

LUFKIN
ROUNDUP

JANUARY
1978

The 7th Annual Ser

(Editor's Note: The Seventh Annual Service Awards banquet was held December 3 in the Lufkin Civic Center. Approximately 1000 people attended. Since no awards program was held in 1976, employees who had anniversaries in 5-year increments last year and in 1977 were invited. Also, employees who retired in 1976 and 1977 were honored.

The program included music by the East Texas String Ensemble, a band from Nacogdoches, an address by President R. L. Poland and a slide presentation which took the audience on a tour of plant.

For those employees who were not marking an anniversary in the prescribed 5-year increments, some of Mr. Poland's remarks follow.)

A warm welcome to all of you—employees, retirees, wives, husbands and friends. We are proud of such wonderful facilities as we have in this beautiful Civic Center where we can have this large gathering to enjoy fellowship with one another at this Christmas season.

We are glad you are here and we hope you will enjoy this evening.

We at Lufkin Industries have a lot to be thankful for. We have certainly enjoyed prosperity in our business this year. The year 1977 has been a record year in sales for us due principally to the increase in the oil field equipment business of the Machinery Division, and the improvement of sales in the Trailer Division.

The Mill Supplies Division has to fight stiffer competition than either of the other two Divisions of our Company. This year due to the increased activity in the construction and industrial businesses, our Mill Supplies has been able to hold its own. However, since the profit margin is so small, a high volume of sales is necessary to make a showing. But we are proud of the employees of this Division. They are hard-working, dedicated folks and we appreciate their efforts.

Five thousand pumping units were shipped to all parts of the world during 1977. The total sales for all three Divisions exceeded \$145 million.

This year we celebrated our 75th anniversary with an open house for all employees and their families and our friends to see our production operations. Many of our retired employees who visited during the open house expressed amazement at the progress we have made in our manufacturing facilities since their retirement.

The large volume of business during the past 12 months put additional strain on many of our machine tools. This made it necessary for the company to invest more in new tools and equipment than it has ever invested in a single year.

Many of you have worked long hours—not only more than eight hours for a normal day, but extra hours on weekends. Although this overtime meant extra money for you and your families, I am sure that many times you would have preferred to have the weekend free to spend with your loved ones, or to relax by fishing or working around your house. Let me say sincerely that by taking care of our customers, we all will be benefitted in the long run.

LUFKIN now has 2,900 employees with 300 of them outside Lufkin as sales and service people operating throughout the world. You never get to see these people, but they are our contacts with our customers—and they are on the team just like you.

We are hiring new employees every day. If you know hard-working, dependable people whom you think would be an asset to our team, we hope you will recommend Lufkin Industries to them. Your word-of-mouth advertisement of this company is the best we can have.

Everything has not always been rosy at Lufkin Industries in the years past, as many of you old-timers know. But I believe that, regardless of the future economic situation, we will always have some type of work to do at Lufkin Industries so long as we work together and strive to do a good job.

Your management is continuing to look for new products to build and to market, and for ways to expand our operations for future growth. We have a multi-million dollar expansion program now in progress. In our old foundry we are converting all molding to the no-bake system. We are building a new pattern shop. Future plans call for a new water-cooled cupola that will drop bottom only once a week. All of you won't know what that means, but a foundry employee in that department certainly can tell you what it will mean to him.

Our expansion program includes several departments during 1978. Our plans include:

vice Awards Banquet



R. L. Poland, president, gave the status of the company and future plans. Johnny Long, personnel director was master of ceremonies for the banquet

- an extension of the shipping department of export crating and test facilities for the air balanced unit;
- an addition to the main bay of the machine shop to house the new Ingersoll planer which will be delivered in 1978;
- additions to the new shaft shop; and
- the beginning of a new facility for heat-treating, grinding, assembly and testing of commercial and marine gears.

This new extension for the manufacturing of gears will have approximately 60,000 square feet of floor space and will necessitate the closing of Kiln Avenue and parts of Douglas and Bonner streets. This will certainly improve the appearance of the downtown industrial area.

A new trailer branch for Oklahoma City has been approved by the Board of Directors, and consideration will be given for upgrading our other trailer branches. Two large trailer orders recently received have given us a backlog of over 1000 trailers for a start in 1978.

This year we purchased the old Mid-West Casting Corporation near Little Rock, Arkansas. We now



Mr. and Mrs. R. L. Poland welcome Willie Spencer, who retired last year from foundry.



Retirees of 1977 who attended the 7th Annual Service Awards Banquet are (l-r): back row, Grady Grimes, welding shop; M. T. White, foundry department; James A. Lovett, foreman, jig shop; Johnson Coutee, Trailer Division. Second row: M. N. Toney, welding shop; Hubert Dorsett, Automotive & Industrial; R. C. Deal, machine shop; and W. F. Crager, welding shop. Front row: Israel Gardner, Trailer Division; Wesley Lane, Trailer Division; Evelyn Bell, Selma Shambaugh, both Automotive & Industrial; and C. C. Eastepp, assembly & shipping



Employees who retired in 1977. They are (l-r): back row, Willie Spencer, foundry department; Arthur Nelson, Automotive & Industrial Division; and Calvin Stevens, foreman, machine shop. Second row: Floyd Wiley, foundry department; Ghent Smelley, general foreman, machine shop; Fred Hardy, traffic, W. M. Williams, welding shop; Edward Phillips, assembly & shipping; and J. T. Lawrence, sub-assembly department. Front row: Carl Williams, machine shop; Dudley Flenoy, foundry department; Eddie Randolph, welding and structural; G. E. Oliver, machine shop; Kermit Gammill, Trailer Division; and J. C. Boyd, machine shop

have it in production on pumping unit castings for our own use. This is our first acquisition since we purchased the Martin Wagon Company in 1939, the forerunner of our present Trailer Division. Sixty new employees were hired to operate this plant.

Every day we are facing stiffer competition from foreign manufacturers. The Germans, Rumanians and Russians are selling pumping units in South America and their prices are under ours.

