

LUFKIN ROUNDUP

APRIL
1977





from The President's Desk...

FELLOW EMPLOYEES:

One of the business duties which I enjoy most at Lufkin Industries is the privilege of welcoming customers to Lufkin and spending some time with them in showing them our plant and facilities.

We believe that it is very important to our business to invite customers to Lufkin to see our products made and to meet our people who make them. This is the reason you see us regularly on a tour through the plant with visitors.

Our machinery division sales manager, Ben Queen, listed these comments about customers, and I would like to pass them on to you because they are true.

"A customer is the most important person in any business.

A customer is not dependent on us. We are dependent on him.

A customer is not an interruption of our work. He is the purpose of it.

A customer does us a favor when he comes in. We aren't doing him a favor by waiting on him.

A customer is part of our business—not an outsider.

A customer is not just money in the cash register. He is a human being with feelings, like our own.

A customer is a person who comes to us with his needs and his wants. It is our job to fill them.

A customer deserves the most courteous attention we can give him. He is the life-blood of this and every business. He pays your salary. Without him we would have to close our doors. Don't ever forget it."

I would like to add that every employee of our organization, who in any capacity comes in contact with a customer, is a salesman for Lufkin Industries. The impression he makes is an advertisement, whether it be good or bad.

R. L. POLAND

FOUNDRY

Lufkin selected for EPA study



Clayton Jircik, foundry engineer, explains the operation of the emissions evacuation system in LUFKIN's counterweight foundry, to EPA engineers Andrew Trenholm, left, and Naum Georgieff, center.

"You see very few foundries like LUFKIN's. You could count the foundries on your hands that are as well equipped as this. Very few even have canopy hoods," said Naum Georgieff of the Office of Air Quality Planning and Standards of the U.S. Environmental Protection Agency.

Georgieff and Andrew Trenholm, also from the Office of Air Quality Planning and Standards, observed the operation of the emissions evacuation system in the counterweight foundry. Both are visiting several foundries to obtain information and emission data that will be used in setting up standards for future foundries.

"We mainly are looking at the design of the canopy hood and the emissions evacuation system," Trenholm explained.

He said the hardest thing to control is emissions during the charging and tapping operations.

"Larger canopy hoods and pulling more air can help control emissions during the charging and tapping."

Trenholm added that energy consumption is important.

"We are also considering the cost to build the system and the energy it takes to operate it."

Georgieff stated that there were slightly less than 2000 foundries in the United States today.

LUFKIN is one of several foundries selected by the Environmental Protection Agency for study in developing standards for future foundries with new or modified electric arc furnaces.

The Clean Air Act of 1970 requires that the standards be based on "the best system of emission reduction which the Administrator of EPA determines has been adequately demonstrated."

As Bill Trout, vice president said, "It was a compliment just to have them here."

NUMERICAL CONTROL PROGRAMMERS

A 16-machine domain



Don Traylor heads the NC Programming section. Don describes the programmer as a methodical person, "one who crosses his T's and dots his I's"

Matching machine to machining job is the daily marital task of the Numerical Control (N/C) Programmers. Programming tapes to run the tape machines is the foremost task.

All machining jobs filter through the manufacturing engineering department of which N/C Programming is a part. This department decides whether a job should be placed on a manual, automatic or tape operated machine.

Often, the tape operated machine is the choice. If chosen, the programmers become facts and figures experts as they program a tape.

The 1963 installation of the first tape operated machine established the N/C programming section of manufacturing engineering.

Today, there are 16 tape machines operating in the shop and the number continues to increase. Programming these 16 machines is the principal and private domain of the programming section.

Don Traylor, who heads the section, describes the programmer as a methodical person, "one who crosses his T's and dots his I's."

With all possible accuracy, the programmers encode data in the tape to accurately run the machine. The N/C programmers fit a tape to a machine and part as carefully as a designer fits a dress to hug a body.

Equipped with a calculator and an instruction sheet, he determines positioning, tooling, setup, speed and feed.

In 14 years, the section has

programmed over 15,000 tapes.

Besides Don Traylor, there are two full time programmers, Ed Dominey and Ben Love, and two part time programmers, Calvin Scarbrough and Mike Curry. The section is situated in a L-shaped room behind the manufacturing engineering offices.

Don compared programming a machine to working a crossword puzzle, saying "no two are alike."

"For each machine, we have to buy or design tooling to get the most efficient use of the machine. Often, we have to change the design of the fixtures or jigs."

The engineer and the programmer must work closely together. According to Don, the engineer often has to design a fixture with a tape machine in mind.

