

LUFKIN

SEPTEMBER 1980

ROUNDUP

FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

Some of you might have read in the paper about our alleged reluctance to settle our tax rendition with the Lufkin Independent School District.

I would like to point out that we have always tried to work with the tax officials of the LISD in a most amiable way, and in the past have worked out a solution agreeable to both Lufkin Industries and LISD.

This year the LISD employed a group of consultants out of Houston at a price of approximately \$40,000 of our taxpayers' money to evaluate the industry in the district and assess a market value to be used as the tax value. Two men from Truett F. Pritchard & Associates of Houston spent a few days looking around in our plant and set a market value for the land, buildings, equipment, autos and trucks, furniture and fixtures, mobile machinery and tools, jigs and fixtures, patterns and inventory.

The inventory alone was set at \$22,373,600 with no reduction factor for obsolescence, work in process, or state of finished goods. Even the IRS allows certain reductions for these factors. Almost two million dollars on the appraiser's list for patterns and fixtures are not even considered by the IRS because they have no market value. If our inventory were sold on the open market, it would bring less than 25 cents on the dollar, yet the appraisers listed it at dollar value.

For example, we decided to go out of the automotive supply business in our Mill Supply Division. We asked for bids from several outside purchasers on the supplies which had a book value of \$400,000. The highest bid we received was \$88,000, which was less than 25 cents on the dollar, and all of this included finished, good merchantable material.

Our normal book inventory from our 10-K or our annual report which was used by the LISD is approximately 20 per cent finished and 80 per cent work in process which is unfinished, and no one would have any interest in buying it if put on the market. It would probably go at or near scrap value.

The LISD also thought it necessary to hire a law firm out of Beaumont at a substantial cost to the taxpayers to represent them with this new appraiser's assessment. We have always reached an agreement before with our local tax people, and it puzzled me as to why we could not settle this with our LISD tax assessor and superintendent, rather than having to spend long hours with Houston appraisers and Beaumont lawyers in negotiations on local industry that they know little or nothing about.

I have always felt that we ought to be able to get together and discuss our requirements and reach an agreement on needs that affect our schools and community. Lufkin Industries always has been for good schools and education, and has gone the second mile many times to assist financially in many of their programs. However, we believe in fairness and do not

believe any one industry should be singled out for drastic tax increases.

I have been president of Lufkin Industries for almost 14 years and have never encountered any difficulty in reaching an agreement on tax matters before because we dealt with our local people who understand our business.

In order for the schools to proceed with their budget, we agreed to a 35 per cent increase in our taxes this year. However, this increase and many others will be eaten up by the money paid out to Houston appraisers and Beaumont lawyers. Also this 35 per cent increase is considerably higher than increases for the other large industries in the LISD.

As some of you know, we buy millions of dollars worth of product parts each month from sources outside of Lufkin. These have been decreased somewhat during the past few years by our expansion and purchase of manufacturing machine tools in order to produce these parts here in Lufkin. This means more jobs have been created which means the City of Lufkin and the LISD have more people spending more money and paying more tax dollars.

It has been our philosophy to create as many jobs here in Lufkin as possible. But in the light of the current tax problems with the LISD, perhaps it will be less expensive to the company to continue purchasing these parts instead of manufacturing them here.

As one of the largest taxpayers in the school district, we would like to see a more responsible approach to our fiscal needs and some positive plans made for the LISD by the administration.



August 8, 1980

Dear Mr. Polarid:

I wish you to know that the article in last night's Lufkin News, which carries an unfortunate and regrettable statement, does not reflect the attitude or views of the administration in any way. We intend to handle our business in a professional manner characterized by dignity and restraint. The statement in question has none of these qualities. Please accept my sincere apology to you and your company.

We work in your schools and Lufkin Industries has always shared in supporting them well.

My personal regard for you and your contributions to the community only deepen my feelings in this matter.

Sincerely,

Allan G. Cannon

Superintendent, Lufkin Independent School District

Two years ago, Lynn Lockhart weighed 320 pounds. He was overweight and out of shape. He was weak and tired easily.

Today, that same Lynn Lockhart is a trim 185 pounds. He is a model of physical strength and stamina. He has discovered body building, a sport that uses weights to proportion, shape and firm the body.

"A body builder and a weight lifter are different," explains Lynn, a fork lift driver in the welding & structural shop. "A body builder works to develop a particular physique using weights. A weight lifter concentrates on lifting a particular weight."

Body building is a sport that requires dedication and discipline. Lynn trains two to three hours a day, six days a week at the Lufkin Health Spa & Bar Bell Club.

"I follow a daily workout schedule," says Lynn. "Each day I exercise a different part of the body. One day I'll emphasize arm development, the next day I'll focus on chest muscles, and so on. If I miss a day, it throws off the whole routine."

Lynn can bench press 300 pounds and leg lift 500 pounds. He stresses, however, that a body builder is more interested in the shape of the muscles rather than their size or strength.

"In body building competitions, judges look for definition of muscles, body tone and firmness," says Lynn. "Strength and endurance do increase during workouts but they are not a major factor in competition."

Lynn recently participated in his first body building competition. He describes it as the "greatest thrill of his life."

"I didn't have much of a chance to win this first competition. There were 79 contestants and some of them had been training for years. It was just exciting to be able to compete."

Lynn performs a squat lift while partner Gene Head looks on. Lynn advises persons to work out with a partner since there is a danger the weights could be dropped or the lifter could lose his balance.

Lynn recommends body building to anyone who is in good health and is interested in figure control. "I had been heavy for years when I got into body building. I did cut back on my intake of food but I attribute the majority of my 115-pound weight loss to the body building workouts."

He adds that contrary to popular belief the sport does not build bulging muscles in a woman. "More and more women are discovering that it is an excellent way to firm and tone their bodies.

