

LUFKIN FEBRUARY 1981
ROUNDUP





FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

Our Annual Machinery Sales Conference was held in January, and from the comments I heard as well as my personal observance, this was one of the best we have ever had. I have been attending these annual meetings for more than 30 years, and I believe we have the best sales force now that we have ever had.

There were several new, young salesmen who were attending their first sales conference. They heard some valuable information from our more experienced salesmen as well as from various departmental personnel who made reports during the meeting.

We listened to our industrial gear people tell us what this segment of our business will be in the next several years. The speakers were enthusiastic and optimistic about our future and extremely proud of the new gear facilities and manufacturing tools we have acquired.

We announced that the entire company's sales during 1980 amounted to approximately \$270 million. Eighty per cent of this record total consisted of pumping units alone with the remaining 20 per cent in gears, trailers and industrial supplies.

All previous records were broken on pumping unit shipments. We produced 7,620 units in 1980 compared to about 6,000 units in 1979. Our goal for 1981 is 10,000 units for our production plants. Of this amount, we expect to produce 2,000 pumping unit structural components in the trailer plant and 500 in Canada.

Although 1980 was a seller's market, it created more difficulty for our salesmen in keeping our customers satisfied on deliveries. We just could not supply the demand of pumping units that could be sold, and many of our good customers were unhappy that we could not satisfy all their needs.

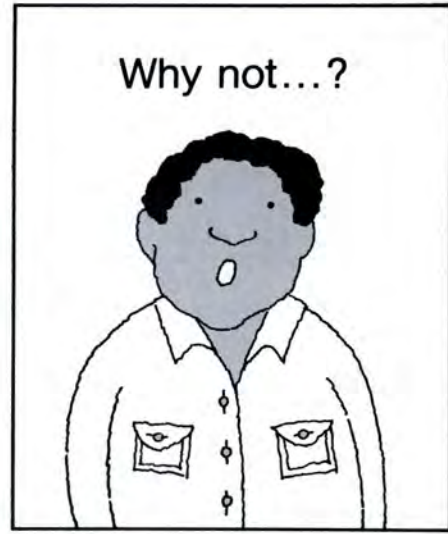
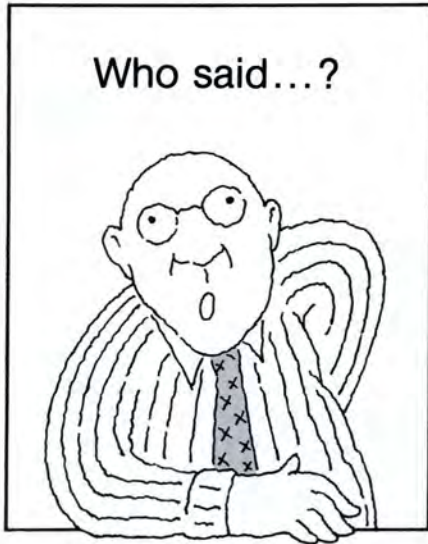
There are now approximately 30 manufacturers of oilfield pumping units in the United States and Canada, and the majority of these have started production within the last two years. It is very important that we keep our quality and service the best so that we can maintain a position of prominence.

I am very proud of our sales force. I have never seen a group work together so well. They cooperate to the fullest extent for the benefit of LUFKIN. Their teamwork is outstanding and their main goal is to get as many of our products sold as possible regardless of who gets the credit.

The entire sales group exhibited real interest, great enthusiasm and good humor throughout the conference. They have the best attitude of any group I have ever seen, and I was very pleased to see some of our most experienced salesmen giving such good, sound advice to our younger men.

I have always considered salesmen a very important aspect of our business. They are our contact with our customers who are the lifeblood of our company. I learned a lot about salesmanship during this conference.

I have great confidence in these fellows and I am convinced that our machinery sales are in good hands.



FEEDBACK

A two-way confidential communication program offers employees the chance to ask questions and get answers.

Don't speculate... participate!

What's on your mind? What questions do you have about the company? Why not ask FEEDBACK?

FEEDBACK is a new two-way, confidential communication program designed to answer employees' questions concerning company-related topics. Questions are submitted through the Roundup editorial offices and forwarded to the person or department best qualified to answer the question. Questions and answers of general interest will be published in the Roundup's FEEDBACK column.

The program offers two guarantees: it is confidential and it will answer all questions as com-

pletely as possible. It cannot guarantee that you will be satisfied with every answer.