"We program the machine to run a certain course in which there can be no obstacles. The engineer may have to design a fixture or a part in order to facilitate the machining on an N/C machine. Sometimes, both the programmer and the engineer have to compromise because a jig or a part cannot be made to fit the abilities of a tape machine."

Ed Dominey, who has been a programmer for seven years, said a programmer must have a "good feeling for tool geometry and know the different types of metal."

"A programmer has to know how a tool cuts in metal in order to know what speed to run machines."

Don was the second man to be placed in the N/C section in 1965. He said whether a machine cuts a straight line or does contouring determines the degree of difficulty in programming a machine.



Ed Dominey has been a programmer for seven years. He says a programmer must have a "good feeling for tool geometry and know the different types of metal"



Ben Love is the other full time programmer in the NC programming section

"Programming a machine to cut a straight line back and forth in two dimensions is not that difficult. Adding contouring or working with three dimensions is the difficult part."

Ed Pillows, shaft shop, 1st shift, said an operator also has to learn "different things when it comes to operating a manual and a tape machine but he prefers the tape operated machine."

"On the tape machine, I learned how important it is to set a machine up correctly. For example, if you set a crank pin off one-half inch on one end, the machine continues to cut parts off one-half inch. You have to set your part up right in the beginning."

Don stressed how important the operator is. He said neither the machine or the tape is a decision maker.

"A tape machine does not take the place of the operator completely. It cannot decide when a tool is dull and needs sharpening or replacing. It can not decide to raise or lower the speed or feed. It also can not detect errors or incorrect machining techniques. All these things must be monitored by the

operator."

In explaining the advantage of the tape machine, Don said the machine does not remove metal any faster than a manual or automatic machine.

Its advantages are positioning speed, closer tolerances, and built-in scales for increased

accuracy."

Operator Ed Pillows, who presently is running a manual machine, added another important characteristic of the tape machine.

"Believe me, the tape machine makes the operator's job an easier one."



Ed Pillows works in the shaft shop. As an operator, he has worked both the manual and tape operated machines. He says he prefers the tape operated machine because the operator's job is an easier one

PROFILE

Dick McKay



Dick McKay does not varnish facts. He confronts cutthroat competition in the wholesaling of automotive and industrial supplies. A nickel undercut can lose a customer

In April 1974, Dick McKay was named vice president of Automotive and Industrial Supplies Division (better known as Mill Supplies), the oldest division of LUFKIN.

Dick joined LUFKIN in 1956 as a clerk in the billing department. He was named assistant purchasing agent in 1960, purchasing agent in 1971 and manager of Automotive and Industrial Supplies in June, 1973.

A native of Lufkin, Dick is a graduate of The University of Texas at Austin with a BBA degree. He also attended Southern Methodist University Law School in Dallas.

"It's a struggle to make a dime in this business.

"One of these days, we may run into a point where our income is equal to our outgo. That is, we won't be making anything."

Dick McKay does not varnish facts. He confronts cutthroat competition in the wholesaling of automotive and industrial supplies. A nickel undercut can lose a customer.

"We have to stand on our own. We can do it. We're just going to have to work at it."

The Automotive & Industrial Supplies division offers numerous side benefits to the plant. The major one is the distributor discount price.

The original equipment manufacturer (OEM) discount is the only other discount that can match a distributor's discount.

LUFKIN receives the OEM discount because it buys a product which it uses in the manufacturing of a product. For example, LUFKIN uses the bearings they buy to manufacture a pumping unit. Therefore, LUFKIN buys bearings at the OEM price.

"Sometimes," Dick said, "the OEM price is less than a distributor's price and vice versa. By virtue of this division being a distributor, this company buys material and merchandise at the best available discount."

Sometimes Dick can not convince a department head that the division is giving the company the best prices available.

"A department head is looking at his overhead expenses, not the out-of-pocket cost to the company."

Each item the division sells to the plant goes on an inter-department purchase. The items are priced off the cost card plus 10 percent. That item is charged to the overhead of the department.

"What you look at is the out-of-pocket cost. For example, we charge the electrical department \$1.10 for an item. That department is charged \$1.10 to its overhead cost but the cost to the company is one dollar.

"So really, this is a paper transaction that's not costing anyone. It does show up in the department's overhead but the savings is to our company.

"After all, we're all in this together. What helps our company helps everybody. Even though, we are passing an increased cost on to that department, the company is saving because we're paying as a distributor."

At the end of each month, cost accounting takes the total invoices. Adds the charges from all departments and that goes as a credit against A&I purchases.

For example, if this division sold \$100,000 dollars worth of goods to the plant, it would receive \$10,000 dollars credit because the division marks an item up 10 percent.

"I doubt if any other company has a situation like this one. It's a good one."

Dick said that the plant was the division's major customer. Although, each department head has the right to compare the division's prices, they must check there first.

