, receives an outgoing chairman's plaque from Clay Quaife, incoming chairman of the Texas Chapter of the American Foundrymen's Society (AFS). Martin, a 34-year LUFKIN employee, has been nominated for the AFS Service Citation to be announced in April of 1986. Quaife is employed with Foundry Supply, Inc. in Fort Worth.

**FOCUS**

**Promotions named  
for 20 employees  
in six departments**



Danny Martin



Doug Williams



Mark House



Michael Huff



Terry Kerbo



Dean Brown



Billy Durham



Matt Harris



James Hodges



Buck Kendrick

Promotions of 20 Lufkin Industries' employees have been announced by company officials in six work areas.

In material control, **Danny Martin** and **Doug Williams** were promoted.

Martin was promoted to manager of material control from material planning manager. He joined the company in 1961.

Following graduation from Lufkin High School, Martin attended Stephen F. Austin State University.

Williams was promoted to senior planner from material planner. He joined the company in 1979. Following graduation from Harlem High School in Rockford, Ill., Williams received a bachelor of arts degree from Southwest Baptist University in Bolivar, Mo.

He and his wife, Libby, have two children, Charlie and Amber.

In machinery sales, **Mark House**, **Michael Huff** and **Terry Kerbo** were promoted.

In the Odessa branch House was promoted to warehouseman from shop serviceman. He joined the company in 1984. House is a graduate of Odessa High School.

Also, Huff was promoted from

warehouseman to sales representative at the Odessa branch. He joined the company in 1984. Following graduation from Permian High School in Odessa, Huff received a diploma in accounting from American Commercial College in Odessa.

He and his wife, Sandy, have one child, Colin.

Kerbo was promoted to class B sales representative from warehouseman at Oklahoma City branch. He joined the company in March. Following graduation from Owasso High School in Owasso, Oklahoma, Kerbo received a bachelor of science degree in petroleum engineering technology from Oklahoma State University. He is a member of the Society of Petroleum Engineering and Tau Iota Epsilon, honorary fraternity.

He is married to Cheryl Kerbo.

In the Trailer Division, **Dean Brown**, **Billy Durham**, **Matt Harris**, **James Hodges**, **Buck Kendrick**, **Charles Kilgore**, **Louis Ross**, **Jerry Swearingen** and **Lum Teer** were promoted.

Brown was promoted to van sub assembly foreman from class A maintenance. He joined the company in

1964. Following graduation from Central High School in Pollok, Texas, Brown earned a welding certificate from Lufkin High School.

He has one child, Robbie.

Durham was promoted to chief inspector from foreman. He joined the company in 1968. Following graduation from Colmesneil High School, Durham attended Massey Business College.

He and his wife, Cindy have three children, Amy, Ryan and Rodney.

Harris was promoted to parts clerk from partsman. He joined the company in 1983. Harris is a graduate of Hudson High School.

He and his wife, Katrina, have one child, Jerrett.

Hodges was promoted to parts clerk from class A welder. He joined the company in 1977. Hodges is a graduate of Diboll High School.

He and his wife, Carolyn, have one daughter, Latisha.

Kendrick was promoted to van box assembly foreman to class A maintenance mechanic. He joined the company in 1956. Kendrick is a graduate of Hudson High School. He is a member of the Lufkin Masonic Lodge #669.

**FOCUS**



**Charles Kilgore**



**Louis Ross**



**Jerry Swearingen**



**Lum Teer**



**Brenda Kee**



**Ron Sharp**



**Rick Morris**



**Gary Underwood**

Austin State University. He is a member of the Association of Computing Machinery.

He is married to JoAnn Sharp.

Morris was promoted to assistant credit manager from data processing computer operator. He joined the company in 1984. Following graduation from Robert E. Lee High School in Tyler, Texas, Morris received a bachelor of business administration degree in management from Stephen F. Austin State University. He is currently working on a masters of business administration degree.

He is married to Karen Morris.