It will be necessary for us to adopt the metric system within the next five years in order to market our products in certain parts of the world. We already are using the soft conversion metric system for special gear products shipped to Europe and the Middle East.

In recent years, many of the manufacturers we know have spent the greater part of their capital, time, energy and effort in trying to comply with federal rules and regulations instead of increased production and efficiency. Business and industry face expense and frustration trying to comply with



Pam Curry, personnel department, pinned corsage on Lucille McDougald, wife of Jesse McDougald who works in heat treat department.

regulations of the EEOC, OSHA, NLRB and others. The regulations of OSHA alone compile more volumes than the Encyclopedia Britannica—and more are being added every day.

Despite all these seemingly difficult obstacles of government that hinder business, we in the United States of America still enjoy one of the best industrial climates in the world. Maybe we should stop and consider what it would be like to live in any other country.

Lufkin Industries is one of the few corporations of any size that has not been sold or merged with a conglomerate. We are independent and flexible enough to run our business to the best interest of our employees and stockholders. This has been healthy for us and allowed us to grow more freely over the years.

Many of our employees are stockholders. Also, our directors always have agreed to spend a large portion of our profits for new tools and facilities.



Mr. and Mrs. W. W. Trout, Jr., welcomed Robert Brevell, foundry department, and his wife

When it comes to forecasting what our business will be in 1978, it is like forecasting a political election. One has to base it on educated assumptions. But I believe our pumping unit business will continue to be good. Our backlog of orders for commercial and marine gears is off considerably. But we expect our Trailer Division to have a record year. We hope the upswing in the construction and industrial businesses will continue so that our Mill Supplies Division will have a good year.

We are facing the new year confident that this company will have plenty of work for everyone.

All of us, I am sure, are thankful of this season of the year. This is the time when we think only of the good in others, and we want to give help to those who need it. Everyone seems to smile more easily. The spirit of joy and happiness is most prevalent in our country where we live and worship according to our own consciences.

Again, we are glad that you came tonight. We hope we will have many more such occasions.

The management of your company wishes for you and your family a most joyous holiday season, and a happy, healthy and prosperous New Year.



For the first time, the service awards banquet was held at the Lufkin Civic Center

MABLEVALE FOUNDRY

Pouring heat in Arkansas ...Lufkin expands into Razorback Country

The red and white banner of Lufkin Industries now flies over a modern, eighty-thousand-square-foot foundry in the heart of Arkansas, symbolizing LUFKIN's commitment to growth and expansion.

"LUFKIN is a very well managed and successful company," comments Acting Plant Manager Fred Coulter. "And our employees feel very fortunate, not only for the opportunity to continue working in the foundry industry, but to be associated with LUFKIN on a long-term basis."

The new foundry is located on 30 acres just southwest of Little Rock in the small community of Mablevale.

LUFKIN purchased the foundry September 14 of this year after it had been out of operation for almost 17 months. First heat as a LUFKIN plant was poured October 4.

Right now, the Mablevale foundry produces mainly counterweights and auxiliary weights at the rate of 75 to 125 per day, depending on the size of the casting. Daily production averages 50 net tons.

All in all, the new foundry accounts for about 20 percent of LUFKIN's current foundry production.

The foundry uses two electrical induction furnaces for melting. No-bake sand is used in the molding process about 60 percent of the time; "green," or uncured sand the other 40 percent.

LUFKIN Vice President E. G. Pittman says the plant will have expanded production capability in



Front entrance of LUFKIN's new Mablevale Foundry

the future to make brake drums, sheaves, inspection covers and possibly commercial gear housings, in addition to counterweights.

"Also, we will be updating and improving the pollution control devices and starting up one automatic molding machine," Mr. Pittman added.

Engineers are experimenting with the idea of using turnings and boring chips from the ma-



Core room and molding foreman, Bill Shockley, mans the no-bake continuous mixer



Conveyors in the "green" sand molding bay



Plant Supervisor Harold Schutter examines a fresh casting on the floor of the main bay



Melting foreman Pat Sylvester in the foundry's up-to-date metallurgy lab



Acting Plant Manager Fred Coulter

chine shop in Lufkin as raw material for the furnaces in Mablevale.

The foundry began production in 1961 as the Midwest Casting Corporation. About half the current employees were with the company before the shutdown a year and a half ago.

Mablevale is a small, unincorporated town of about 300 with a post office, grocery store, filling station, two garages and a volunteer fire department. The town is gradually being taken in as Little Rock grows south.

Fred Coulter heads the staff there as acting plant manager. Harold Schutter is foundry supervisor.

Others are Pat Sylvester, melting foreman; Bill Shockley, core room and no-bake molding foreman; Albert Wyllia, cleaning room foreman; Marion Robinson, machine molding foreman; Maurice Acklin, pattern maker; Barbara Self, secretary; and Harold Roberson, foundry production clerk.

There are 67 employees altogether. Ninety percent of them live in Little Rock.

"LUFKIN has been very conscious of improving the working conditions here," observed Fred. "There is a new lunch room and a dust collection system is being designed. They are doing everything they can to make it as nice a place as possible to work. They have gone out of their way to make sure these things are done."

He said security means a lot to the employees and that LUFKIN certainly has brought that.

"Without exception, whenever I've requested anything that would make production more efficient, then it's been done," Fred concluded.

David Gosa and Larry Jones prepare a freshly completed counterweight mold for pouring



Article and photos by Joe McCulley

In 1935, R. E. (Mutt) Barr was hired by Charlie McLane, plant superintendent, now deceased, and was placed in the welding and structural shop as a helper. Two years later, he was in charge of a small crew on second shift.

Mutt described his night crew as excellent people who were in there pitching all the way: "I helped them and they helped me."

In 1939, Mutt was transferred to routing and scheduling, now called production control. Two years later, he became head of that department. In 1944, at age 27, he was promoted to general foreman of machine shop.

As general foreman, Mutt, for the first time, had to reprimand a person. "I had to suspend a boy because he violated some shop policy. Actually, I think he was just testing me; because back then, I was young and pretty immature as far as a supervisor."