To insure anonymity of each questioner, when a question arrives at the Roundup offices, it will be retyped to eliminate any references that might identify the sender. The name and department of the sender will be kept on file, under lock and key, by the associate editor of the magazine.

Questions will be answered as promptly as possible. However, some questions may require more time if the best person qualified to answer them is not readily available.

Responses will be returned through the company mail, unless

the employee requests that the response be sent to a home address. The address must accompany the question.

To participate in the program, send your name, address, and question to:

FEEDBACK
P. O. Box 849, Public Relations
Lufkin, Texas 75901

For any additional information on the program, call 634-2211, extension 383.

FEEDBACK is your chance to get the answers to the questions you've been asking. Don't speculate... participate! FEEDBACK has the answers.

1980

A Look Back

The search for new oil supplies brought continued growth for the Machinery Division...
the Trailer Division was plagued by a troubled economy...
and the Industrial Supplies Division moved to a new home.

It was the year of the surprising presidential election, a sweltering Texas heatwave and an economic recession. It was another year of double-digit inflation and a dollar-plus gallon of gasoline. And for American hostages held in Iran, it was another year away from home. The year was 1980, and with it came a new decade filled with new challenges, new skepticisms and new optimisms.

For Lufkin Industries, the year 1980 was a good one. Despite a floundering national economy, the company prospered. As the country sought energy independence from foreign suppliers, LUFKIN was called upon to produce more oilfield pumping units than ever before. Sales exceeded a quarter of a billion dollars and employment increased 13 percent. The plant-wide modernization program was accelerated; production areas were expanded; and additional machinery was purchased. Plans were finalized for construction of new corporate offices.

But there were problems during the year too. The same energy crisis that created the huge demand

for pumping units threatened the trucking industry, and trailer sales slumped. To meet the backlog of pumping unit orders, LUFKIN employees worked longer hours and weekends. Production space was limited, and expansion projects could not be completed quickly enough to open up new manufacturing areas.

However, in a nation where many companies were cutting back work weeks and laying off employees, the increasing workload was an enviable problem. The Trailer Division assisted with pumping unit production, sustaining their work force and alleviating crowded conditions at the downtown Lufkin plant. The Industrial Supplies Division moved to newly purchased offices and warehouses on the west loop of the city. This meant more space for this division as well as added customer convenience. The move allowed more room for growth of machinery manufacturing operations, and additional warehousing for material control and more efficient receiving and shipping facilities. It was a year of teamwork and cooperation among divisions that led to another record year.

MACHINERY DIVISION

A Busy Year

The Machinery Division will remember the year 1980 as the busiest one in their history. The division shipped 7,620 pumping units, a 31.4 percent increase over last year, and 800 industrial gears, a 3.2 per cent increase over 1979. The new year promises to be an even busier year with the division's 1981 production goal set at 10,000 pumping units.

"The year has been, indeed, a busy one," says Frank Stevenson, vice-president of manufacturing for the Machinery Division, "and the outlook for the future is bright. Although we are seeing more competition in both pumping unit and industrial gear lines from domestic suppliers and foreign manufacturers, we have prepared to meet that competition. The industrial gear expansion which began in 1980 will enable us to separate our industrial gear product line and pumping unit product line. This two-factory concept will improve productivity and scheduling."

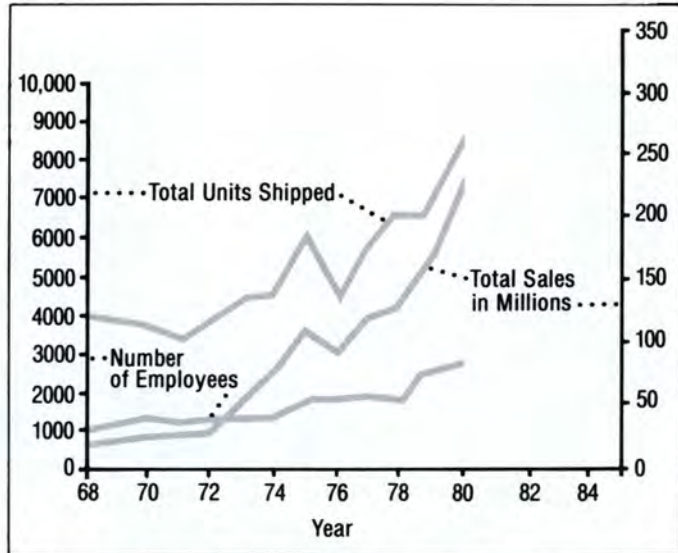
At the January sales conference, the year 1981 was proclaimed the year of the gear, and the completion of the industrial gear expansion will allow the company to take a more aggressive approach to the industrial gear business. Much of the year 1980 was spent ordering machinery that will allow the company to produce more industrial gears at a higher quality.