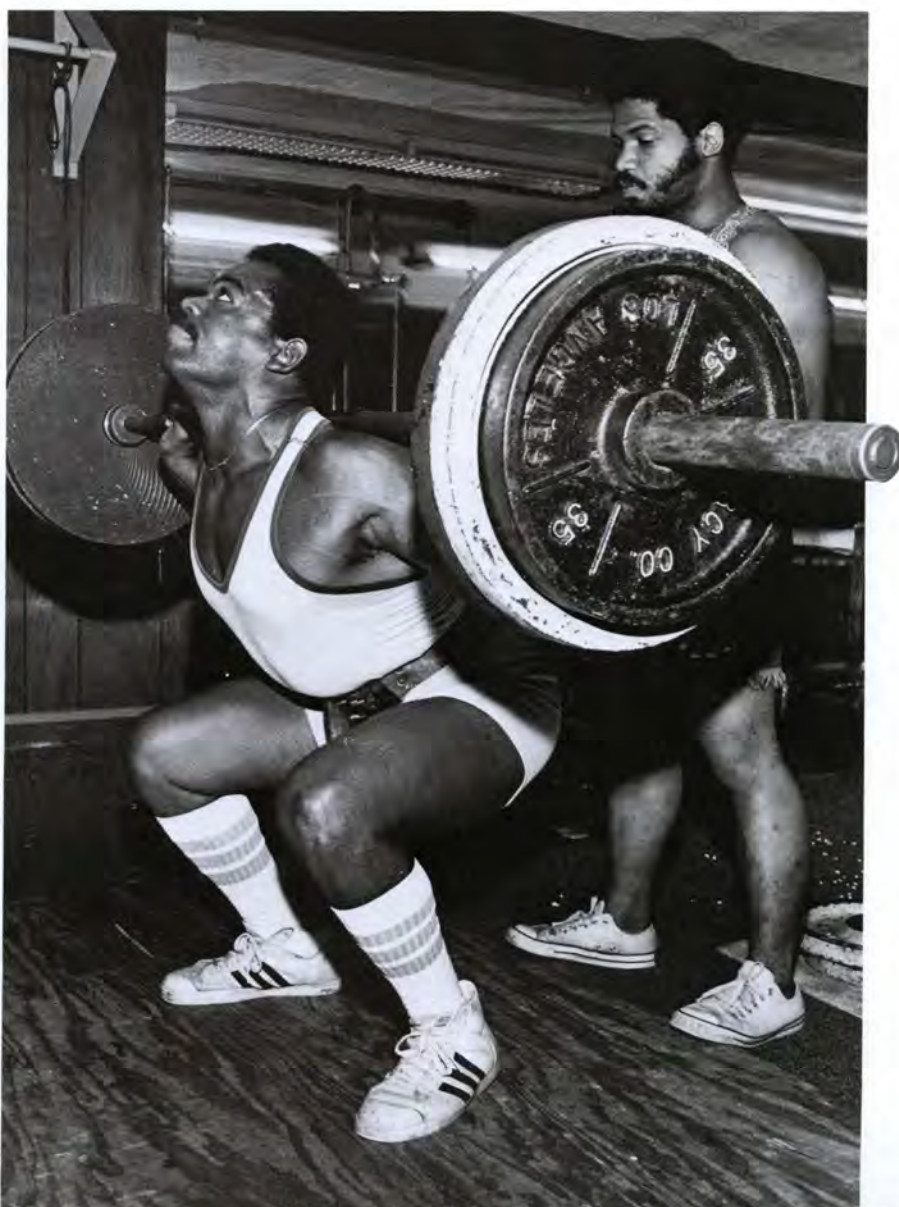
This year's Miss Lufkin trained on weights preparing for the Miss Texas pageant."

Lynn has no aspirations to become another Arnold Schwarzenegger or Incredible Hulk star Lou Ferrigno. His goal is to simply keep physically fit.

"I'm not a muscle man. I train because it is good for me. After a workout, the body is stimulated. It works better; it rests better. Being in shape can change your whole outlook on life. There's no doubt it's changed mine." □

PUMPING IRON

A unique way to stay fit and trim



ORIENTATION PROGRAM

An Introduction to LUFKIN

Program welcomes new personnel
and acquaints them with the Company

The first day on the job. Unfamiliar faces. Strange surroundings. New responsibilities. An exciting but frightening experience.

But for Jerri Gilbert, newly employed in the welding & structural area, the tensions of beginning a new job are lessened. She, like many other LUFKIN employees, has participated in an employee orientation program.

The purpose of the program is to welcome new employees and acquaint them with the company. The personnel department conducts the six-hour sessions each Monday and Tuesday for employees hired the previous week.

"I thoroughly enjoyed the orientation program," says Jerri. "To be honest, I didn't even know what the company manufactured when I accepted the job. I feel now I have a good understanding of what the company expects from

me and what I should expect from the company."

The program begins with a 15-minute slide presentation familiarizing the group with the 78-year history of the company. It is followed with a videotaped message from company president R. L. Poland. The program also includes presentations from the safety, insurance, security, production and accounting departments.

"The portion of the program titled "The Hidden Paycheck" was especially informative," continues Jerri. "I had never put a dollar and cents value on the benefits I'm receiving."

Promoting goodwill and understanding between the company and the employee was the main objective of the program when it was established in June of last year. Before that time, it was the departmental supervisor's lone

responsibility to introduce a new employee to the company.

"With the dramatic growth of LUFKIN in the past few years, it had become virtually impossible for the supervisor to meet at length with every new employee," explains Johnny Long, personnel director. "The program was not designed to reduce supervisor responsibility but rather enhance it. The supervisor is still an employee's most important contact with the company."

After examining a number of similar orientation programs from other companies, a program was designed that would best fit LUFKIN's needs. James Horton, personnel officer, coordinated the effort.

"Research shows that new employees want to know what a company has done and where it is going," says Horton. "We wanted a program that made an employee feel part of the team."

The program may be succeeding. Before the orientation program began last year, the company's turnover rate averaged between six to seven per cent per month. Today, the turnover rate has substantially declined, averaging three to four per cent per month. The national average turnover rate for companies similar to LUFKIN is 3.6 per cent per month.

"We have had some very positive feedback," adds Horton. "Many of the supervisors have attended the sessions and have been very complimentary. They feel we are doing something worthwhile."

Jerri wholeheartedly agrees. She feels her first two months as a member of the structural shop's yard crew have been easier because of her orientation experience.

"I was so nervous about this job. The program alleviated many of my fears. I know I made the right decision when I came to work for LUFKIN."

(Continued on next page)



(Above) John Havard, employment manager, discusses the various job opportunities open at Lufkin Industries with perspective employee Jerri Gilbert.