Mutt admitted there were occasions when he was nervous about running the shop at such a young age. However, he relied upon his general background in manufacturing. It was this knowledge, plus the cooperation of the working men that helped him fulfill his responsibilities.

"Actually, the oldtimers—which at that time were people like Walter Ragland, M. M. Fontenot, Alec Andrews, Charter O'Quinn, Lee Dyer, Charlie Gault, and many others—helped me all they could. They were of the old school. When they came down in the morning, and they came regularly, they came to do a day's work.

Mutt said he never had any trouble supervising people because back then, the men respected authority—finally confessing he liked to think it was earned authority.

Guy Croom, retired plant superintendent, and Mutt's boss for 24 years, described him as being a natural leader: "He has this extraordinary talent to get along with people; once you meet him, you never forget him. His sense of wit is what he excels in; nobody can beat him at that."

In 1949, the National Labor Board informed LUFKIN that they had sufficient signers to warrant a union election. In the first election, the union was defeated but later that year, there was another election and the union won the vote.

Organized labor came into the shop five years after Mutt had become general foreman. He became a member of the company's negotiating team; a position he has held for 27 years. In 1968, he became chief negotiator.

When Guy Croom retired as plant superintendent in 1963, Mutt was promoted to this position and became responsible for the machine shop, welding and structural, final assembly, sub-assembly, and heat treat departments.



General shop foreman at age 27

As plant superintendent, he became more involved with the economics of running a company. However, Mutt said Walter Trout, who was president at that time, was generous in allowing him to buy equipment and in hiring more people.

"Walter expected me to show him that any new equipment would pay for itself by producing a better product or it would reduce cost in a limited number of years. After I did this, he usually would say for us to go ahead and buy it."

In 1975, R. E. Mutt Barr was named Vice President and Director of Manufacturing, and three months later, he became Executive Vice President.

ROUNDUP: You have participated in and have made final decisions concerning the purchase of equipment. What machinery affected a change in manufacturing or advanced the growth of the company?

MUTT: The big Ingersoll milling machine located in the south end of the shop is one of our biggest purchases. We would have starved to death without it. We used to do a lot of planing work which was very slow; so we made a good move there.

Another good buy was the Warner-Swasey equipment which greatly improved our accuracy and output. A few years ago, we bought all the gear equipment from a plant in Pampa, Texas. I was very skeptical about buying these six Sykes gear machines. At that time, I just wasn't too sure it would be a good move but it proved to be an excellent move. Now, everytime I look at them, I see what a good job they're doing for us. Without them, we couldn't have built the oil field equipment we are producing today.

I'm real proud of a large six-inch G&L tape-controlled horizontal boring mill. It operates off a 3-axis

tape and boy, it has been a wonderful investment for us. The plasma arc torch machine in the welding and structural shop has been an excellent purchase.

Gosh, we've got them all over the place. We wouldn't be here if it were not for all of them. The only way we can perpetuate ourselves in the shop is to have good people and good equipment.

And the more of that we can get, the better we can produce a product and satisfy our customers both from a quality standpoint and a competitive standpoint. When it gets to the point that we can't do that, then we're going to dry up and blow away.

R: You mentioned good people. What about the labor force?

M: So far as people are concerned, we just hire the best people we can find.

Out of that group, we promote the ones that show the best attitude; but, certainly, attitude is not the only governing factor. So far as I'm concerned, I would rather promote a person with a limited amount of ability and a good attitude than take the smartest person in the world with a sour attitude. The employee with the good attitude will seek and acquire ability.

A person with a sour attitude can not promote your output or your quality, nor will that person ever learn how to lead people.

And really basically, you lead people because you're right in there with them.



"Ingersoll milling machine . . . is one of our biggest purchases. We would have starved to death without it"

R: Will we see more plant security in the future?

M: Actually, plant security is a function of personnel and I only get involved when we start talking in general terms, like establishing plant policies.

You know, we date back to years ago when you knew everybody. And you knew old Joe wasn't going to take anything home with him because he was your next door neighbor. We've grown out of that now; we've got close to 3,000 people. And over the last few years, we've had two or three cases where people have just taken advantage of our being good old honest country folks.

So, we are going to have to cinch up in this area. Hopefully, by the first of the year, we will have plugged some gaps or possible gaps that do exist now.

R: What about individual job security?

M: Of course, we all like to be secure in our jobs but first, we have to have a job to be secure in. The only way I know to make this security is to make it on your own. Take care of your job and do a good job. The only security we have depends on our ability and desire to make our company strong enough to satisfy our customers in all respects.

R: What about the automatic and tape-controlled machines? Are these not taking away an individual's security out there in the shop?

M: Listen, this is a very competitive business.

If we can't meet competition, and can't produce a product, cheaper, timewise, than we did years ago, nobody will have a job.

Actually, inflation means it still costs a lot more money to produce a product but we still have to compete with the trade. If we can't produce a product without mis-manufacturing or putting in too much time on it, we won't sell some of these items. We just won't have any customers and it takes a customer to provide a job.

So, it's a question of survival.

But, we haven't put anybody out of a job with the purchase of automatic or tape-controlled machines. We have provided more jobs. I just noticed awhile back that in 1970, we had less than 2,000 people. Today, we have better than 2,900. So we've increased our business to the point that we've added 900 people; so these machines are not a threat to any man out there in the shop.

Those machines are out there to help the operator and the company, not to hurt either.

R: So there's still a career for a young person in the shop and a chance at advancement?

M: By all means, there is advancement and opportunity. You don't always catch the sun shining. Sometimes, you have to take the bad with the good.

Unfortunately, we have too many young people who want the first shift regardless of what it costs them. I wish we had more younger people who wanted to be top machine operators and didn't



Became plant superintendent in 1963

really care what shift they worked in order to get that classification. Most of the people that are doing responsible jobs for us now got their experience working at night.

R: Didn't we put a clause into our agreement a year ago that gives the third and second shift people an opportunity to move from these shifts to a first shift job?