"Capital expenditures in the machine shop totaled \$6 million for the year," continues Stevenson, "and much of that was spent for pumping unit gear cutting machines, hobbing machines, horizontal boring mills, lathes and grinders for gear production. The occupancy of the building that replaced the old foundry building on the south end of the machine shop was a major accomplishment of the year. This permitted us to concentrate our gear blank machining, that is, the turning, keywaying and cutting of teeth for gears in one area."

The machine shop alone employs some 1,100 persons, and Stevenson believes they played a major role in the company's success this year. "Any company can buy machines and equipment and construct buildings, but the important element is people. We have an excellent group of employees and with our increasing business, there is much opportunity for advancement. Our people are our biggest advantage in facing growing competition."

The heart of the Machinery Division, the foundry, spent the year utilizing the renovations completed in 1979. The capabilities of the new equipment, basically the no-bake molding system, the shakeout and sand reclamation system, exceeded the company's expectations.

"Our foundries, which include the main bay, the counterweight foundry, and the Little Rock foundry,



The graph illustrates the upward trend in combined total of pumping unit and industrial gear production, the total machinery sales volume and the number of Machinery Division production employees since 1968.



Plans to replace the present cupola and charging system are underway in the foundry. The system was installed in 1972 and has a capacity to melt 23 to 24 tons of iron an hour. The new system will have an immediate capacity to melt 35 tons an hour with future capabilities to 50 tons an hour, doubling present capacity.



have poured 36 percent more iron than last year," says E. G. Pittman, vice-president of foundry operations. "Our weekly production of gear boxes this past year has averaged 150 gear boxes per week plus 13 industrial gear housings. The equipment improvement, along with the hard work of our employees, has enabled us to furnish the majority of castings needed for 1980."

The castings produced by the Little Rock foundry were shipped back to Lufkin for use on pumping units and industrial gears. A third electric furnace is presently being added in Little Rock, and it will increase the facility's output this year.

"We are by no means finished renovating our Lufkin foundry either," adds Pittman. "Over the next three years, we have plans for improvements that will double our casting output. Currently, we are involved with construction of a new cupola and charging system. The first phase of the program, a materials unloading, handling and storage system, is underway, and the

Material control warehouses were moved to the warehouses formerly occupied by the Industrial Supplies Division. The location is more accessible to the machine shop and opened up other areas of the plant for manufacturing operations.

erection of the cupola and charging system should begin immediately."

The foundry's number one priority this year will be to furnish as many castings as possible to meet the company's goal of 10,000 pumping units, and at the same time, improve casting quality and reduce re-work and scrap.

"The year 1981 offers us even greater challenges than the past year," concludes Pittman, "and we are ready to meet them."

The structural and shipping areas of LUFKIN look to the new year as an opportunity to improve production methods and processes. The welding and structural shop saw the completion of two new bays in 1980, creating 20,000 square-feet of additional

manufacturing space. A fully-automated shot blast system and a new paint booth were installed too.

"There has been a vast improvement in our production capabilities because of the modernization program," comments Bill Pennington, vice-president of structural operations. "The new space has enabled us to add personnel, reducing the amount of overtime hours the department is working. The quality of our cleaning and painting has greatly improved, and more importantly, the new systems have provided a safer working environment for our employees."

In the final assembly and shipping department, a new overhead crane, wireline press and two mill machines have been added to facilitate production. The area also houses new offices for the welding and structural and final assembly and shipping departments. The two department offices were moved together to avoid duplication of efforts.

"In retrospect, the year 1980 was an excellent year," says Pennington. "The demand for our product has created a stable company that offers good working conditions and security. Our employees have been an asset. They worked many hours this year, and they have been most effective in their efforts."