"When I arrived, I told the employees we had to establish consistent prices. We had to do this to get back the confidence of our guys out in the shop. Other distributors were pointing out the inconsistent prices to shop people."

Dick reviewed the inventory card by card. If an item had not been sold in two years, it was cancelled.

"We wanted to get rid of the non-moving items because this cuts down on your turns. We had too much inventory that was not



"I've tried to establish pride in being of service to a customer."

turning. It is still not turning the way we would like but we're working on it."

To control expenses, Dick knew he had to increase the efficiency of the division. "I had to look at the job performance of the people. At the same time, I had to let the employee know I appreciated the job he was doing."

Dick has worked each job in the division. He has been a receiving clerk, purchasing clerk, worked the counter—all jobs in the division he undertook for a few days.

"I wanted to see, number one, what's involved in this job, and how hard it is. So when you do that, you kind of get a feeling for what that person does. You learn how to appreciate him more. People like to know that they are doing a good job."

Upon assuming the management of this division, Dick, with point-blank frankness, told his employees that wage increases in the future would be based on performance.

"I told them it would be a valued judgment made to the best of my ability. Those not doing a good job do not get a raise. I also told them if a job comes

open, it would be filled within the department. People must know they have an equal chance at a better job."

"For sure, there would not be any favoritism in this division. No favorites. No clicks."

With typical candor, Dick said he recognized the importance of motivation but did not know whether he does or does not motivate the employees.

"I've tried to establish pride in being of service to a customer. We think we've done that to some extent. We're having some compliments instead of complaints all the time. Historically, it's been you never could get waited on at Mill Supplies. We've really worked on that."

As for making a job interesting, Dick doesn't see that as part of his job.

"I really don't. I just don't have the time. Maybe that's wrong but that's how I see it now."

As with job performance, Dick tells an applicant for a job "how it is." He tells a person that warehousing is a monotonous job.

"To an interviewee, I explained it's a warehousing business. It is repetitious. Bring items in, put

them up, take them down and ship them out. The only diversification is in the merchandise we buy."

A straightforward yet reticent Dick said management can isolate itself too much.

"I try to get out, try to get to know our people. Don't pry into their lives but I try to know their names and as much as I can about them.

"You've got to be interested in people. Sometimes the problems of my employees worry me more than the problems of running this division."

Without ceremony, Dick talks. With no mental reservations, he tells a person what he thinks, how he sees a situation.

"I try to show things, and I try to explain. Like a wage increase, I try to show how many dollars in sales we have to make to offset this wage increase. We just can't reach out there and grab it out of the air.

"I try to teach a little economics. Just basic things. Each employee needs to understand some basic things about corporate economics."

No self-applause. No sham. Dick McKay the vice president is Dick McKay, private citizen.

"I hope I'm the same. I don't have all the answers. If I see an employee outside this building, he will know that I know him—know I respect him and his opinion."



Phone calls bombard the office of Dick McKay. Usually, the calls are from customers who are seeking the best competitive price

REMINISCENCES

The Sawmill Commissary

by Guy Croom



This may bring back memories to some of you and be new to some. The subject is how groceries were received by merchants and how they dispensed them in a sawmill commissary.

We will start with soda crackers. As I remember in the sawmill commissary, crackers were packed in bulk in a wooden box with a picture of a "pol parrot" on the end. I did not see this but am told crackers came packed in a barrel. Cheese and crackers are so closely associated that there is a brand of cheese called "cracker barrel cheese."

If mama sent one to the store for a nickle's worth of crackers, the clerk, if he felt like it, would weigh me some crackers. Otherwise, he would get a couple handfuls of crackers, put them in a paper sack, fold down the top, tie twine string around it, take my nickle and I'd be on my way, usually in a trot.

Flour came in closely woven white cotton sacks, 25 or 50 pounds to a sack. When these sacks were emptied, mama would unravel the seams, wash the sacks and make underwear for the kids. People used quite a bit of flour because we had to have biscuit every morning for breakfast, light bread was unavailable. Incidentally besides the cloth for underwear, the twine mama unraveled from the flour sack seams went toward making a ball that we kids played with. We saved every available piece of twine for this purpose.

Coffee came in burlap sacks. The merchant emptied the sacks in bins and scooped it up into paper bags for customers. There

was no such thing as parched or ground coffee.

All of it came green and had to be parched and ground in your kitchen. There were several varieties of coffee. Grandpa Bledsoe said pea berry was the best. It was a coffee about the size and shape of a blackeyed pea.