M: Yes. However, a person is still doing that at an expense to himself. Say a second shift man is a Class "B" operator, his opportunity of moving up to a Class "A" operator lessens to a great extent when he moves to first shift.

All of the Class "A" jobs on the first shift are filled and the only way for this man to get that classification is for that machine to be vacated one way or another.

But at night, these jobs are coming open quite often; in fact, not all are filled right now.

To a great extent, it's the younger people who are moving and leaving the employment of the company because of shift preference and a lot of our old-timers are not too sympathetic with these types of people.

"We've got a rule in some of our departments that if a person doesn't take a promotion because it involves a second shift, that person loses all promotional rights and shift preference rights to a junior person who accepts the promotion on the second shift.

Certainly, I would like to see all people happy but I realize we can not make everyone happy as far as shift is concerned. And what I hate to see is young people letting shift preference hold them back from making progress. There are a lot of areas

where young people who will work the second or third shift, will move along very rapidly with this company.

R: For four decades, you've worked men. Has there been any significant changes in the labor force?

M: I guess the labor force stayed about the same till the latter part of the sixties.

Up until that time, we were still finding people who knew they wanted to stay in East Texas and follow their trade or in the Lufkin area I should say.

We have a lot of fine employees now and I am extremely proud of these people. However, I must admit that in some cases, the quality of newer employees doesn't equal that of the old-timers.

One case in point is that some younger people now don't want to work regularly. Most of the old-timers wouldn't miss a day from work unless something was really wrong. Another case is that younger people resent a foreman's use of authority that he must use in order to get the job done.

R: How does this company decide where and how to invest its money? Into what area or division?

M: Depends to a great extent on the sales picture.

For example, ground gearing, our sales and engineering people think there's a big field in ground gears, commercial gears, in general, high speed gears. So we decided to increase our commercial gear output by adding an extension to the north end of the machine shop and by buying gear grinders to go into this area.

We have spent a lot of money in hobbing machines. Ten years ago, we only had a couple of hobbing machines because we were not hobbing many gears. Our sales people predicted this would

be a good field if we could compete; so, we decided to put money into that area.

So, it's just a question of anticipating the industry's needs and the business sales demand. We try to get there before business shows up. We've anticipated some areas and when we do this, we feel good that we are ready for demand. On the other hand, we feel bad when it shows up and we've got to get ready.

In our foundry, for example, we made some drastic improvements but we just didn't go far enough. We should have just about doubled our foundry capabilities. The shortage of energy just wasn't in our lap like it is now.

We didn't anticipate the demand for oil field equipment that exists now. This shortage of grey iron castings brought about the purchase of the foundry in Arkansas.

R: Mutt, would you go back into the shop today?

M: Oh yes, yes I would. I sure would. I was born and raised in the shop.

I love the shop. So many of my old friends have left so it's not quite like it used to be. I get out there just as often as I can to see what's going on.

When I begin to miss it, I shut down this place and walk out there.

I know when I was made vice president in charge of all manufacturing at the end of '74, I was still located in the shop. Bob wanted me to move my office in the main building and I didn't want to move. I wanted to stay where I was, adjacent to the shop but being the boss, he finally prevailed and I moved.

And, I can understand why he would prefer this location. If he has something he wants me to look at or discuss, it's better that I'm located in the front office.

Going back to the original question, I wouldn't hesitate to go out there; but, I'm not needed out there now like I was at the time. I'm needed here, so this is where I'll stay.

R: Because of your close association with the shop, can you recall how you felt personally when organized labor came into the shop and how you became a member of the negotiating team?

M: At that time, in 1949, I didn't see the need of a union in the shop and of course, it goes without saying that I wasn't pleased at all to see a picket line in 1951. It was hard for me to see some of my old friends that I had hunted, fished, and worked with for years walking the picket line, trying to shut our plant down.

But, I managed to accept it. It's the individual's right to do this just like it's my right to work. A person is entitled to belong to the church of his choice, the AFL-CIO, the Masonic Lodge, or whatever, and I'd be foolish to hold a grudge against anyone on the strength of it.

Ed Trout was the one who insisted that I help with the first negotiations.

At that time, I didn't know enough about the eco-

nomics of the company to know how much we could afford to spend on wages and benefits. However, I did know about the working rules of the shop, about promotions, transfers and all these things.

R: Did a contract in 1951 bring any significant changes in the shop?

M: As I recall, the method of classification was an important item. Another item was the grievance procedure, but all of these items had been in operation throughout the plant. We just didn't have any written procedures to follow.

For example, we had reviewed grievances for years. It just wasn't called a grievance as much as it was a complaint. I had listened to complaints, or in effect grievances, since the first day I walked out into the shop. We just didn't have a written procedure to follow.

R: There used to be a lot of pranks in the shop, such as badger fights. Is there room for humor in the shop today?

M: We had to stop having badger fights because the place got too big; you couldn't get everybody together.

Those were the good days but, like I said, we just outgrew the point. So, I guess in a way, we have outgrown the prank stage although there are still some pranks pulled in the shop.

Really, there are too many people now in the shop for this type of humor. We try to treat everybody like they like to see people treated, more or less on an even par.

R: If the retirement age is extended, are you going to stay with us?

M: No, I'm not going to 70. I don't know what I'm going to do about 65; it's not as far away as it used to be.

When I do check out, I'm going to hire out as a fishing guide on Lake Sam Rayburn. I'll probably go broke doing that. I could never charge any of my old buddies, never . . .



In 1975, Mutt was named Executive Vice President and Director of Manufacturing



The LUFKIN Retirement benefits bag

Editor's note: Second article in a series on retirement.

What's in it for you?

What do you do when you finally make the decision to retire?

Go to the Personnel Department. Look over the benefit options you have and see what's right for you and your family.

The Personnel Department handles retirements for LUFKIN employees. Employees also need to check with the Social Security Office to see what benefits he will receive from that office.

But, to receive that retirement check the month after retirement, an employee must start the paper work around three months before the date of retirement. If possible, start the paper work process sooner.