(Above) The Machinery Division shipped a record of 7,620 pumping units during 1980. Representing the various departments responsible for the record production were senior men (front row—kneeling) (l-r) Clyde Grisham, foundry, 36 years; W. A. Hopson, welding & structural, 36 years; Harley Graham, final assembly & shipping, 33 years; Henry Havard, Sr., machine shop, 38 years. (Below) The industrial gear expansion will provide an area for grouping machinery that produces industrial gear products. The special equipment required for industrial gear production is now scattered throughout the shop. The building will improve production, scheduling and controlling of gear operations. Pictured is Freeman Bryant, industrial gears.



THE TRAILER DIVISION

A Year of Transition

For the Trailer Division, the year 1980 could have been a year of crisis, but the company's diversification averted a dilemma. When trailer sales declined because of rising fuel costs, the division began production of pumping units.

"The truck trailer industry is suffering nationwide," says Dick McKay, vice-president and manager of the Trailer Division. "Sales are down 50 to 60 per cent, and most trailer companies are cutting back prices and laying off employees."

The division built 1,600 trailers last year, a decrease of 1,300 trailers from 1979. Sales for the year totaled \$24 million. Float sales were strongest; dump sales

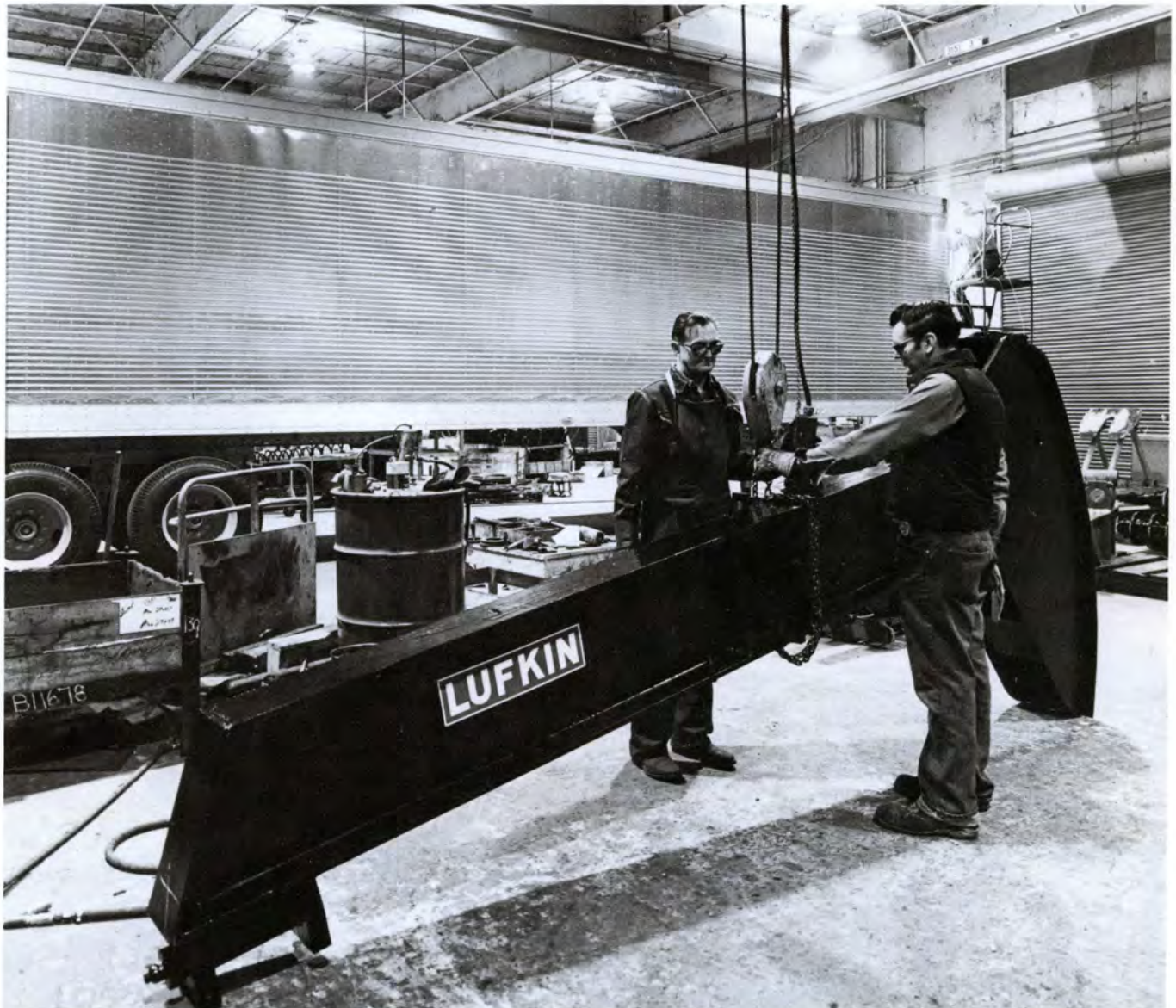
were weakest.