(Left) Jerri and 2,070 new employees have participated in the orientation program since it was begun in June, 1979.

(Below) During the insurance portion of the six-hour orientation session, each employee receives individual assistance with his insurance program. Pam Boles, personnel, explains to Jerri the different health options available to her.





(Top) James Horton, program coordinator, is one of seven speakers on the orientation agenda each Monday and Tuesday. Everything from safety to security from attendance to accounting is discussed.

(Above left) Jared Satterwhite, safety director, assists Jerri with her selection of safety boots. While the wearing of safety boots in the shop is optional, employees are required to wear safety glasses in every production area. Hardhats are mandatory in many areas.

(Right) After learning the company and the part she plays in its operation, Jerri now is busy learning her new duties as a member of the structural shop's first shift yard crew. □

Photo '80 Gallery

Enter your favorite photograph today...
it could be a winner!

Do you have a favorite photograph? A photograph that captures a special moment... a special place... or a special person? Your favorite photograph could be part of the Roundup's 1980 Photo Gallery.

The Photo Gallery is a photo contest open to all employees and retirees of Lufkin Industries. A panel of professional photographers will choose three photographs that exhibit the best in technical quality, originality and composition. These three photographs will be published in the November, 1980 Roundup. In addition, cash prizes of \$25, \$15 and \$10 will be awarded to the top three winning photographs.

Color slides as well as color and black and white prints are welcome. All photographs submitted must have been shot by the entrant. Entries must also be accompanied with the following information:
(1) Name (2) Department or branch office

(3) When and where the photograph was taken
(4) Title of photograph. Please do not write on photographs.

Entries should be mailed to:

**Roundup Photo Gallery
P.O. Box 849
Lufkin, Texas 75901**

Entries may also be brought to the Public Relations Offices next door to the Personnel Department.

Every effort will be made to insure the care and return of all photographs following the contest. However, the Roundup will not be held liable for accidental loss or damage to entries.

Deadline to enter the contest is September 30, 1980... so please hurry! Your favorite photograph could be a part of the Roundup's 1980 Photo Gallery!



An Era Has Passed



Edward P. Trout
1903-1980

Friday night, August 15, we received the sad news that Edward P. Trout, a retired vice president of Lufkin Industries, died in a Houston hospital after having been in critical condition for several days.

It has been my privilege to work with some extremely fine people at Lufkin Industries during my 35 years here, but I have never known anyone with more dedication to one institution than Ed Trout had for the Lufkin Foundry and Machine Company, as he still liked to call it.

After Ed retired in 1968, he would come by my office on the average of once or twice a week and visit for a half hour or so. He was always interested in our progress and he liked to reminisce about the old days in the foundry.

Ed Trout was an extraordinary man in many ways, and he enjoyed life to the fullest. He was an optimist and he always looked at the brighter side. He had a good attitude and he loved talking with people.

For many years, Ed gave the Christmas speech and he always put his heart and soul into it. He loved to get a group of employees together and keep them advised of our progress. He was a tremendous help to me and I have enjoyed his close friendship and counsel.

One of Ed's greatest contributions to Lufkin Industries was in the field of labor relations of which he was a master. He felt at home around the negotiating table, and all of the union members and officials respected him highly.

We all lost a great friend in the passing of Ed Trout and the community has lost a great citizen. He was a very unique character; there will never be another quite like Ed.

A handwritten signature in black ink, appearing to read "Ed Trout". The signature is fluid and cursive, with a long horizontal stroke at the end.

An era has passed in the history of Lufkin Industries. The last of the sons of W. C. Trout, Ed Trout died at age 77 after a full and meaningful life, much of which was invested in our company.

For those newer employees, we briefly will recount that W. C. Trout was the "sparkplug" of this company from the time he arrived in 1905 until his death in 1947. Serving from general manager to president, he brought this company from a small saw-mill repair shop to a world-known manufacturer of oilfield pumping units, industrial and marine gears and truck-trailers.

He had three sons who followed capably in his footsteps. His youngest, Howard, died at an early age while serving as personnel manager. His eldest, Walter, succeeded him in the presidency and led this company through a tremendous growth and expansion era until his death in July, 1971. His middle son, Edward, made his indelible mark on this company and on this community.

Following his graduation from Purdue University with a mechanical engineering degree in 1925, Ed joined the sales force. After a brief period in Tulsa, Oklahoma, he was sent to Los Angeles, California to join the West Coast sales division. There he met and married Kay Wessling and they had two daughters.

He and his family moved back to Lufkin to assist in the company's war production efforts.

He was named a vice president in February, 1945 and given the responsibility of overseeing the foundry operations while continuing to be involved in the West Coast sales division. He poured the first ladle of molten met-

al made in the new foundry in 1947.

In 1948, he was made manager of West Coast Sales in addition to his foundry responsibilities. In 1949, Ed became the company's chief labor negotiator. He was the author of our original retirement plan which was instituted in 1954.

Perhaps one of Ed's most important contributions to this company came in 1952 when he negotiated a contract with Lacy Oil Tool Company in Los Angeles for LUFKIN to purchase their working drawings and patents to an air-balanced pumping unit. Today, we are the only manufacturer of that type pumping unit.

In 1958, Ed was given the added responsibility of supervising the personnel department. In 1964, he was named Executive Vice President and his duties increased to include the supervising of the Mill Supplies Division.

It is not difficult to see that Ed Trout until his retirement in 1968 had many responsibilities and exerted much influence in the growth and success of Lufkin Industries.

At the same time, he served his community as president of the Angelina County Chamber of Commerce and as president of the Lufkin Rotary Club.

These were activities that were visible to all. What was not known publicly were the many charities he supported and the number of young people who owe their education and start in the business world to the generosity of Ed and Kay Trout.

Beneath his blustery exterior beat a warm and soft heart that endeared him to those who knew him best. Time will only enhance the memory of Ed Trout.

—Virginia Allen



It was difficult sometimes to know who enjoyed the Christmas bonus speeches the most — Ed or the employees.



Some of Ed's happiest moments were spent with foundry department employees. He's talking here with Claude Green, now deceased, about his forthcoming retirement.