In the machine shop, Gary Underwood and Victor Lamont were promoted.

Underwood was promoted to stock clerk from storekeeper. He joined the company in 1976. Following graduation from Waite High School in Toledo, Ohio, Underwood attended Highland Junior College in Kansas City, Kansas and studied warehouse management at the University of Oklahoma. He was a staff sergeant in the United States Air Force prior to being employed with LUFKIN.

He and his wife, Dixie, have three children, James, Johnna and Gary.

Lamont was promoted to stock clerk from reporting clerk in material control. He joined the company in 1984. Following graduation from James Madison High School in Houston, Lamont attended San Jacinto College in Pasadena, Texas

He is married to Sandy Lamont.

In the Industrial Supplies Division, Jesse Bengé was promoted to pipeyard supervisor from machine shop laborer. He joined the company in 1984. Bengé is a graduate of Hudson High School.

He and his wife, Leiah, have one daughter, Krystle.

He and his wife, Leona, have three children, Charles, Caryn and Cheryl.

Kilgore was promoted to van finish off assembly foreman from trailer builder specialist. He joined the company in 1964. Following graduation from Diboll High School, Kilgore studied industrial electrics at Angelina College.

He and his wife, Linda, have three children, Dennis, Delisa and Jeffrey.

Ross was promoted to float sub assembly foreman from welder specialist. He joined the company in 1972. Following graduation from Jasper High School, Ross received a certificate in welding from Angelina College.

He and his wife, Cora, have two children, Raphel and Lavell.

Swearingen was promoted to supervisor from foreman. He joined the company in 1968. Following graduation from Chester High School, Swearingen attended East Texas Baptist College.

He has two sons, Jerry and Timothy.

Teer was promoted to door department foreman from van finish off foreman. He joined the company in 1955. He is a graduate of Corrigan High School in Corrigan, Texas

He and his wife, Juanita, have two



**Victor Lamont**



**Jesse Bengé**

sons, Don and Jerry.

In accounting, Brenda Kee, Ron Sharp and Rick Morris were promoted.

Kee was promoted to computer programmer from trainee. She joined the company in 1982. Following graduation from Augsburg American High School in Augsburg, Germany, Kee received an associate of arts degree in data processing from Angelina College.

She and her husband, Jimmy, have one son, Joshua.

Sharp was promoted to senior programmer from programmer. He joined the company in 1984. Following graduation from Nacogdoches High School, Sharp received a bachelor of business administration in computer science and accounting from Stephen F.

**FOCUS**

*Retirees bound for careers in teaching, carpentry and sales*

**Johnny Long  
32 years**

Rather than retiring from Lufkin Industries, former personnel director Johnny Long feels more like he has simply changed career directions.

In September, Long accepted a position as full-time faculty member in the School of Business at Stephen F. Austin State University (SFASU). He is teaching labor and industrial relations and small business management.

In addition to his teacher role, Long plans to open a management consultant service.

"A classroom full of inquisitive and not-so-inquisitive minds is a real challenge," Long says. "I feel a great responsibility to give students the tools they need to be a business success. I think the majority of today's college students know why they are in college --- to learn the skills and information necessary to embark on a career four years later."

Teaching is not a new endeavor for Long. Before joining Lufkin Industries in 1953, he taught six years in Redland, Central and Hudson schools.

"I enjoyed teaching in the public schools, and teaching on the university level is no exception," Long says.

**Bennie Spivey  
39 years**

Two or three days per week, passersby on Texas Hwy. 69 South, between Huntington and Zavalla, might spot Lufkin Industries' retiree Bennie Spivey atop a ladder at a new church construction site.

Hunting, fishing and traveling are all part of Spivey's retirement plans. However, at least for the next year or so the LUFKIN retiree will devote most of his new-found leisure time helping to build Shawnee Pentecostal Church --- a church of which he is not a member.