"The high interest rates are affecting dump sales," explains McKay. "Independent operators and small companies, the primary users of dump trailers, cannot afford financing."

To combat lagging sales, the division is introducing two new products this year. Engineers are designing a lightweight aluminum dump trailer and a hopper bottom grain trailer. Also, the tandem fiberglass reinforced plywood (FRP) trailer introduced last year is being accepted favorably by the trucking industry.

"We are doing everything possible to hustle sales," continues McKay. "The truck trailer industry is highly

The Trailer Division employed 457 persons during the year 1980, of that number 175 persons were involved in pumping unit production. Pictured are trailer employees (l-r) L. G. Teer and Winford Molandes.



competitive, but we believe LUFKIN builds the finest trailer on the road. We are hopeful that when the economy improves so will our trailer business."

In the meantime, the division is busy manufacturing the 114D pumping unit. The division assisted in the production and shipping of 1,430 units during 1980, and their goal for this year is 2,000 units.

"We are fabricating the structural parts, assembling and shipping them," adds McKay. "The gearboxes are furnished by the downtown plant."

Some 40 per cent of the division's 457 employees are currently involved in pumping unit production. "During a year that could have brought short work-weeks or lay offs, we are busy," says McKay. "It is fortunate that the company's diversification allows us to substitute pumping unit production when there is a slack in trailer sales."



The trailer plant has assisted in pumping unit production in the past but never to the extent they did in 1980. (l-r) Jim Riggs, plant superintendent, and senior men Milton Watson, 34 years; J. W. Smith, 35 years; and Winston Richard, 31 years, represent the various departments responsible for the record pumping unit production.

INDUSTRIAL SUPPLIES DIVISION

A Year of Change

It was a year of change for the company's oldest division. Formerly Automotive & Industrial Supplies, the division shortened its name to Industrial Supplies and moved to a new location on the corner of Loop 287 and Highway 94 in Lufkin.

"The changes made during 1980 should be good for us in the future," says Ed Dietz, manager of the Industrial Supplies Division. "We are still in the process of liquidating our automotive supply inventory, and we are shifting our sales emphasis to the industrial supplies customer. Our new facility offers us additional warehouse and office space and a more convenient

location for our customers."

Although the move in September was disruptive and the division was forced to close its doors for one week, sales for the year totaled \$11 million, a 10 per cent increase over 1979. The division also recorded five months of one million dollar sales.

"If the East Texas economy remains strong," adds Dietz, "our business should remain strong too. Of course, LUFKIN is still our biggest customer. One-third of our business is to the plant, and as it continues to grow and expand, we will grow and expand to meet its needs." □

The Industrial Supplies Division is now located on a 14.5-acre site on the corner of Loop 287 and Highway 94, the offices and warehouses previously owned by the Brookshire Brothers grocery chain.



GO FOR THE

Incentive attendance program is saving the company dollars in increa

When the incentive attendance program began on April 1, 1979, employee absenteeism was a growing company problem. Lost man hours were costing the company money and valuable production time.

Since that date, absenteeism at Lufkin Industries has been on the decline, and the use of S & H Green Stamps has been on the rise. Each month, bargaining unit personnel with good attendance have the opportunity to receive certificates good for books of green stamps. As the months of good attendance increase, so does the number of green stamps the employee receives.

"Our attendance during the attendance program year has

improved 3.8 percent," says Johnny Long, personnel director. "Good attendance has increased employee salaries because employees are missing less work. We have gained 9,000 additional man days in production. The program is making a positive impact on the absenteeism problem."

In 1978, before the attendance program was initiated, the company recorded 30,418 days of absence based on 1,965 bargaining unit employees. The average number of absences per employee for the year was 15.48 days. During the attendance program year, absences dropped to 26,675 days based on 2,300 bargaining unit employees, reducing the average number of absences per

employee to 11.59 days.

"What this drop in the number of absences represents is a \$2.5 million increase in production," continues Long. "The program is mutually benefiting both the company and the employee."