IN FOCUS

Two Employees Retire In August



Bert Humbert—35 years

In 1945, the country was in a state of confusion. World War II had ended and the millions of returning soldiers found jobs scarce at home. Many had returned early from the fighting and found jobs, as did Bert Humbert, only to lose them when production slowed after the war.

According to Bert, jobs were especially scarce in Louisiana so he headed for Lufkin, Texas where he had heard about jobs at the Lufkin Foundry and Machine Company.

"I hated to leave the home where I grew up," recalls Bert, "but work was hard to come by in those days. I hired on with the foundry and stayed 35 years."

Bert retired from his job as a coremaker in June. His fellow co-workers presented him with \$106 on the day of his retirement. Bert says it was a special moment for him.

"I just can't thank them enough. We always had a fine crew in the core room and I miss them."

For the past three months, Bert has been catching up on chores around the house and pursuing his favorite hobby, fishing. "We went to Lake Livingston last week," he laughs, "and caught 83 fish. Our stringer was nine feet long."

Although Bert's future plans include a trip to Anaheim, California, the rest of his retirement will be spent closer to home.

"Except for an occasional trip to Beaumont to see my grandson, I'll probably be spending most of my time in this old easy chair. If I get bored, I may just try my hand as a fishing guide."



Thad Leftwich—24 years

Retiree Thad Leftwich is not a superstitious person. After all, one of the luckier days of his life was Friday the 13th of April, 1956. It was his first day on the job for LUFKIN Trailers.

"I had been with a sawmill for almost 20 years when I got fed up and quit," says Thad. "I hired on with the trailer plant on Friday the 13th two months later. The personnel man asked me if I wanted to wait and start another day. I said that after years of sawmill work the trailer plant looked too good to wait."

At his retirement, Thad was working as a brakeman for the van department. He says with pride that his work area was one of the cleanest in the plant.

"It was always important to me to keep a clean work area. We were asked to keep our area neat and I made every effort to do just that."

Thad is now truck farming and raising cattle on his 50-acre farm outside of Diboll. He was raised in a house only a few steps from his home today.

"Why, I've lived on this place all my life. I'm not what they call a traveling man. I never saw any need to leave East Texas."

Thad worked a year after his normal retirement age and retired at 66, although he hadn't planned it that way. He thought he was retiring on schedule at age 65.

"For years, I thought I was born in 1915. We were going through some old records and discovered I was really born in 1914. Heck, I grew one year older overnight."



George Adda



Mary Smith



Monte Ramsey

Three Employees Receive Promotions

Three promotions have been announced by company officials during the month of August.

In the machinery sales department, George Adda has been promoted to district manager of the Pittsburgh machinery sales office. A graduate of Pennsylvania State University, he joined the company in 1974.

He and his wife Sharon have one daughter, Shannon Noelle.

Mary Smith has been promoted in the purchasing department to

junior buyer for the Machinery Division. A seven-year employee of the company, she graduated from Central High School and attended Southern College in Houston.

In the foundry department, Monte Ramsey has been promoted to main bay shakeout foreman, first shift. Employed earlier this year, he attended Lee Junior College and Stephen F. Austin State University.

He and his wife Kathryn reside in Lufkin.



Five-month-old Timothy Nolan Stuckey is the pride and joy of parents James and Nora Stuckey. James works in the material control department. Timothy's uncle is Wayne Stuckey, a member of the Casper, Wyoming sales and service department.



A new addition to the Brooks and Patsy Russell household is nine-month-old Robert Brooks. His father works in the heat treat department.



Safety Pays

Henry Toothman, welding & structural, second shift, will be the first to agree that safety pays. While standing in his work area, he was suddenly struck in the eye by a flying chip of metal.

"I don't know where that piece of metal came from," says Henry, "but I do know if I had not had on my safety glasses my eye would have been severely damaged."

The only damage to Henry's safety glasses was a small scratch on one of the lenses.



New billboards on Highway 59 North and the Huntington Highway welcome passersby to the home of Lufkin Industries. The signs list the products manufactured by the company and a telephone number

for employment information. Plans call for two more signs to be erected on highways entering the city.



They're still champions! Again, for the third year in a row, the Lufkin Industries team has won first place honors in the Lufkin Jaycees Annual July 4th "Almost Anything Goes." Representing the company were (front row) (l-r) Glenda Goodwin, material control; Louise Melton, manufacturing engineering; Diane Alexander, machine shop offices; Karen Devries, engineering; (back row) Gary Day, purchasing; David Havard, material control; Gary Long and Marvin Stubblefield, manufacturing engineering.



Ed Dietz was all smiles when Automotive-Industrial Supplies Division employees presented him with an anniversary cake. Ed celebrated his one-year anniversary as the division's manager in July.



REMINISCENCES *by Guy Croom*

Sawmill towns I can remember

Elmina. I just can't seem to write enough about this sawmill town in which I was raised. In my last two columns, I've discussed the general manager there, Mr. W. B. Clint. Well, Mr. Clint left Elmina and went in business for himself. He was replaced by an older man named Hobbs.

Mr. Hobbs had three sons. The oldest son was named Pierce and was in his late teens. As I remember, Pierce liked to dress well and swap yarns with the employees. I will have to add he was good-looking. The boy next to Pierce was named Lennox but went by the nickname of Buddy. Buddy was everyone's favorite, quiet, unassuming and a baseball nut as was I. The youngest son, Max, was my age and we were fast friends.

Mr. Hobbs had just the opposite of Mr. Clint's theory about management. Anything Hobbs had to buy for the plant—the cheapest cost too much. For example, during Clint's administration, the company bought a fine upright heater for the office, and the company from whom it was bought gave one just like it to the church. After some years of use, the heater in the office became pretty badly burned out. So Mr. Hobbs, instead of buying another for the office, sent a crew up to the church and got the good heater for the office and sent the one out of the office and set it up in the church.

Mama saw what was going on. That evening when Papa came home, Mama was in tears. So Papa immediately went to Mr. Hobbs and told him the heater in the church did not belong to the company. The next day, he sent it back and set it up in the church and took the old one back to the office.

Suffice it to say, Mr. Hobbs did not last very long before he was replaced by a man named Hardin Bale.

He was a younger man whose theory of management was very similar to that of Mr. Clint's.

I am afraid I've gotten into a dissertation that interests me and no one else. However, Elmina was where I grew from a boy to a man.