"I'm a member of Ryan Chapel Methodist Church, but the pastor, Cary Modisette, of Shawnee Pentecostal Church is a good friend," Spivey says. "Church members are doing most of the work, and they need volunteers willing to hammer and saw. The church's frame is made of steel pipe, so I've been lending my welding expertise."

Spivey retired from LUFKIN Nov. 1 as Trailer Division production foreman. He was responsible for a crew which built van boxes.

He and his wife, Pearl, have three children and six grandchildren.

"Frequently, I'll lay down my tools to visit with them," Spivey says.



Johnny Long



Bennie Spivey



Carl Peppard

**Carl Peppard  
25 years**

When trailer salesman Carl Peppard retired recently from Lufkin Industries' San Antonio branch, he didn't remain idle long. Two weeks later he found another job.

"I sat around the house for two weeks, but that was all I could stand," explains Peppard. "I'm not much of a gardener and

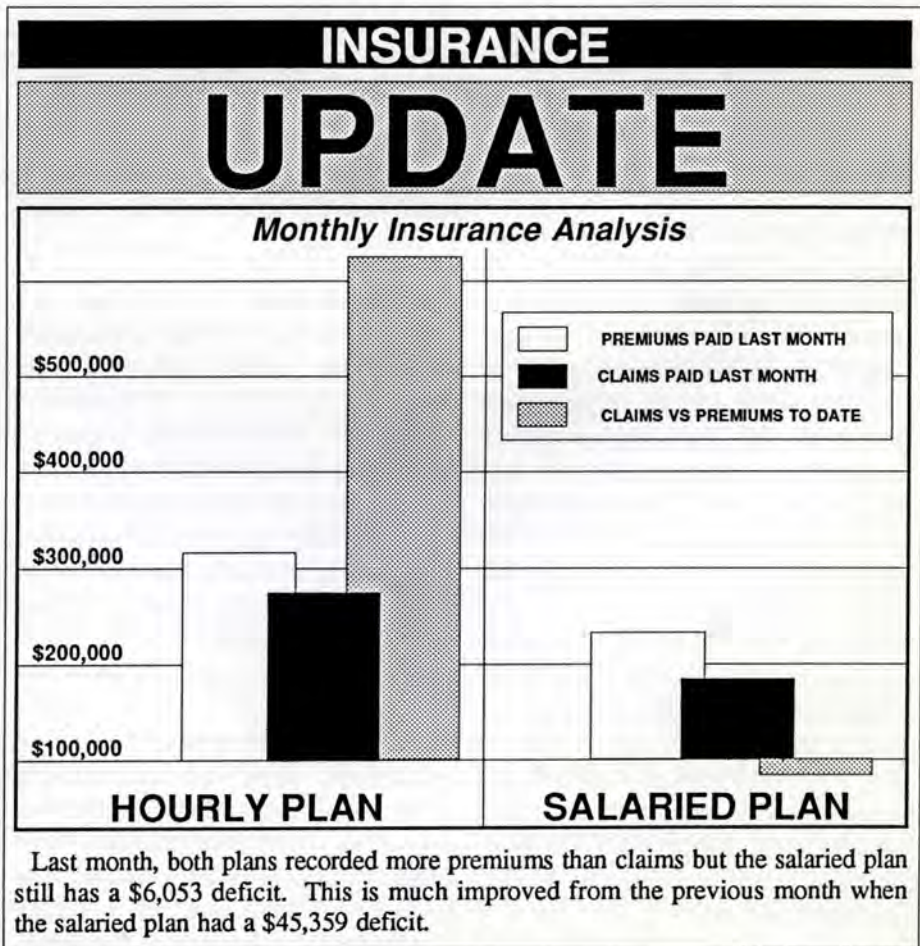
I don't have any grandchildren to occupy my time."

Peppard accepted a job as salesman for Mack Truck in San Antonio.

"I'm only 59 years old, so I probably won't retire from this position until I'm 65," he says.

Peppard will be missed by LUFKIN's San Antonio branch employees.

"Carl was always willing to do anything asked of him. I really appreciated his efforts and I know his co-workers did also," said Don Butler, San Antonio branch manager.