Through the incentive attendance program, employees can receive as many as 82 books of stamps a year, a \$246 value, for coming to work. Rubye Moore, assistant manager of the Lufkin S & H Redemption Center, says LUFKIN employees are using the stamps.

"They are buying everything from sporting goods to kitchen supplies to toys," she reports. "Many are opting for cash rather than merchandise. Although the



THE GREEN

sed production while offering employees bonus stamps...even money!

books are valued at three dollars each towards a purchase, they can be redeemed for two dollars a book."

The local store redeemed 100,000 books of stamps during the month of December, and many of those books belonged to company employees. "I'm sure that many of the employees saved their books for their Christmas purchases. It was definitely the busiest holiday season we ever had."

And if the additional purchasing power of S & H Green Stamps is not enough incentive for coming to work, employees with six or more months of perfect attendance are eligible for bonus drawings. Orvell Molandes, trailer plant,

won last year's grand bonus prize for perfect attendance—a 1980 Chevrolet Scottsdale pickup. The 1981 attendance bonus prize offer employees even more chances to win... and money!

"Instead of five bonus prizes like we offered last year," explains James Horton, personnel officer and program coordinator, "we are offering 35 cash bonus prizes. The change was made because of the input we had from employees participating in the program. The prizes will be awarded at the conclusion of the attendance program year in April. The drawings will be held again at the company picnic set tentatively for a weekend in April."

Employees with 12 months of

perfect attendance are eligible for drawings to win a \$2,500 grand prize or six \$1,000 first prizes. Those with 10 to 12 months of perfect attendance are eligible for drawings for \$750 cash prizes. Employees with six to 12 months of perfect attendance are eligible for drawings for six \$500 cash prizes, six \$250 cash prizes and ten \$100 cash prizes.

Stamps for coming to work? Bonus drawings for prizes? The question of whether or not incentives will improve attendance has been answered. Rewarding employees for steady, responsible job performance not only encourages better attendance but also builds a better company. □



IN FOCUS

Retirees Represent A Century of Service

Jack Lewis—29 years

Jack Lewis will be missed in the final assembly and shipping department. For 29 years, he worked as a material handler for the company, and it was a rare piece of material that he did not know.

"I didn't need any number to find a part," he says. "I knew them by heart. They'd just tell me what they were looking for and I could find it."

During his years at LUFKIN, Jack witnessed many changes. "Work used to be done by hand and muscle. Why, I even remember when there was nothing but woods surrounding the shop. If you got hungry on the job, all you had to do was go outside and get a handful of hickory nuts or blackberries."

Jack owns 200 acres of land off the loop in Lufkin. His home sets on five acres of land that he plans to truck farm this spring.

"This retirement business—well—it might be a little hard for me at first. One morning, I might just catch myself walking out the door to go to work. But, oh, won't it be nice the first cold, rainy morning?"



Jimmy Freeman—36 years

Retiree Jimmy Freeman never had a doubt about moving to East Texas and joining Lufkin Industries 36 years ago. He describes this area as "the best place to live" and the company as "the best place to work."

Jimmy was living in Freeport, Texas when he stopped by the company's personnel office one afternoon. "I was sitting there talking to the personnel director who was the late Howard Trout at the time," he recalls. "While we were visiting, he handed me a slip to go to work. I can tell you, I never expected that. I reported to Mr. Guy, (Guy Croom) shop foreman, and I've been with LUFKIN ever since."

Actually, Jimmy was returning home. He grew up in Lufkin, attending school in the white house building across from the corporate offices. His job in the machine shop was only a few steps away from where he attended school.

"I worked in the machine shop as a machinist for years," he continues, "and then 12 years ago, I moved to the inspection department and the pumping unit gear box assembly area. There are good people there and they do good work."

Jimmy's retirement plans include "anything I like to do." He hunts, fishes and gardens. He also enjoys household fix-it chores.

"I'm going to spend the next few years taking it easy," he says. "I'm optimistic about retirement. All I need is a cigar, a cane pole and a fishing hole—and I'll have it made."



Freddie Fowler—17 years

Freddie Fowler always had planned on an early retirement. It came earlier than expected, though, when he was hospitalized in August for a ruptured disc in his back.

"It was very painful," he says, still wearing the supportive back brace. "I could have easily lost the use of my legs. When I came out of surgery and I knew I was going to be fine, I sent the doctor flowers. I was a happy man."

Freddie officially retired from his job as a welder for LUFKIN Trailers last month. He had been with the company since 1963.