I said in the beginning that it was 1906 when we moved there but now I have concluded it was 1905. At any rate, I was 11 or 12 when we went to Elmina. Dr. Autry, who was the town doctor there, took a shine to me. After he moved to Port Arthur, he wrote me that he could get me a job as a machinist with Gulf Refining Company if I wanted to come. There I went. He not only arranged for me a job but got room and board for me at the best boarding house in the town. The place was run by a Mrs. Canada and the food and atmosphere left nothing to be desired. Of all things, my roommate turned out to be a classmate of mine at A & M. His name was J. N. Sramek. By this time, the people that owned the plant at Oakhurst bought out the plant at Elmina. Mr. R. W. Miller came there as general manager and he was a prince.

Incidentally, Lufkin Foundry & Machine Company built an entirely new sawmill at Elmina about or just prior to World War I. Bob Hinson was superintendent in charge on construction.

Mr. Hinson was the step father of Louis & "Hoss Eye" Douglas and Mr. E. H. Bounds, a construction mill wright on the job. Some of you will remember that Bounds was Mr. W. C. Trout's righthand man here in Lufkin for years.

The sawmill at Elmina burned in 1933—quite a few years after we left there.

ANNIVERSARIES 10 YEARS OR MORE



WILLIE WALKER
Final Assembly & Shipping
10 years



MARVIN TARVER
Welding & Structural
17 years



LARRY CORDOVA
Industrial Gears
16 years



WILLIE MITCHELL
Foundry—Side Bay
28 years



LEON WALKER
Trailer Offices
40 years



ISAAC HERRING
Machine Shop
10 years



WILLIE HECTOR
Final Assembly & Shipping
11 years



RAYFORD DAVIS
Machine Shop
18 years



ROBERT NUNN
Engineering
14 years



LEON CARROLL
Trailer—Machines
29 years



ELLISON PERRY
Foundry—Main Bay
30 years



J. C. HIGGINS
Pattern Shop
11 years



ERTIS BROCK
Industrial Gears
30 years



JACK ALLEN
Final Assembly & Shipping
30 years



BOBBY WOOD
Final Assembly & Shipping
19 years



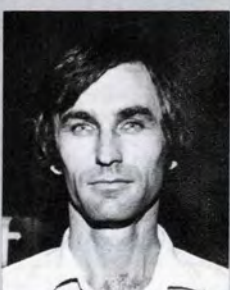
E. L. PARKS
Final Assembly & Shipping
25 years



DARCEY FAIRCLOTH
Trailer—Engineering
15 years



RAYMOND STARLING
Welding & Structural
12 years



PALMO FRELS
Welding & Structural
13 years



BILLY J. DURHAM
Trailer—Vans
12 years

J. C. CRAWFORD, JR.
Trailer—Brake & Axle
25 years



GARY JONES
Trailer—Float Finish-Off
15 years



ROOSEVELT ADAMS
Foundry—Melting
25 years



ALBERT STANBERRY
Trailer—Machines
11 years



BOBBY ALLEN
Machine Shop
13 years



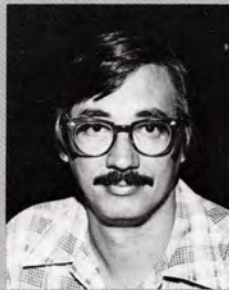
ARCHIE TAYLOR
Machine Shop
14 years



JAMES BRENNAN
Welding & Structural
12 years



RAY BARNHART
Machine Shop
14 years



CHARLES DISTEFANO
Trailer—Float Finish-Off
13 years



ROYCE ASHWORTH
Welding & Structural
17 years



DON TRAYLOR
Manufacturing Engineering
17 years



ELMON CROSS
Lathe Shop
18 years



KENNETH BURNETT
Foundry Offices
10 years



DELBERT WILLIFORD
Production Control
35 years



JESSE ROSS
Welding & Structural
10 years



MELVIN POWELL
Foundry—Cleaning Room
11 years



COY MINSHEW
Welding & Structural
19 years



EDWARD FLEMON
Foundry—Main Bay
17 years



COLBERT PURVIS
Foundry—Side Bay
35 years



BETTY WOOD
Machine Shop
14 years

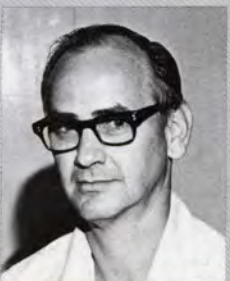


ARTHUR MAY
Utility Maintenance
14 years



G. B. LANDRUM
Machine Shop
25 years

JOE BEHANNON
Manufacturing Engineering
18 years



BOBBY STRANGE
Foundry—Melting
14 years



ANNIVERSARIES 10 YEARS OR MORE



BILL SIDES
Industrial Gears
18 years



SAM BARROW
Shaft Shop
14 years



NOEL JOHNSON
Gear Cutters
11 years



ADA BECK
Trailer Sales
15 years



OSCAR A. MALONE, JR.
Trailer Sales
11 years



JAMES SUMMERS
Foundry—Side Bay
22 years



JEFFERSON SKINNER
Welding & Structural
15 years



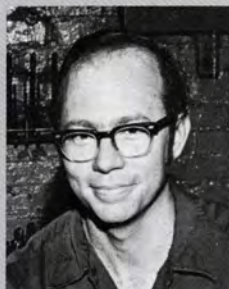
CHARLIE RHODES
Industrial Gears
18 years