"Too many people come in here and tell us that they are going to retire tomorrow and when can they expect to start getting their checks," said Joan Griffin, personnel department. "It just doesn't work that way for there is a lot of paper work involved."

After an employee decides to retire, his retirement plan records are sent to actuaries in Dallas who figure benefits. There the amount of benefits an employee would receive under each of the five options the company offers is determined.

LUFKIN does not have just one benefit option; there are five. Time is required to explain each option so the needs of an individual can be met.

Here is a brief outline of the five option plans:

- Joint and 50% Contingent Option: A monthly income of a

certain amount is paid to an employee during his or her lifetime. Upon death, a monthly income of 50% of that amount is paid to the spouse of that employee which is continued during his or her lifetime.

For example, if the actuaries in Dallas determined that a male employee, under this option, should receive \$207.61 retirement check till his death. Upon death, if his wife has survived him, she will receive \$103.81 during her lifetime.

- Income for Life: A monthly income of a certain amount is paid to the employee only during his lifetime.
- Five Years Certain and Life: A monthly income payable to the employee for his lifetime with a time provision. This provision states that if the employee's death occurs within a five-year period following the date retirement payments begin, the same monthly income will be continued to his beneficiary for the remainder of such five-year period.

For example, the actuaries in Dallas had determined that an employee would receive \$255.41 during his lifetime. If death should occur to that employee one year after retirement payments had begun, the wife or husband of that employee would receive \$255.41 the remaining four years of the five-year provision.

- The remaining two retirement options are: **Ten years Certain and Life and Fifteen Years Certain and Life options.** Both

plans are like the one explained above in Five Years Certain and Life except for the time provision clause.

After personnel department receives this information, the employee is contacted and the five options are explained. After choosing one option, processing the retirement paper work for that employee begins.

Besides LUFKIN benefits, most retirees are eligible for Social Security Benefits which also is a time-consuming process.

The Social Security office in Lufkin asks that people contact their office within three months of the 65th birthday or date of retirement.

At the Social Security office, proof of age is required before paper work even can begin. This proof can be a birth certificate, baptismal record, a family Bible, or anything that is officially verified. Also forms must be filled out and conferences concerning retirement benefits must be held before benefits can start coming in.

These procedures usually require approximately eight weeks.

Now you know you want to receive that first benefit check as soon after the last regular pay check as possible. So go to the personnel office of LUFKIN and the Social Security office as soon as you make that decision to retire.

The more time you give these offices to do the necessary paperwork, the greater are the chances that those retirement checks will start coming on time to your household.

Vacuuming a roof

by Michael Mark

Picture a football field. It will be 300 feet long and 156 feet wide. Imagine that field covered by a thin layer of rock. Now take away the rock, and add a one-inch layer of foam, then cover that with two layers of a special urethane substance totalling about 3/64ths of an inch thick. Now multiply that whole area by 7 1/2.

This closely pictures what has happened to the trailer plant roof.

An extremely damaging tornado in early 1972 caused severe damage to many portions of the trailer plant, not the least of which was the roof. Since that time LUFKIN has spent much money and time patching and re-patching the damage done by the storm, but nothing seemed to help. Every time it rained new holes were found, the hard way.

Gene Nelson and his crew finally resorted to covering the maintenance parts storage area with large sheets of plastic. So many holes had appeared above the storage racks that parts were being damaged by rain.

In late August, work began under the direction of Urefoam

Industries, Inc., and Gravel-Vac, a sub-contractor out of Michigan, began taking the rock covering off the roof. By the time they finished in early October, nearly two million pounds of rock had been removed.

Bill Tidwell, utility maintenance, 1st shift, was assigned to the roof project as a go-between for LUFKIN and the contractors. Bill recalled that the first thing the Michigan men noticed was the famed Texas heat.

According to Bill, "they couldn't believe the heat down here. And it was only about 9:30 in the morning!"

Using a super vacuum cleaner system, this crew normally worked from late evening to well after midnight to avoid the heat that turned the tar surface into a sticky mess and drained them physically.

Before the rock crew completely finished the 348,000-square-foot roof, the main contractor was on the job spraying the first of three protective layers on the roof.

A one-inch layer of poly-ure-

thane foam was sprayed over the tar roof and what rock could not be removed. Bob Geisner, president and owner of Urefoam, explained that although the foam cures completely within 24 hours and can be walked on within one minute, it comes out of the spray gun as a liquid and only begins to foam when it meets the air. It can therefore be spread into every crack and crevice in the roof creating a complete seal.

With a new type spray gun that allowed the workers to spray between 20 to 24,000 square feet per day, even the huge roof of the trailer plant was covered in a relatively short time. In all, approximately 104,000 pounds of foam was sprayed onto the roof.

As a crew finished foaming one portion of the roof, another crew began spraying an elastomeric urethane roof membrane onto the foam. Although this "urethane membrane" looked, felt, and stretched like a rubber inner tube, Geiser assured that it had qualities much better than ordinary rubber.

While the foam acts as fire-retardant insulation, the urethane membrane acts as a sealer over the foam to keep it from drying out and cracking.

With a 5-6,000 psi tensile strength, the urethane membrane can withstand any expansions and contractions due to building movement and thermal shock.

The final layer consisted of an aluminum pigmented, heat reflective elastomeric urethane membrane. This last coating accomplishes the same thing that a shiny tin roof does. It reflects the sun's rays away from the roof, maintaining a lower below roof temperature.

Combined, all three layers, totalling nearly 300,000 pounds of coating, are expected to produce a 30-40% energy savings for the Trailer Plant. By having a well insulated and reflective roof there will be much less heat lost and gained through the roof.

And Gene Nelson can take down his plastic roof. The rain isn't going to bother him anymore.