Now parching coffee was a sort of ticklish job, you had to get every bit of the moisture out of it without burning it. We would put five or six pounds in a big roasting pan, place it in the oven and cook it several hours in a hot oven. No thermostat but I guess about 400 degrees. It had to be regularly stirred so the outside would not overcook and leave the center green. Doing this in a wood burning stove in summer time was a hot job.

Reason I know is that I did it at our house. I remember well the first ready parched coffee that was available to us. It came in paper, sealed bags and the brand name was Arbuckle parched coffee but you still had to grind it in your kitchen.

Let's come on down to more recent history, about 1915. The late Mr. W. A. Colmorgen was the first progressive grocer in Lufkin. He roasted his own coffee and would grind it for you if you wanted. So you could buy it from him green, roasted or roasted and ground.

Sugar came to the merchant just as did coffee and he dispensed it the same way he did coffee. I believe people used more sugar per capita then than we do now. One reason, we could not buy preserves and jelly off the shelf as we do now. Consequently, housewives

preserved fruits in season and of course, that took a lot of sugar.

And too, I believe people, as a whole, used sugar in coffee more than they do now. We could buy dried apples and peaches and they, too, came in bulk. Mamma made fried pies pretty regularly.

Black pepper: We could not buy it ground ready to use. Rather, it came whole and we ground it in our coffee mill. And then the coffee mill had to be thoroughly cleaned because black pepper in coffee did not taste good. However, a little pepper taste in corn meal was not bad, so we ran corn meal to clean the coffee mill.

Navy beans came in sack as did coffee and the merchant dispensed them the same way. Navy beans and cornbread made up a good part of our diet in winter. If you ain't never "ate no three in a skillet, (three pones of cornbread baked in a skillet with finger prints on top); then you ain't never "ate no good grub." These creations were sometimes called the three brothers.

I believe the late Mrs. Tom Stevens, that lived in the Moffett community, could make the best three in a skillet that I ever "ate."

If mama sent me to the store for two bits worth of bacon, the clerk would cut me off a piece he guessed at about two-and-a-half pounds. He may weigh it or he may not. At any rate, it was two bits worth or that is the way they did it in the sawmill commissary. Now if you wanted bacon for breakfast you had to slice some off. No ready sliced bacon available. That old bacon rind was hard to cut with a dull butcher knife.

LUFKIN in focus

Promotions



In his new position as Chief Draftsman, James King supervises personnel in the drafting and reproduction sections of Engineering Department. The drafting section designs all parts for oilfield pumping equipment and industrial gears.



Louis Lloyd has been named Project Engineer for Industrial Gears. Louis is responsible for the technical aspects of gear design and for gear inspection and testing. He provides technical services for gear salesmen.



Chester Hornbuckle has been promoted to Supervisor of Commercial Gears, 2nd shift. He is the assistant to Doyle Lunsford, foreman. Chester supervises the construction, assembling, and testing of commercial gears.



H. P. Collins has been promoted to Engineering Systems Manager and Engineering Office Manager. H. P. is adapting the functions of the Engineering Department to the computer system. He supervises personnel that is maintaining and updating the data base.



Jim Mewbourn has been named Project Coordinator for Industrial Gears. Jim is the liason between the customer and LUFKIN as the Engineering Department develops and designs an industrial gear product. He coordinates all industrial gear projects, handling any engineering problems relating to the manufacturing, saling, or merchandising of industrial gears.

News Briefs



R. L. Poland, president, and **Frank Stevenson**, vice president, explained the preliminary proposal for the planned LUFKIN expansion of its gear building to Ken Herman, LUFKIN NEWS writer.

The expansion, which fronts on Kiln St. at the railroad track, was presented to and received approval from the Downtown Merchants Association Monday afternoon, Feb. 28. The City Commission also gave its approval.

Under the proposal, Kiln St., between Angelina and Raguet, will be closed. Also closed would be portions of Douglas and Bonner Street. Robert Poland said the industry would provide right of way along Ellis Avenue so the street would be re-aligned to meet Shepherd Street.

He also added that the multi-million dollar expansion to the gear building could mean some 300 new jobs within four or five years.

This is the first step in a long series of needed approvals.

LUFKIN in focus

New Machines Improve Counterweight Operations

"The new Donovan rollover machine improves the safety factor in this phase of the counterweight operations," said Bill Fincher, foundry engineer.

The new machine has a capacity of 6500 pounds; it is the largest rollover machine Donovan manufactures.

The machine draws the cope or drag from the pattern, rolls the mold over, and sets it on the next conveyor to be finished off.

While the rollover machine transfers the mold to another conveyor, a lift station in the conveyor line is transferring the pattern.

Riley Webb, manufacturing

engineering, designed the power lift station which transfers the pattern from the molding conveyor to the pattern return conveyor.