HAROLD HICKS
Foundry—Side Bay
30 years



PRESTON CHRISTIE
Welding & Structural
25 years



MIKE CUMMINGS
Jig Shop
11 years



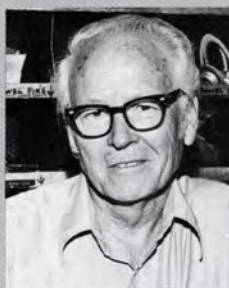
JAMES WEEKS
Material Control
14 years



R. D. FORNEY
Final Assembly & Shipping
17 years



TERRY JOHNSON
Gear Cutters
10 years



CHARLES BECK
Industrial Gears
39 years



BILLY ANDERSON
Machinery Sales
25 years



WILLIAM BONNEY
Industrial Gears
25 years



L. C. RICHARDS
Foundry—Cleaning Room
30 years

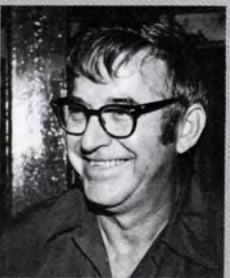


WILLIAM HUTSON
Welding & Structural
18 years



ELI COUTEE
Trailer—Brake & Axle
28 years

CHARLES GRIMES
Industrial Gears
29 years



JOE ARNOLD
Foundry—Core Room
14 years





RONALD DOSS
Welding & Structural
14 years



GLENN EDWARDS
Welding & Structural
16 years



WALLACE DAVISON
Trailer—Engineering
29 years



KENNETH WHITE
Trailer—Pierce Rivet
18 years



DAN MARTIN
Material Control
38 years



ELMO BRADLEY, JR.
Automotive & Industrial
23 years



LOUIS DAVIS
Lathe Shop
29 years



A. C. LUNSFORD
Heat Treat
23 years



HENRY WILLIAMS
Trailer—Warehouse
18 years



ALBERT MILLS
Trailer—Brake & Axle
14 years



SAM TAYLOR
Trailer—Brake & Axle
29 years



NELL ARNOLD
Trailer—Engineering
10 years



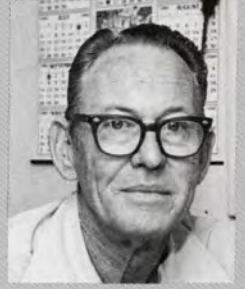
BILL FORD
Engineering
29 years



WILLIAM BALLOW
Material Control
18 years



FLORIDA POPE
Shaft Shop
14 years



RED PARKER
Material Control
26 years



JOHN PENA
Trailer—Industrial
Engineering
11 years



TOMMIE MILLER
Trailer—Engineering
13 years



CURTIS GRIMES
Trailer—Vans
28 years



THOMAS STRICKLIN
Machine Shop
12 years



LARRY CLOYD
Material Control
14 years



CAESAR SINGLETARY
Shaft Shop
30 years

ANNIVERSARIES

TRAILER PLANT

	Employment Date	Years with Co.
Leon Walker	September 16, 1940	40
Wallace Davison	September 4, 1951	29
Leon Carroll	September 13, 1951	29
Sam Taylor	September 28, 1951	29
Eli Coutee	September 4, 1952	28
Curtis Grimes	September 20, 1952	28
J. C. Crawford Jr.	September 12, 1955	25
Kenneth White	September 4, 1962	18
Henry Williams	September 17, 1962	18
Darcey Faircloth	September 16, 1965	15
Ada Beck	September 17, 1965	15
Gary Jones	September 27, 1965	15
Albert Mills	September 12, 1966	14
Tommie Miller	September 5, 1967	13
Charles DiStefano	September 18, 1967	13
Billy Durham	September 3, 1968	12
John Pena	September 8, 1969	11
Oscar Malone, Jr.	September 11, 1969	11
Albert Stanberry	September 11, 1969	11
Nell Arnold	September 28, 1970	10
Rex Bailey	September 11, 1972	8
Shirley Ware	September 12, 1972	8
Marvin McKnight	September 18, 1972	8
Linwood Fenley	September 18, 1972	8
Jackie Hewitt	September 18, 1973	7
John Joseph	September 28, 1973	7
Susie Phillips	September 16, 1974	6
Edward Clifton	September 29, 1975	5
James Baldwin	September 7, 1977	3
Milton Greenville	September 27, 1977	3
Betty Perkins	September 5, 1978	2
Ruby Boyd	September 22, 1978	2
Cleve Parks	September 4, 1979	1
Joe Sanches	September 4, 1979	1
Steve Magee	September 6, 1979	1
David Parnell	September 12, 1979	1
Andy Beddingfield	September 17, 1979	1
James Smith	September 24, 1979	1
Joe Brown	September 25, 1979	1

TRAILER SALES & SERVICE

	Employment Date	Years with Co.
Marilyn Ivy	September 12, 1962	18
Roy Dotson	September 4, 1973	7
Richard Wallace	September 27, 1976	4
William Adams Jr.	September 8, 1976	4
Sylvester Wright	September 26, 1978	2
Gene Gonzales	September 20, 1979	1

FOUNDRY OPERATIONS

	Employment Date	Years with Co.
Henry Basham	September 13, 1944	36
Colbert Purvis	September 9, 1945	35
Ira Christopher	September 6, 1946	34
L. C. Richards	September 6, 1950	30
Ellison Perry	September 13, 1950	30
Harold Hicks	September 27, 1950	30
Willie Mitchell	September 17, 1952	28
A. R. Adams	September 29, 1955	25
James Summers	September 3, 1958	22
Edward Flemon	September 11, 1963	17
Joseph Arnold	September 20, 1966	14
Bobby Strange	September 22, 1966	14
J. C. Higgins	September 11, 1969	11
Melvin Powell	September 29, 1969	11
Kenneth Burnett	September 21, 1970	10
J. D. Rogers	September 23, 1971	9
Lonnie McDaniel	September 13, 1972	8
Robert Bailey	September 14, 1972	8
Earl Mark	September 28, 1973	7
Jerry Wagstaff	September 5, 1974	6
Wyman Gregory	September 17, 1974	6
Sam Crain	September 20, 1974	6
Charles Riggins	September 23, 1974	6
Marvin Dill	September 26, 1974	6
Donnie Dudley	September 27, 1974	6
Leon Jones	September 2, 1975	5
Jerry Smotherman	September 8, 1975	5
Henry Credit	September 11, 1975	5
Gerald King	September 9, 1976	4
Charl Moye	September 16, 1976	4
William Pennington Jr.	September 1, 1977	3
Joe Penn	September 1, 1977	3
Myrtle Grubbs	September 7, 1977	3
Troy Cole	September 9, 1977	3
Mack Greer	September 14, 1977	3
Mary E. Lewis	September 15, 1977	3
Dewey Wells	September 20, 1977	3
George Castillo	September 27, 1977	3