"I moved to Lufkin from Orange about 25 years ago," he recalls. "I worked several jobs before hiring on with the trailer plant. Everything was located in the downtown area then. They've made some mighty big changes in my time. Machinery has sure changed the way you build a trailer."

Freddie's retirement plans are indefinite. Until he fully recuperates from the surgery, his activity is limited. "I may think about working part-time in the future. Now, I am content to take it easy and play a little touch football with my grandchildren."



Pat Parrish—33 years

Pat Parrish describes Lufkin Industries as "my bread and butter since the day I was born." His father worked for the company, and Pat and his brother followed in his footsteps.

"The only time I left the company, except for my hitch in the Navy, was when I tried the grocery business. In one month, I was broke. I came back to LUFKIN and stayed."

After 33 years in the machine shop, Pat is retiring because of health problems. An injury to his foot during the service prevents him from standing for long periods of time.

"Retirement is a drastic change. The doctors still are debating about my foot—whether to have surgery or not. When I get through with them, I hope to do some traveling. There are a lot of places I would like to see."

Pat was one of the first machinists to operate the Schiess gear hobbing machines in the industrial gear department. "At one time or another, I have worked in almost every part of the machine shop on almost every machine. I was only 18 years old when I hired on for 25¢ an hour in the jig shop. I guess you could say LUFKIN and I grew up together."



Reception Honors Employees



Attending the reception were (l-r) Mike Penn, machine shop; Rene Brashear, trailer plant; James Carlile, welding & structural; Lynne Owens, industrial supplies; Red Parker, material control; Ruby Gilbert, trailer plant; Alfred Navarro, foundry; Barbara Smith, welding & structural; Poskey Dixon, Lufkin Coca-Cola Bottling Company; and R. L. Poland. Also receiving an award but not pictured was Linda Robb, foundry offices.

A reception honoring employees who donated their time and services to the company's October blood drive was held recently. R. L. Poland, company president, presented each employee with a plaque of appreciation from the Stewart Blood Center of Tyler.

Also recognized was the Lufkin Coca-Cola Bottling Company. The firm donated 2,200 soft drinks to the drive. Poskey Dixon, manager of the firm, accepted the award.

The LUFKIN blood drive was the largest single blood drive in the 26-year history of the Stewart Blood Center. A total of 1,008 units of blood were donated during the two-day, plantwide drive.

The drive's success continued the Lufkin Industries Family Blood Plan for another year. All full-time members of the Lufkin work force, their dependent families, and any retirees living in the East Texas are assured of unlimited blood replacement at no cost. The only charge is a hospital service charge.

Two Departments Announce Promotions

Two departments have announced promotions during the month of January.

In the material control department, three promotions have been announced. Nick Owens, Shirley Daddow and Ben Bentsen have been promoted to reporting clerks.

Owens is a graduate of Odem High School and was employed by the company last year. He and his wife, Julie, reside in Diboll with their two children, Jennifer and Julie.

Daddow is a three-year employee of the company. She attended Michigan State University and New Orleans Business College. She and her husband, Donald, are the parents of two sons, Leif and Lance. Lance is employed in the welding & structural department.

Bentsen joined the company last year after completing five years of service in the U. S. Navy. He and his wife, Brenda, reside in Lufkin.

In the final assembly and shipping department, John Gyger has been promoted to supervisor and coordinator of special projects. Prior to joining the company in 1978, he served as manager of the ICX Trucking Company Special Commodities Division in San Francisco, California. He also was owner and president of his own trucking company in Los Angeles, California.

Gyger resides in Lufkin. He is the father of one daughter, Susan.



Nick Owens



Shirley Daddow



Ben Bentsen



John Gyger

Banquet Recognizes Graduates

Fall industrial education graduates were recognized at a banquet held December 11 at the Holiday Inn of Lufkin. A total of 26 employees were presented certificates for completing courses in industrial blueprint reading, shop math and trigonometry.

Industrial education courses are designed to assist employees with mathematics and blueprint tech-

nology that will prove useful on the job. The classes are held twice a year and are open to all employees free of charge. The classes meet for two hours twice a week for 12 weeks.

For more information on the courses, contact the plant engineering department.