A crew from Michigan vacuumed the rock covering off trailer roof

Celebrating an Anniversary

12 years or more



OTIS ALEXANDER
Trailer-Inspector
22 years



EDITH ARNOLD
Automotive & Industrial
15 years



JONELL ASHBY
Industrial Engineering
13 years



LANKFORD BALLARD
Trailer
12 years



LAVERNE BASEY
Purchasing
13 years



CECIL BERRY
Machine Shop
32 years



DON BLOCK
Trailer-Vans
16 years



THOMAS BONE
Sub-Assembly
24 years



JACK BROOKS
Gear Cutters
19 years



LANNAS BRYANT
Commercial Gears
19 years



JERRY CALHOUN
Welding Shop
16 years



JACK CHASTAIN
Gear Cutters-Inspector
36 years



AUDIE CHRISTIE
Welding Shop
16 years



HOLLIS CLIFTON
Yard Crew Foreman
16 years



JOHN COLE
Machine Shop
16 years



RICHARD COLLMORGEN
Electrician
22 years



CALVIN COOPER
Foundry-Crane Operator
15 years



ISIC CURRY
Gear Cutters
31 years



MILTON DAVIS
Jig Shop
16 years



CHARLIE DELAFOSSE
Traffic
23 years



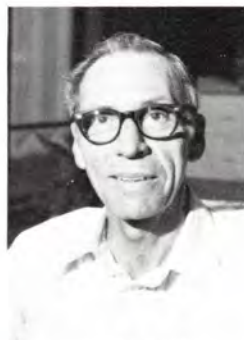
LEWIS DENMAN
Machine Shop
31 years



EDWARD DIXON, JR.
Purchasing
13 years



EDWIN DOMINEY
Industrial Engineering
16 years



ORLYN DUE
Trailer
27 years



WALTER ESTES
Machine Shop
16 years



JACKIE FORD
Order Department
12 years



JAMES FREEMAN
Sub-Assembly
34 years



AUBREY FULLER
Trailer
26 years



MARY FULLER
Mail Room
21 years



FERDINAND GUILLORY
Core Room
16 years



CALVIN D. HAMMER
Trailer-Pierce Rivet
14 years



JAMES HANEY
Trailer-Engineering
20 years



RAYFORD HARBUCK
Core Room
41 years



HENRY HAVARD
Lathe Shop
35 years



JIMMY HORTON
Jig Shop
19 years



DAWSON HOWELL
Trailer-Chassis
12 years



CECIL HUNT, JR.
Engineering
12 years



LINWOOD JOHNSON
Assembly & Shipping
27 years



ODIS JOHNSON
Assembly & Shipping
23 years



JOHN T. JONES
Main Bay
23 years



EUGENE JUMPER
Shaft Shop
36 years



MAURICE KINDLE
Trailer-Brake & Axle
16 years



ERNEST LORD
Foundry-Production Manager
33 years



BEN McDANIEL
Material Control
12 years



JAMES McKINNEY
Welding Shop
13 years



AL MALLONEE
Engineering
16 years



MARVIN MALNAR
Welding Shop
12 years



JAMES MASTERS, JR.
Trailer Engineering
14 years



CLARENCE MILLER
Commercial Gears
12 years



BILL MOLANDES
Machine Shop
24 years



WILLIAM OLDHAM
Utility Maintenance
12 years



HAROLD PAGE
Assembly & Shipping
16 years



LEO ROBERTS
Machine Shop
12 years



CLEATUS RUSSELL
Assembly & Shipping
31 years



DELBERT SMITH
Trailer-Floats
25 years



R. B. SMITH
Trailer-Brake & Axle
38 years



JOHNNIE SMITHERMAN
Jig Shop
15 years



LONIELL SOWELL
Main Bay
30 years



BOBBY SPELLS
Engineering
13 years



PRENTISS WALTERS
Automotive & Industrial
26 years



HAROLD WEEKS
Sub-Assembly
31 years



HENRY WHITTEN
Machine Shop
24 years



BUDDY WILLIFORD
Gear Cutters
16 years

A Joyous New Year

*from the
Roundup staff*

LUFKIN ROUNDUP

Volume 35, Number 1, 1978

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IABC *Member of International Association of Business Communicators*

About the Cover

For the first time, the Seventh Annual Service Awards banquet was held December 3 in the Lufkin Civic Center. Approximately 1000 people attended.

Cover Photo: Joe McCulley

MARKING AN ANNIVERSARY

MACHINE SHOP

	Employment Date	Years with Co.
V. V. Largent	Jan. 28, 1936	42
J. W. Chastain	Jan. 1, 1942	36
E. W. Jumper	Jan. 14, 1942	36
H. D. Havard	Jan. 21, 1943	35
C. C. Berry	Jan. 10, 1946	32
L. L. Denman	Jan. 9, 1947	31
I. D. Curry	Jan. 20, 1947	31
Bill Molandes	Jan. 4, 1954	24
H. J. Whitten	Jan. 25, 1954	24
Lannas Bryant	Jan. 23, 1959	19
C. P. Brooks	Jan. 26, 1959	19
J. N. Horton	Jan. 26, 1959	19
J. H. Cole	Jan. 2, 1962	16
B. H. Williford	Jan. 15, 1962	16
M. O. Davis	Jan. 15, 1962	16
Walter Estes	Jan. 18, 1962	16
T. D. Reynolds	Jan. 22, 1962	16
Hollis Clifton	Jan. 22, 1962	16
Johnnie Smitherman	Jan. 9, 1963	15
C. W. Miller	Jan. 3, 1966	12
L. J. Roberts	Jan. 13, 1966	12
James Lee	Jan. 11, 1968	10
J. H. Mitchell	Jan. 16, 1968	10
C. B. Johnson	Jan. 13, 1969	9
W. B. Wolf	Jan. 29, 1970	8
Tommy Dennis	Jan. 18, 1971	7
E. M. Allen	Jan. 28, 1971	7
L. E. Wicker	Jan. 20, 1972	6
Robert Ray	Jan. 4, 1973	5
Esklee Simmons	Jan. 5, 1973	5
L. G. Dove	Jan. 3, 1974	4
P. M. Birdwell	Jan. 17, 1974	4
M. D. May	Jan. 21, 1974	4
Rudy Rios	Jan. 23, 1974	4
W. D. Michael	Jan. 21, 1974	4
J. L. Channel	Jan. 7, 1975	3
J. W. Dominey	Jan. 21, 1975	3
R. L. Conner, Jr.	Jan. 23, 1975	3
B. R. McMullen	Jan. 7, 1976	2
W. D. Williford	Jan. 11, 1976	2
A. R. Johnson	Jan. 14, 1976	2
M. R. Modisette	Jan. 22, 1976	1
D. E. Calahan	Jan. 3, 1977	1
L. W. Harp	Jan. 17, 1977	1
G. E. Daniels	Jan. 17, 1977	1
C. L. Stapleton	Jan. 18, 1977	1
W. R. Sowell	Jan. 19, 1977	1
P. R. Shurley	Jan. 24, 1977	1
R. D. Dickerson	Jan. 25, 1977	1
V. Lowery, Jr.	Jan. 25, 1977	1
R. W. Standford	Jan. 31, 1977	1