William Monmouth	September 27, 1977	3
Robert Penson	September 29, 1977	3
Roger Sowell	September 29, 1977	3
John Edmonson	September 8, 1978	2
Mitchell Ware	September 27, 1978	2
Christina Bronaugh	September 4, 1979	1
Benito Guzman	September 10, 1979	1
Alberto DeLaGarza	September 12, 1979	1
Larry Hunt	September 20, 1979	1
F. J. Whisenant	September 20, 1979	1
Gary Collier	September 20, 1979	1
Vicente Guerrero	September 21, 1979	1
Benito Hibarra	September 25, 1979	1
Raul Castillo	September 26, 1979	1

LITTLE ROCK FOUNDRY

	Employment Date	Years with Co.
Fred Coulter	September 15, 1977	3
William Potts	September 19, 1977	3
Leonard Evans	September 20, 1977	3
Willie Freeman	September 21, 1977	3
Bennie Doss Jr.	September 26, 1977	3
Willie Hayes	September 26, 1977	3
Roy Potts	September 26, 1977	3
Charles Spradlin	September 26, 1977	3
Harold Roberson	September 26, 1977	3
Prentis Danberry	September 26, 1977	3
Bill Shockley	September 26, 1977	3
Albert Wyllia	September 27, 1977	3
William Carter	September 27, 1977	3
Curtis Armstrong	September 29, 1977	3
John Williams	September 13, 1978	2
Bob Hope	September 18, 1978	2
Stanley Herndon	September 13, 1979	1

PERSONNEL

	Employment Date	Years with Co.
A. J. Pennington	September 14, 1972	8
Pam Boles	September 24, 1979	1

ENGINEERING

	Employment Date	Years with Co.
Bill Ford	September 4, 1951	29
Robert Nunn	September 15, 1966	14
Sandra DiStefano	September 26, 1977	3
Paul Collins	September 15, 1978	2
Judy Cloyd	September 4, 1979	1

CORPORATE OFFICES

	Employment Date	Years with Co.
Roy Meyers, Jr.	September 6, 1972	8
Jimmie Fenton	September 16, 1974	6
James Harrison Jr.	September 20, 1976	4
Pam Lovett	September 11, 1978	2
Margaret Purke	September 11, 1978	2
Sean McClintock	September 4, 1979	1
Jimmy Byrd	September 6, 1979	1
Tommy Tatum	September 7, 1979	1
David Reeves	September 10, 1979	1

AUTOMOTIVE-INDUSTRIAL

	Employment Date	Years with Co.
Elmo Bradley Jr.	September 3, 1957	23
Kirby Brown	September 6, 1972	8
Geraldine Poulan	September 1, 1976	4
John Purvis	September 1, 1978	2
Bobbie Havard	September 6, 1978	2
David Cortines	September 11, 1979	1
Clarkie Owens	September 17, 1979	1

MACHINERY SALES & SERVICE

	Employment Date	Years with Co.
Charles Dyer	September 10, 1933	47
Billy Anderson	September 26, 1955	25
Ed Patterson	September 28, 1959	21
Rose Courtney	September 7, 1973	7
Ken Diana	September 1, 1977	3
David Corderman	September 15, 1977	3
Richard Neal	September 4, 1979	1
Evelyn Snyder	September 17, 1979	1
James Copeland	September 24, 1979	1

MACHINE SHOP

	Employment Date	Years with Co.
Charles Beck	September 26, 1941	39
Delbert Williford	September 17, 1945	35
Caesar Singletary	September 8, 1950	30
Ertis Brock	September 22, 1950	30
Louis Davis	September 5, 1951	29
Charles Grimes	September 19, 1951	29
William Bonney	September 7, 1955	25
G. B. Landrum	September 21, 1955	25
A. C. Lunsford	September 16, 1957	23
Rayford Davis	September 5, 1962	18
Keith Strickland	September 5, 1962	18
Elmon Cross	September 17, 1962	18
Charlie Rhodes	September 17, 1962	18
Bill Sides	September 24, 1962	18
Larry Cordova	September 28, 1964	16
Hollis Barnhart	September 6, 1966	14
Arthur May	September 6, 1966	14
Sam Barrow	September 6, 1966	14
Archie Taylor	September 12, 1966	14
Florida Pope	September 13, 1966	14
Betty Wood	September 19, 1966	14
Bobby Allen	September 12, 1967	13
Thomas Stricklin	September 3, 1968	12
Noel Johnson	September 8, 1969	11
Mike Cummings	September 8, 1969	11
Isaac Herring	September 8, 1970	10
Terry Johnson	September 22, 1970	10
Claude Brookshire	September 13, 1971	9
Oscar Arant	September 1, 1972	8
John O'Connor	September 11, 1972	8
William Mosley	September 25, 1972	8
Jerry Mike Watson	September 10, 1973	7
Henry Sargent	September 27, 1973	7
Dora Hight	September 3, 1974	6
Carl Moore	September 12, 1974	6
Roy Ford	September 15, 1974	6
Theo Loggins	September 16, 1974	6
Eldon Newton	September 23, 1974	6
Ira Dunaway	September 23, 1974	6
Harvey Rainey	September 25, 1974	6
Garvin Bridges	September 10, 1975	5
William Ford	September 22, 1975	5
Herbert Logan	September 22, 1975	5
Claude Williams	September 24, 1975	5
Lovell Lee	September 16, 1976	4
James Price	September 26, 1977	3
Lemon Hamilton	September 5, 1978	2
Thomas Harris	September 6, 1978	2
Thomas Downey	September 10, 1978	2
Ronald Edwards	September 25, 1978	2
Rose Allen	September 25, 1978	2
Myran Wise	September 26, 1978	2
Johnny Johnson	September 27, 1978	2
Robert Kelley	September 27, 1978	2
Garland Hawk	September 5, 1979	1
Patrick Burton	September 5, 1979	1
Birtha Adams	September 6, 1979	1
Eddie Beck	September 7, 1979	1
Aubrey Culbertson	September 9, 1979	1
David Speight	September 12, 1979	1
Milton Phillips	September 16, 1979	1
Ramona Rice	September 16, 1979	1
Jason Parrish	September 16, 1979	1
Edward Graham	September 16, 1979	1
John Luman	September 21, 1979	1
Larry Skates	September 21, 1979	1
Jack Walker	September 23, 1979	1
James Underwood	September 24, 1979	1
Harlon Smith	September 24, 1979	1
William Sanders	September 25, 1979	1
Jerry Conway	September 25, 1979	1
Danny Roachell	September 26, 1979	1
Jackie Hudson	September 30, 1979	1
Edward Perley	September 30, 1979	1