Four screw jacks powered by $\frac{3}{4}$ h.p. electric motor lifts up the pattern even to the pattern return conveyor.

From this elevated height, the pattern can be rolled across an 18-inch gap between the two conveyors.

Both the rollover machine and power lift station relieve overhead crane operations and require less operators in this phase of the operations.



Charles Holman operates the new rollover machine that has a capacity of 6500 pounds. It is the largest rollover machine Donovan manufactures



Four screw jacks powered by $\frac{3}{4}$ h.p. electric motor lifts up the pattern even to the pattern return conveyor. Georgia Bryan, 1st shift, is lowering the lift station

Retirements

Carroll Eastepp

Carroll Eastepp, who is taking a disability retirement, said he intends "to take one day at a time."

"Supposedly in five years, I'll have this brace off my back. I hope so. I would like to work in my garden and green house."

Carroll has worked 19 years for LUFKIN. First, he was placed in Clifton Deal's crew in 1955. Then in 1962, he was transferred to final assembly and shipping. For 17 years, he crated small export gears.

"During that time, I only received two letters telling me that I had crated something wrong."

Carroll has become rather famous around LUFKIN for his sunflowers. He grows sunflowers that measure about 15 or 16 inches in diameter and have eight-foot stems. This has been his primary hobby along with working with 4-H groups. He hopes to return to both activities.

He and his wife, Rheba, live in Hudson. They have two daughters, Sherry and Dorothy. Sherry won one of LUFKIN's scholarship.

Carroll said he would still be working here if it were not for his health. "I've enjoyed it."



Carroll and his wife, Rheba, enjoy their home in Hudson. Carroll built most of his home which is located on a 10-acre site

Fred Hardy



Ray Steele, center, Ray Russell, traffic manager, and others in the traffic department added a C. B. radio, fishing rod, and "pocket money" to his retirement gifts

At the retirement party for Fred Hardy, Ray Steele, truck foreman of traffic department, said he would like "to add a word."

"When it came to taking care of equipment, Fred was the best, the very best."

In 28 years, Fred has travelled over 25 million miles and never has had an accident or put a scratch on the company truck he drove.

Fred himself said he was thankful that he didn't get hurt.

"Just last week, a truck driver Ray and I knew was killed in an accident one week before he retired from his job."

Fred said his retirement days will be filled with fishing and resting activities.

"I'm going where the fish are biting. If they are biting at Sam Rayburn, I'll fish there. If the fishing is good at Toledo Bend, I'll go there where I have a trailer house. If neither place is good, I'll stay home in Lufkin and work around the place."

Fred definitely plans to adapt to retirement. Recently, he bought a 20-foot Prowler camper which he claims is for his wife, Maurin.

"I bought that camper for Maurin because she hasn't seen too much of the country. I really don't care anything about the

road anymore. I've seen the countryside of 32 states."

Also included in his retirement plans is a visit to the plant. I'll miss the boys. I never had anything against the company. I intend to check on everyone, occasionally."



Fred Hardy retires from LUFKIN after driving over 25 million miles in a company truck

More News



Oh, the Money tree!

Carolyn Sherrer, material control, indeed has a "green thumb." Also, she's a very lucky lady. Combine both qualities and you have a tree "abloom" with money.

Actually, Carolyn participated in a drawing and won the money tree. No need to call the lady for she has no Miracle Gro for growing money— well, none that she is telling fellow employees.



Carrie Bea Nelson of Lufkin married **William Thomas Pennington, Jr.**, last January 8 at First Christian Church in Lufkin.

William Thomas is the son of **W. T. Pennington**, vice president of the welding and structural plant.



The new voice employees are hearing at the switchboard is the sound of **Louise Melton**.

Ann Hawkins, center, who has been the switchboard operator for six years decided to become a full time homemaker.

Louise is from Lufkin and says she still hasn't learn to identify everyone at LUFKIN by the sound of their voices. This is a difficult art to acquire within a couple of months. All employees might try helping by identifying yourself. Learning the voices of 2800 employees is not an overnight job.