ASSEMBLY FLOOR

	Employment Date	Years with Co.
J. L. Freeman	Jan. 27, 1944	34
H. B. Weeks	Jan. 27, 1941	31
T. E. Bone	Jan. 12, 1954	24
W. D. Bryant	Jan. 18, 1971	6
E. Armstrong	Jan. 10, 1974	3
R. E. Mott	Jan. 27, 1975	2

FINAL ASSEMBLY & SHIPPING

	Employment Date	Years with Co.
Cleatus Russell	Jan. 14, 1947	31
L. Johnson	Jan. 11, 1951	27
O. E. Johnson	Jan. 13, 1955	23
Harold Page	Jan. 4, 1962	16
B. A. Killingsworth	Jan. 8, 1974	4
Michael Luna	Jan. 13, 1976	2

ELECTRICAL DEPARTMENT

	Employment Date	Years with Co.
Richard Colmorgen	Jan. 3, 1956	22
Billy Alvis	Jan. 17, 1972	6
R. L. McGuire	Jan. 14, 1974	4
M. D. Allen	Jan. 5, 1976	2
J. W. Hines	Jan. 10, 1977	1

UTILITY MAINTENANCE

	Employment Date	Years with Co.
W. H. Oldham	Jan. 3, 1966	12
W. L. Tidwell	Jan. 15, 1973	5
W. H. Tullos	Jan. 2, 1975	3

MECHANICAL MAINTENANCE

	Employment Date	Years with Co.
J. C. Powell	Jan. 24, 1973	5
J. D. Hampton	Jan. 31, 1974	4

WELDING SHOP

	Employment Date	Years with Co.
J. D. Calhoun	Jan. 8, 1962	16
A. R. Christie	Jan. 15, 1962	16
J. McKinney	Jan. 19, 1965	13
M. E. Malnar	Jan. 31, 1966	12
T. L. Hollingsworth	Jan. 9, 1967	11
J. E. Loving	Jan. 15, 1968	10
J. T. Hamby	Jan. 28, 1970	8
R. Wilson	Jan. 8, 1973	5
J. R. Goodwin	Jan. 22, 1973	5
B. R. Smith	Jan. 2, 1974	4
W. C. Gann	Jan. 16, 1974	4
R. G. Miller	Jan. 28, 1975	3
B. W. Waldrep	Jan. 8, 1976	2
K. R. Skinner	Jan. 20, 1976	2
T. V. McClendon	Jan. 28, 1976	2
R. E. Barber	Jan. 28, 1976	2
B. L. Conner	Jan. 10, 1977	1
V. R. Sowell	Jan. 10, 1977	1
G. M. Hogue	Jan. 13, 1977	1
T. J. Pettit	Jan. 17, 1977	1

TRAILER DIVISION

	Employment Date	Years with Co.
R. B. Smith	Jan. 9, 1940	38
Orlyn Due	Jan. 11, 1951	27
Aubrey Fuller	Jan. 24, 1952	26
D. O. Miller	Jan. 8, 1953	25
O. Alexander	Jan. 30, 1956	22
James Haney	Jan. 20, 1958	20
D. R. Block	Jan. 15, 1962	16
M. Kindie	Jan. 23, 1962	16
J. C. Masters, Jr.	Jan. 16, 1964	14
C. D. Hammer	Jan. 29, 1964	14
D. E. Howell	Jan. 4, 1966	12
Lankford Ballard	Jan. 19, 1966	12
Eddie Watts	Jan. 22, 1968	10
Jerry Lawson	Jan. 30, 1968	10
Truitt Dixon	Jan. 27, 1969	9
S. A. Shirey	Jan. 19, 1970	8
H. A. Nerren	Jan. 3, 1972	6
Q. E. Edwards	Jan. 5, 1972	6
W. E. Lane	Jan. 10, 1972	6
Homer Singletary	Jan. 10, 1972	6
C. L. Holmes	Jan. 17, 1972	6
V. R. Reynolds	Jan. 17, 1972	6
F. W. Titus	Jan. 24, 1972	6
William Gray	Jan. 2, 1973	5
Tyre Henry	Jan. 2, 1973	5
Gerald Johnson	Jan. 7, 1974	4
L. R. Woods	Jan. 16, 1974	4
O. R. Odom	Jan. 28, 1974	4
Merle Moore	Jan. 19, 1976	2
F. D. White	Jan. 13, 1977	1

FOUNDRY DEPARTMENT

	Employment Date	Years with Co.
Rayford Harbuck	Jan. 18, 1937	41
Ernest Lord	Jan. 23, 1945	33
Loniell Sowell	Jan. 2, 1948	30
J. T. Jones	Jan. 3, 1955	23
Ferdinand Guillory	Jan. 15, 1962	16
C. Cooper	Jan. 8, 1963	15
W. P. Bane	Jan. 6, 1971	7
R. D. McCollister	Jan. 27, 1971	7
J. L. Wade	Jan. 5, 1973	5
J. W. Wade	Jan. 5, 1973	5
A. D. Moore	Jan. 17, 1973	5
R. Hoosier	Jan. 5, 1974	4
E. Cranford	Jan. 8, 1975	3
E. B. McGowen	Jan. 20, 1975	3
K. R. LaRue	Jan. 8, 1976	2
J. L. Burnette	Jan. 19, 1976	2
L. R. Harden	Jan. 13, 1976	2
L. R. Baxter	Jan. 28, 1976	2
G. E. Darden	Jan. 29, 1976	2
Glen Goehring	Jan. 2, 1976	2
C. R. Dairden	Jan. 12, 1977	1
A. Chapman	Jan. 31, 1977	1