TRAFFIC

	Employment Date	Years with Co.
Freddie Rudisill	September 4, 1973	7

PLANT ENGINEERING

	Employment Date	Years with Co.
Mitchell O'Neill	September 2, 1975	5

MANUFACTURING ENGINEERING

	Employment Date	Years with Co.
Joe Behannon	September 4, 1962	18
Don Traylor	September 23, 1963	17

ROUNDUP LAFFS

FINAL ASSEMBLY & SHIPPING

	Employment Date	Years with Co.
Jack Allen	September 1, 1950	30
E. L. Parks	September 23, 1955	25
Bobby Wood	September 26, 1961	19
Rayford Davis	September 5, 1962	18
R. D. Forney	September 16, 1963	17
Arthur Windsor	September 25, 1968	12
Willie Hector	September 23, 1969	11
Willie Walker	September 21, 1970	10
Leonard Sharp	September 9, 1975	5
James Tudor	September 2, 1977	3
David Spainhour	September 19, 1977	3
Ira Henderson	September 4, 1979	1
David Mitchell	September 20, 1979	1
Frank Davis Jr.	September 20, 1979	1

MATERIAL CONTROL

	Employment Date	Years with Co.
Dan Martin	September 14, 1962	38
Red Parker	September 1, 1954	26
William Ballow	September 4, 1962	18
Lee Montes	September 1, 1966	14
Larry Cloyd	September 6, 1966	14
James Weeks	September 19, 1966	14
Glenda Goodwin	September 1, 1974	6
David Havard	September 16, 1974	6
Shirley Daddow	September 21, 1977	3
Vernon Woodson	September 26, 1978	2

WELDING & STRUCTURAL

	Employment Date	Years with Co.
Preston Christie	September 1, 1955	25
Coy Minshew	September 11, 1961	19
William Hutson	September 6, 1962	18
Marvin Tarver	September 16, 1963	17
Royce Ashworth	September 30, 1963	17
Glenn Edwards	September 14, 1964	16
Jefferson Skinner	September 29, 1965	15
Ronald Doss	September 15, 1966	14
Palmo Frels	September 25, 1967	13
Raymond Starling	September 5, 1968	12
James Brennan	September 23, 1968	12
Jesse Ross	September 22, 1970	10
James Cater	September 2, 1971	9
Rickey Buchanan	September 28, 1972	8
Wayne Spratley	September 10, 1974	6
Ricky Sowell	September 11, 1974	6
Douglas Steel	September 16, 1974	6
Joe Audrey	September 18, 1974	6
Guadalupe Sanchez	September 15, 1975	5
Truman Belrose	September 20, 1976	4
Robert Beers	September 27, 1976	4
Bobby Guthery	September 15, 1977	3
Johnny Davis	September 13, 1978	2
Steve Phelps	September 15, 1978	2
Calvin Mass	September 21, 1978	2
James Murphy	September 25, 1978	2
Jerry Lynn Watson	September 6, 1979	1
Leland Griggs	September 7, 1979	1
Cecilio Santana	September 12, 1979	1
Antonio Santana	September 13, 1979	1
Clarence Bass	September 19, 1979	1
Garland Chatmon	September 27, 1979	1
Clifford Hughes	September 27, 1979	1

CUSHING PLANT

	Employment Date	Years with Co.
Robbie Lee	September 14, 1978	2

There was a time when Uncle Sam lived within his income and without ours.

Taste makes waist.

An elderly couple decided that they should walk two miles each day to stay in shape. They chose to walk a mile on a lonely country road so they would have no choice but to walk back. At the one-mile mark on their first venture, the man asked his wife, "Do you think you can make it back all right, or are you too tired?"

"Oh, no," she said. "I'm not tired. I can make it fine."

"Good," he replied. "I'll wait here while you go back, get the car and come for me."

After a snowstorm that closed all the schools, the teacher asked an 8-year-old boy if he had used his extra time constructively.

"Yes, ma'am," he replied. "I prayed for more snow."

Daffynition: Baton: flipstick

A friend is one who says good things behind your back.

Sign in front of a travel agency: May wanders never cease.

Flattery is the art of patting a person on the back in order to turn his head.

When a fellow is kicking, he has only one leg to stand on.

Adult: A person who has stopped growing at both ends and started growing in the middle.

A tax cut is the kindest cut of all.

A huge man comes clumping up to the produce counter in a supermarket. "Gimme half a head of lettuce," he tells the clerk.

"All we have are whole heads," the clerk replies.

"I don't want a whole head," the customer demands. "Just half a head. You gonna sell me half a head?"

"Wait a minute," says the clerk nervously. "Let me ask the manager."

The clerk goes back to where the manager is stamping prices on canned goods. "Hey," he says, "there's a big, stupid-looking buffalo out front who wants me to sell him half a head of lettuce. Shall I tell the idiot to..."

Suddenly, he notices the manager staring—not at him, but behind him. Turning, the clerk sees that the gigantic customer has followed him and heard every word.

Quickly, the clerk turns back to the manager. "And this gentleman," he squeaks, "wants to buy the other half."

A man had been marooned on a deserted island for several years. One day he spotted floating wreckage and pulled ashore a lovely, blonde girl, clinging to the barrel. After discovering how long the fellow had been there, she said, "Well, now you can have what you've been dreaming about for these last few years."

"You mean," the man said excitedly, "there's beer in those barrels?"

Reputation: A personal possession, frequently not discovered until lost.

At 20, he thinks he can save the world; at 30, he begins to wish he could save a part of his salary.

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

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LUFKIN ROUNDUP

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David Freeze, Photographer
Tom Johnston, Photographer

IABC Member of International Association of Business Communicators

The Covers

Front: The LUFKIN trademark can be seen on many pumping units such as this one on the shores of Caddo Lake near Trees City, Louisiana.

—Photo by David Freeze

Back: The beauty of Zilker Park in Austin, Texas is just one example of the type photography that could be a part of Photo Gallery '80. For more details on the photo contest open to company employees and retirees, see page 5.

—Photo by Tom Johnston