MARKING AN ANNIVERSARY

MACHINE SHOP

	Employment Date	Years with Co.
Calvin Stevens	April 30, 1937	40
Garth Gandy	April 14, 1941	36
C. E. Youngblood	April 8, 1952	25
G. E. Oliver	April 26, 1954	23
C. C. Hornbuckle	April 20, 1954	23
A. G. Wilkins	April 16, 1954	23
Gordon Thomas	April 11, 1962	15
Leroy Garner	April 24, 1963	14
Robert McNeely	April 13, 1964	13
William McCalister	April 26, 1965	12
Leslie Durham	April 15, 1965	12
Darvin Dominey	April 28, 1965	12
Grady Hopkins	April 19, 1965	12
James Eddings	April 11, 1966	11
David Jinkins	April 12, 1966	11
Doyle Robertson	April 24, 1967	10
Donald Smith	April 15, 1968	9
J. R. Williams, Sr.	April 15, 1968	9
Randall Lawrence	April 21, 1969	8
James Pate	April 13, 1970	7
Michael Doss	April 4, 1973	4
Billy Cole	April 10, 1973	4
Bobby Smith	April 16, 1974	3
Dale Johnson	April 29, 1974	3
Rolland Hall	April 7, 1975	2
Robert Squire	April 7, 1975	2
Arthur Williams	April 9, 1975	2
Johnny Read	April 28, 1975	2
Donnie Wolf, Sr.	April 6, 1976	1
Neil Wallace	April 27, 1976	1
Kenneth Sand	April 28, 1976	1

ASSEMBLY & SHIPPING

	Employment Date	Years with Co.
Wallace Lankford	April 20, 1964	13
Jefferson Kee	April 26, 1965	12
E. W. Ditsworth	April 14, 1975	2

UTILITY MAINTENANCE

	Employment Date	Years with Co.
Troy Edwards	April 25, 1955	22
Milton Martin	April 11, 1962	15
Don Allen	April 18, 1972	5

ELECTRICAL DEPARTMENT

	Employment Date	Years with Co.
Paul Cole	April 3, 1975	2

ASSEMBLY FLOOR

	Employment Date	Years with Co.
James Landrum	April 14, 1975	2

WELDING & STRUCTURAL PLANT

	Employment Date	Years with Co.
Edmund Winston	April 28, 1930	47
H. L. Westbrook	April 7, 1937	40
W. F. Crager	April 27, 1946	31
George Little	April 15, 1947	30
A. L. Holiday	April 4, 1956	21
M. A. Nichols	April 25, 1956	21
Roger Williams	April 4, 1962	15
Don Stringer	April 20, 1965	12
Robert Lewis	April 5, 1965	12
Benny Wilson	April 1, 1966	11
Eddie Randolph	April 13, 1966	11
Frankie Heaton	April 29, 1968	9
Cullen Malone	April 2, 1970	7

A. D. Whisenant, Jr.	April 6, 1972	5
Winford Jones	April 29, 1974	3
John Gibson	April 2, 1975	2
Harold Woods	April 8, 1975	2
Norman Irvine	April 16, 1975	2
Jesus Compean	April 18, 1975	2
Alfonso Compean	April 18, 1975	2
Martin Walden	April 28, 1975	2
Florentine Flores	April 23, 1976	1
Steve Dawson	April 26, 1976	1
Hershel Ragsdale	April 26, 1976	1
Steve Mott	April 28, 1976	1
Norval Bazor	April 29, 1976	1

FOUNDRY DEPARTMENT

FOUNDER	DEPARTMENT	Years with Co.
	Employment Date	
C. E. Grisham	April 17, 1944	33
Phillip Sharp	April 3, 1951	26
Jim Singletary	April 17, 1952	25
F. J. Berry	April 23, 1952	25
Guy Richards	April 14, 1954	23
James Durham	April 4, 1955	22
Eddie Sowell	April 17, 1962	15
Leon Denning	April 20, 1964	13
George Yarbrough	April 26, 1965	12
Leo Cranford	April 12, 1966	11
John Alexander	April 11, 1967	10
Otis Bradford	April 3, 1970	7
Samuel Johnson, Jr.	April 20, 1972	5
Lester Gilder	April 24, 1972	5
Johnny Miller	April 27, 1973	4
MacArthur Hatton	April 10, 1974	3
James White	April 1, 1975	2
Harland White	April 8, 1975	2
Roger Horace	April 23, 1975	2
Leroy McGrew	April 24, 1975	2
Charles Polk	April 25, 1975	2
Dudley Flenoy	April 21, 1976	1
Lester Murphy	April 26, 1976	1
Elridge Gardner	April 27, 1976	1

TRAILER DIVISION

	Employment Date	Years with Co.
Bennie Spivey	April 1, 1946	31
A. G. Colburn, Jr.	April 12, 1946	31
John Bourrous	April 15, 1946	31
Andy Williams	April 15, 1946	31
Hubert O'Quinn	April 19, 1946	31
Allen Repp	April 26, 1946	31
Billy Deal	April 9, 1951	26
T. H. Leftwich	April 18, 1956	21
C. C. Hamilton	April 10, 1961	16
William Jones	April 3, 1962	15
Arthur Davis	April 17, 1964	13
Jerry Swearingen	April 15, 1968	9
C. B. Stanlev	April 7, 1969	8
Jesse Graves	April 7, 1969	8
Prentice Brooks	April 12, 1972	5
Linda Scarborough	April 17, 1972	5
Jimmy Miley	April 17, 1972	5
Ewell Jackson	April 2, 1973	4
Jimmie Goodson	April 11, 1973	4
L. W. Randolph	April 17, 1973	4
James Randolph	April 17, 1973	4
Linley Ham	April 5, 1974	3