MACHINERY SALES

	Employment Date	Years with Co.
G. W. Nichols	Jan. 23, 1950	28
Guido Delgado	Jan. 1, 1965	13
Donald Richey	Jan. 27, 1966	12
Ethel Sunday	Jan. 2, 1969	9
Wanda Otmer	Jan. 2, 1971	8
Johnny Bridges	Jan. 29, 1973	5
John Poland	Jan. 29, 1973	5
Patricia Brink	Jan. 1, 1974	4
Robert Hail	Jan. 1, 1974	4
Laurine Elsner	Jan. 15, 1974	4
William Williford	Jan. 11, 1976	2
Doris Shaw	Jan. 26, 1977	1

TRAILER SALES

	Employment Date	Years with Co.
Henry Johns	Jan. 10, 1962	16
Pat Gammill	Jan. 30, 1967	11
Mike Stringer	Jan. 4, 1971	7
Joe Williams	Jan. 1, 1972	6
Dennis Becker	Jan. 20, 1975	3
Salvador Ribual, Sr.	Jan. 20, 1975	3
Cecelio Gonzales	Jan. 16, 1976	2
Mary Horton	Jan. 19, 1976	2
Carl Walker	Jan. 29, 1976	2
J. E. Davis	Jan. 10, 1977	1
Earl Elliott	Jan. 17, 1977	1

INDUSTRIAL ENGINEERING

	Employment Date	Years with Co.
Edwin Dominey	Jan. 24, 1962	16
Jonell Ashby	Jan. 4, 1965	13
Clark James	Jan. 2, 1976	2

AUTOMOTIVE & INDUSTRIAL

	Employment Date	Years with Co.
James Walter	Jan. 2, 1952	26
Edith Arnold	Jan. 3, 1963	15
Hubert Morgan	Jan. 3, 1967	11
Roy Brown, III	Jan. 9, 1973	5

TRAFFIC DEPARTMENT

	Employment Date	Years with Co.
C. C. DeLaFosse	Jan. 24, 1955	23
Mac Mitchell	Jan. 30, 1967	11
J. C. Cooper	Jan. 10, 1974	4

ENGINEERING

	Employment Date	Years with Co.
Al Mallonee	Jan. 1, 1962	16
Bobby Spells	Jan. 4, 1965	13
Cecil Hunt	Jan. 31, 1966	12
Roy Wright	Jan. 3, 1967	11
Don Bridges	Jan. 19, 1976	2
Becky Jenkins	Jan. 12, 1977	1
Charles Killingsworth	Jan. 12, 1977	1

ORDER DEPARTMENT

	Employment Date	Years with Co.
Jackie Ford	Jan. 10, 1966	12
Jane Green	Jan. 1, 1976	2

PERSONNEL DEPARTMENT

	Employment Date	Years with Co.
Angus Skelton	Jan. 19, 1976	2

PATTERN SHOP

	Employment Date	Years with Co.
Chile Mask	Jan. 22, 1968	10

SECURITY GUARD

	Employment Date	Years with Co.
John Havard	Jan. 7, 1974	4

MAIL ROOM

	Employment Date	Years with Co.
Mary Fuller	Jan. 16, 1957	21
Donald Young	Jan. 6, 1970	8

MATERIAL CONTROL

	Employment Date	Years with Co.
B. E. McDaniel	Jan. 13, 1966	12
Carolyn Sherrer	Jan. 22, 1968	10
Earl Stuckey	Jan. 1, 1976	2

MAIN OFFICE

	Employment Date	Years with Co.
Lavern Basey	Jan. 11, 1965	13
Ed Dixon	Jan. 11, 1965	13
Tom Doss	Jan. 12, 1970	8
Larry Havard	Jan. 9, 1973	5
Louise Melton	Jan. 10, 1977	1
Mary Beth Rhodes	Jan. 18, 1977	1
Margaret McLemore	Jan. 21, 1977	1
Arlene Pennington	Jan. 25, 1977	1

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

Address Correction Requested

BULK RATE
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HOUSTON, TEXAS
Permit No. 5340

Roundup Laffs

A northern farmer and a southern farmer were arguing about the weather. The northern farmer said, "Our winters are so cold that we have to put heaters under our cows so they won't give ice cream."

The southern farmer said, "So what, our summers are so hot that we have to fan our chickens so they won't give hard-boiled eggs."



The man was lying in the gutter listening to a curb. A policeman walked over and asked him what he was listening to. The man said, "Come on down here and listen."

The policeman got on his hands and knees, then got right back up, and said: "I can't hear anything!"

"That's the way it's been all day," replied the man.

A drunk was very indignant on being arrested. He staggered up to the desk sergeant, pounded his fist on the desk and shouted, "What I wanna know is why I'm arrested?"

Sergeant: "You were brought in for drinking."

"Well, that's different . . . that's fine. Let's get started."

Some young men are all for the draft. They say it beats the bottled stuff.

Hear about the woman who got herself locked in an echo chamber? Trying to get in the last word, she yakked herself to death.

Man to woman sitting on his lap: "When I look at your red hair and green eyes I don't know whether to stop or go ahead"

Sign over the exit of a massage parlor: "Let's Keep in Touch."

Bachelors know more about women than married men; if they didn't they'd be married too.

Hospital patient upon receiving his bill for an operation: "No wonder they wore masks in the operating room."



Never lend money to a friend. It is dangerous. It could damage his memory.

It is easier to live within your income than without it.

It's no longer a sin to be rich—it's more of a miracle.

A mistake at least proves somebody stopped talking long enough to do something.

The same people who could never sleep after drinking coffee now lie awake wondering where their next cup is coming from.