**THOSE GOLDEN YEARS**

# "Snake-Catcher"

*Retiree J.M. (Slim) Askins' handy invention has many uses.*

**W**hat is made of copper tubing (length may vary), a wooden handle and a metal clamp of three prongs with a saw-toothed blade?

A snake-catcher, of course. Although its official name is snake-catcher, it's capable of picking up a variety of items.

"Your only limitation is your imagination," says inventor J.M. (Slim) Askins. "From picking up pecans, the newspaper or litter, my gadget is a handy item to own."

Lufkin Industries' retiree Askins may have missed his calling. Instead of a machine shop tool maker; perhaps he should have been a pumping unit, gear or trailer salesman. Since retiring in 1968, Askins has sold hundreds of his snake-catchers. Wherever he goes, he's likely to convince someone that a snake-catcher is just what they need to make their job easier. He carried his snake-catcher to his bank one day --- sold four of the gadgets before walking out the door. He's sold one to a passenger on a plane and another to a tour guide at George Washington's Mt. Vernon.

"However, I've given away as many as I've sold," Askins says. "They are perfect for handicapped people or elderly men and women, who can no longer stoop over to retrieve something off the ground."

It looks like a walking cane, another of its purposes. Instead of a rubber tip on the end, the tool comes equipped with a movable claw (three metal fingers and a thumb made of 12-gauge steel). The handle is made of German plywood --- a sturdy piece of wood, according to Askins. A spring-operated trigger, brass welding rod, at the head of the cane activates the mechanism with a serrated edge and then SNAP!

"You can grab anything that doesn't grab you first," Askins says.

Askins invented his contraption over 40 years ago when he was doing a great deal of wade fishing.

"I'd keep my string of fish tied to my belt and it would trail along behind me as I walked through shallow water," he explains. "But I would look around and the fish would not be the only thing following me. Snakes would trail along behind my fish like dogs chasing rabbits. I got tired of whipping them with my fishing pole, so I figured out a better way."

His snake catcher became a reality. Owners of the Askins' invention may pick up pieces of paper, pinecones, tin cans, cigarette butts --- just about anything you can pick up with your first two fingers and thumb.

"The instrument is designed to emulate the index and middle fingers and thumb of either the right or left hand," Askins says. "It's ideal for defense against dogs or human assailants."

He recalls the time when a neighborhood Doberman dog



Slim Askins demonstrates his snake-catcher with a non-venomous Trans-Pecos Rat snake at Ellen Trout Zoo.

began hassling him while he took his daily walk.

"I got the first bite the next time that dog came after me," Askins says as he chuckles. "I snapped at his foreleg, he jumped straight into the air and took off, and I haven't been bothered since that day."

Prospective customers may purchase the handcrafted snake-catcher, specifying any length, for \$20 (tax, postage, shipping and handling included). With shorter handles, you can pick up hot charcoal briquettes or barbecue chicken. For an additional cost of 10 cents per letter, your snake-catcher can be personalized by having your name stenciled on the handle. If you want to order this multi-purpose tood, write Askins at 805 Ellis in Lufkin or call him at 634-5769.

Snakes beware! Askins' business is picking up.

--- Diana Hill

## OF FACES AND PLACES

**J**im Partridge hasn't exactly had his educated nose stuck in *Gentlemen's Quarterly* or any other high-fashion men's magazines lately.

However, the recently appointed chief engineer of Lufkin Industries' Machinery Division does appear a style-conscious stickler for dapper dress.

If there's one quality Partridge possesses, it's neatness, tidiness, orderliness. Pick your own natty noun. Just make certain it's well-groomed.

When Partridge assumed his new upper-management position, he swiftly discovered it wasn't exactly one of honeysuckle and molasses.

"People that look sloppy do sloppy work," insists the former Texas Aggie and U.S. Army officer. "If you look good, you will work good. Because I firmly believe this, I've attempted to instill a new image for our engineering department."