MAIN OFFICE

	Employment Date	Years with Co.
R. E. Barr	April 30, 1935	42
Luda Belle Walker	April 7, 1938	39
Benjamin Coaston	April 1, 1968	9
Betty Bardwell	April 4, 1969	8
James Davis	April 7, 1971	6

John Cantrell	April 29, 1974	3
Joyce Powers	April 29, 1975	2
Leah Johnston	April 12, 1976	1
Stephen Coker	April 26, 1976	1

MATERIAL CONTROL

	Employment Date	Years with Co.
Thomas Peavy	April 5, 1944	33
Perry Grisham	April 8, 1947	30
Smith Malone, Jr.	April 3, 1962	15
Jerry Cortines	April 29, 1968	9
Lonnie Ethridge	April 2, 1974	3
Don McDonald	April 26, 1976	1

INDUSTRIAL ENGINEERING

	Employment Date	Years with Co.
David Walker	April 12, 1976	1

ENGINEERING DEPARTMENT

ENGINEERING DEPARTMENT		
	Employment Date	Years with Co.
Orpha McCall	April 4, 1973	4
Molly Jo Avery	April 23, 1973	4

MACHINERY SALES

MACHINERY SALES		
	Employment Date	Years with Co.
Ben Elliott	April 16, 1946	31
Lee Stevens	April 25, 1962	15
Gary Seaton	April 4, 1966	11
Doris Jones	April 24, 1969	8
Robert Burrelli	April 16, 1976	1

SECURITY GUARD

	Employment Date	Years with Co.
Alton Bradford	April 16, 1975	2

TRAFFIC DEPARTMENT

	Employment Date	Years with Co.
James Lamont	April 2, 1951	26
Ray Steele	April 10, 1962	15
Homer Smith	April 8, 1964	13
Lonnie Tubbe	April 12, 1971	6

TRAILER SALES & SERVICE

	Employment Date	Years with Co.
Jim Alexander	April 20, 1965	12
Johnny Clark	April 3, 1972	5
Johnny Rhodes	April 11, 1972	5
James Holton	April 16, 1973	4
Mary Guerra	April 15, 1974	3
L. P. Adair	April 22, 1974	3
Bill Gene Burleson	April 7, 1975	2

AUTOMOTIVE & INDUSTRIAL

	Employment Date	Years with Co.
Kelley Griffin	April 18, 1955	22
Joseph Mire	April 1, 1968	9
Jerry Morris	April 15, 1968	9
Larry Goodson	April 24, 1969	8
Virginia Baker	April 2, 1973	4
Gayla Sowell	April 2, 1973	4
Selma Shambaugh	April 18, 1973	4

PERSONNEL DEPARTMENT

	Employment Date	Years with Co.
Joan Griffin	April 14, 1955	22

Celebrating an Anniversary

2-11 years



LONNIE TUBBE
Traffic Department
6 years



LONNIE ETHRIDGE
Material Control
3 years



BILLY COLE
Gear Cutters
4 years



HAROLD WOODS
Welding & Structural
2 years



JOHN ALEXANDER
Melting Lab
10 years



BENJAMIN COASTON
Main Office
9 years



PAUL COLE
Electrical Department
2 years



ROGER HORACE
Core Room
2 years



MARTIN WALDEN
Welding & Structural
2 years



JAMES WHITE
Cleaning Room
2 years



LINDA SCARBOROUGH
Trailer-Purchasing
5 years



CHARLES POLK
Cleaning Room
2 years



JERRY CORTINES
Material Control
9 years



ARTHUR L. WILLIAMS
Yard Crew
2 years



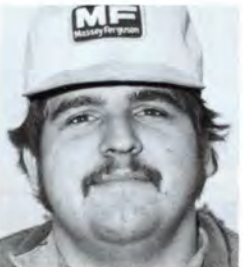
JERRY MORRIS
Automotive & Industrial
9 years