Indeed the man has, starting with a non-mandatory but *strongly suggested* dress code for the other 68 members of his department.

"No more beards on men, jeans on women (not even \$80 designer stuff), or jogging shoes on anyone during working hours," pleaded Partridge. "We're a professional department that should always look and act as such. We have a company image to enhance with the constant flow of customers who come through here."

Partridge's good-grooming proposal is hardly a novel approach.

IBM has a "no beards" rule; even tells employees what color shirts to wear. A year ago, Sparky Anderson became the first man to manage World Series winners in both major leagues. He had the same rule at Detroit as he had earlier at Cincinnati --- no beards.

### 'Where's my daddy?'

During a random poll of a few of Partridge's personnel, the dress-code comments sounded like this:

**Richard Jones, designer:** "Despite my wife, Suzanne, seeing me for the first time without a beard, which I've worn about nine years, and my daughter, Trista, age two, asking: 'Where's daddy?' --- I think our new dress code has given us a tremendous uplift in overall attitude. We're a professional group and we should look like it."

**Sandra Distefano, microfilm supervisor:** "I'm enjoying the more professional appearance of our work area. At first, the atmosphere here was a little thick with disenchantment toward acceptance of our new dress code. However, when those beards came off, it wasn't as though we couldn't recognize any of the men."

**Lisa Slaydon, draftsman:** "I hated to see the guys

### RICK PEZDIRTZ



*"People that look sloppy do sloppy work. If you look good, you will work good..."*

shave off their beards. They were always neat and trim. But, I think the dress code is great. I feel more dressed up when I come to work now."

**Omid Karimnia, draftsman:** "A good idea. I'm all for our helping improve the image of our company. I wore a beard for six years. Now, it's a trifle tough shaving the tender skin of a face that hadn't been shaved for so long. However, I realize many times we of the engineering department are the only contact with LUFKIN some of our customers have."

**Tina Randolph, designer:** "I like our new look. We're all so much better looking now. Research has proven that when you dress better, you produce better. Several had to buy new clothes. This was an awful good excuse to spruce up our wardrobes."

### Initial shock wears off

**Robert Nunn, draftsman:** "At first our new dress code was a shock to some people, myself included. But, I've shucked my jeans, boots and western shirts in favor of dress slacks, regular shoes, shirts and ties. I guess I'd only worn a suit once during the past 20 years and that was to a funeral. This new mode of dress agrees favorably with my wife, Leona. She's been after me to look better and now I consider the \$200 I've spent on new clothes an investment for the future."

**Ken Beckman, chief engineer (gears):** "Our new dress code didn't affect me too much since I've always dressed rather well. Many of the people I work with seem happy with it as they are now being introduced to more customers. We have about ten customers per week come through our department and we should be presentable as possible."

**Terry Orr, design engineer:** "Since I've always worn a necktie to work, it had only a limited direct effect on me. It's been a solid morale builder for others, though. I've been impressed with how our people have discarded their faded jeans for dress slacks and starched shirts. Because many of our visiting customers wish to inspect our computer design facilities and because we do hold many meetings with our customers, this has helped remind our people of their obligations as professionals."

**Suzu Barker, draftsman:** "Our new professional look is great. I think clothes reveal the inner person and how they feel about themselves. I know personally, on days I don't feel up to par I can put a little more effort into my appearance and it seems to help."

\*\*\*\*\*

As an old-fashioned fogey who loathes slovenly dress and facial hair, perhaps other departmental chieftains might mockingbird the pretty-as-a-pear tree approach Partridge has taken. Uh, follow "suit," and no pun intended.

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

Address Correction Requested

Bulk Rate  
U.S. POSTAGE  
**PAID**  
Lufkin, Texas  
Permit No. 10

**2**

**I Want Yours**

**3**

**The Changing Workplace**

**6**

**Management Changes**

**8**

**The Karate Kids**

**9**

**Our Backwoods Retreat**

## **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*