WINFORD JONES
Welding & Structural
3 years



EDDIE RANDOLPH
Welding & Structural
11 years



E. W. DITSWORTH, JR.
Assembly & Shipping
2 years



JOHN GIBSON
Welding & Structural
2 years



FRANKIE JOE HEATON
Welding & Structural
9 years



ROLLAND HALL
Yard Crew
2 years



CULLEN MALONE
Welding & Structural
7 years



LINLEY HAM
Trailer-Warehouse
3 years



JAMES RANDOLPH
Trailer-Machines
4 years



EWELL JACKSON
Trailer-Machines
4 years



CHARLES HAMILTON
Trailer-Parts
16 years



PRENTICE BROOKS
Trailer-Dumps
5 years



C. B. STANLEY
Trailer-Floats
8 years



JOHNNY MILLER
Foundry-Side Bay
4 years



OTIS BRADFORD
Foundry-Main Bay
7 years



JESUS COMPEAN
Welding & Structural
2 years



ALPHONSO COMPEAN
Welding & Structural
2 years



DONALD SMITH
Gear Cutters
9 years



NORMAN IRVINE
Welding & Structural
2 years



JOHNNY READ
Gear Cutters
2 years



ROBERT SQUIRE
Shaft Shop
2 years



RANDALL LAWRENCE
Machine Shop
8 years



DALE JOHNSON
Shaft Shop
3 years



JAMES PATE
Shaft Shop
7 years



A. D. WHISENANT
Welding & Structural
5 years



SELMA SHAMBAUGH
Automotive & Industrial
4 years



JIMMY MILEY
Trailer-Van Subs
5 years



JERRY SWEARINGEN
Trailer Vans
9 years



DOYLE ROBERTSON
Commercial Gears
10 years



DAVID JINKS
Shaft Shop
11 years



MICHAEL DOSS
Gear Cutters
4 years



SAMUEL JOHNSON, JR.
Counterweight Foundry
5 years



LEO CRANFORD
Cleaning Room
11 years



L. W. RANDOLPH
Trailer-Maintenance
4 years



LEROY MCGREW
Core Room
2 years



HARLAND WHITE
Cleaning Room
2 years



MOLLY JO AVERY
Engineering Department
4 years



JAMES DAVIS
Accounting
6 years



J. R. WILLIAMS, SR.
Machine Shop
9 years



JAMES EDDINGS
Shaft Shop
11 years



JOHN CANTRELL
Cost Accounting
3 years



BOBBY SMITH
Machine Shop
3 years



ORPHA McCALL
Engineering Department
4 years



DON ALLEN
Utility Maintenance
5 years



JAMES LANDRUM
Assembly Floor
2 years



JOSEPH MIRE
Automotive & Industrial
9 years



VIRGINIA BAKER
Automotive & Industrial
4 years



ALTON BRADFORD
Security Guard
2 years



JIMMIE GOODSON
Trailer-Warehouse
4 years



LESTER GILDER
Foundry-Main Bay
5 years



MacARTHUR HATTON
Foundry-Main Bay
3 years

LUFKIN INDUSTRIES, INC.
P.O. Box 849 Lufkin, Texas 75901

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
HOUSTON, TEXAS
Permit No. 5340

About the cover

The 1963 installation of the first tape operated machine established the NC programming section of manufacturing engineering. Today, there are 16 tape machines operating in the shop and the number continues to increase.

Mike Curry, a part time programmer, examines one of the 15,000 tapes the NC programming section has designed in 14 years.

The NC programming section is situated in an L-shaped room behind the manufacturing engineering offices.

ROUNDUP LAFFS

The children in Sunday School had studied an Old Testament passage and the teacher asked the class if anyone could explain what the Passover was. One child volunteered, saying, "That's when your father thinks he'll be promoted and he isn't."

What is Superman's toughest job?

Remembering which phone booth he left his pants in.

There were three boys who were sent to bed without supper and their mother was sitting downstairs knitting. The first boy figured he knew how to get to the kitchen across the hall so he did and the floor squeaked. Mother asked, "Who's up there?"

The boy said, "Meow."

The second boy did the same thing. The third boy went across the hall and the mother asked, "Who's there?"

He said, "The cat."

Cousin Clarence says the big thing he notes about this year's bargains is that they cost a little more than the same things we couldn't afford last year.

Two old farmers were always trying to outdo one another. One day one of the farmers said to the other: "Do you see that gnat walking across the barn?"

The other farmer replied, "No, but I can hear him walking."

One hen to another: "Did it ever occur to you that with all the eggs we lay, there ought to be more of us?"



People used to want to be rich, but now they seem satisfied just to live as if they were.

LUFKIN ROUNDUP

Volume 34, Number 4, 1977

Virginia Allen.....Editor
Liz Norman.....Associate Editor
Jim Walsh.....Chief Photographer
Michael Mark...Staff Photographer

Published monthly by Lufkin Industries, Inc., for active and retired employees and their families. Produced by the Public Relations Department.
General Offices:
Lufkin Industries, Inc.,
P. O. Box 849,
Lufkin, Texas 75901.