Industrial Blueprint Reading Class—Front row (l-r) Rafael Guevara, final assembly & shipping, 2nd shift; I. C. Mendoza, machine shop, 2nd shift; Arthur Ricks, machine shop, 3rd shift; Wendall Addington, shaft shop, 2nd shift; Ricky Hampton, heat treat, 1st shift; Linda Dunn, machine shop, 1st

shift; Fidel Mendoza, Jr., machine shop, 2nd shift; James Blankenship, machine shop, 3rd shift. Back Row (l-r) Steve Taylor, machine shop, 3rd shift; Fred Baker, machine shop, 2nd shift; Gary Parrish, foundry, 1st shift; Bob Pennington, plant engineering and course instructor; James

Matthews, machine shop, 2nd shift; Alfonso DeLaGarza, welding shop, 2nd shift; Bobby Allen, trailer plant, 1st shift; Billy Gardner, machine shop, 1st shift; Tony Beck, machine shop, 1st shift.



Shop Math — (l-r) Roy Scott, foundry, 3rd shift; James Davis, manufacturing engineering; Mitchell O'Neill, plant engineering and banquet coordinator; G. W. Sisson, mechanical maintenance, 2nd shift; Michael Standifird, machine shop, 2nd shift; Marvin Stubblefield, manufacturing engineering and course instructor.



Trigonometry — (l-r) Marvin Stubblefield, manufacturing engineering and course instructor; Dewey Wells, foundry, 1st shift; James Davis, manufacturing engineering.

ANNIVERSARIES **3-9 YEARS**



BRENT BARGE
Welding & Structural
3 years



KENNY MODISETTE
Trailer Warehouse
3 years



JERRY SUDDUTH
Trailer—Plant Engineering
9 years



GERALDINE KORN
Trailer Offices
8 years



→ **JAMES JOHNSON**
Foundry—Main Bay
9 years



DOUG HUDSON
Data Processing
4 years



JOY OUSEPH
Shaft Shop
3 years



DAVID PUSTKA
Data Processing
4 years



BENTON DUNN
Shaft Shop
4 years



BILLY ADDISON
Shaft Shop
9 years



MARTIN SOWELL
Construction & Maintenance
7 years



JAYNE LISENBY
Foundry Offices
3 years



JOHN JONES
Welding & Structural
3 years



HENRY SUMLIN
Material Control
8 years



THERMAN DAVIS
Welding & Structural
4 years



SIDNEY ALVERS
Shaft Shop
6 years



SYLVESTER McCLAIN
Trailer—Float Finish-Off
9 years



HAROLD LANE
Machine Shop
8 years



WILLIAM BARNETT
Gear Cutters
6 years



EDDIE WADE
Foundry—Main Bay
5 years



LACY FORD
Gear Cutters
3 years



HARVEY CORDER
Machine Shop Offices
3 years



JESSIE VAUGHN
Foundry—Maintenance
4 years



ROBERT STOKES
Machine Shop
5 years



WAYNE SAUCIER
Industrial Supplies
5 years



GREG DEMPSEY
Welding & Structural
5 years



THOMAS THOMAS
Tool Room
5 years



CARNUTO RIOS
Trailer—Float Subs
5 years



KENDALL MOSELY
Industrial Supplies
9 years



OSCAR HOUSTON
Final Assembly & Shipping
5 years



PAUL SQUIRES
Industrial Supplies
5 years



GLENN CUMMINGS
Foundry—Melting
6 years



PAT LEWIS
Trailer—Floats
9 years



STEVEN LANGSTON
Tool Room
8 years



DELBERT MCGUIRE
Trailer—Machines
9 years



TROY ALLEN
Foundry—Electrical
8 years



SAM FIGUEROA
Welding & Structural
4 years



JOHN BRIDGES, JR.
Final Assembly & Shipping
5 years



ALLEN WHITTAKER
Material Control
5 years



JERRY HILL
Machine Shop
3 years



JOHN DUKE
Material Control
3 years



LAWRENCE HOLT
Welding & Structural
7 years



VICTOR REESE, JR.
Gear Cutters
6 years



WILLIE DAVIS
Trailer—Machines
9 years



HERMAN BLAKE
Trailer—Brake & Axle
3 years



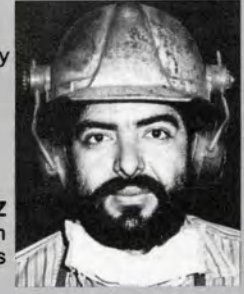
RONNIE BLACKBURN
Foundry—Core Room
4 years



JOHN SALAZAR
Foundry—Cleaning Room
4 years



KENNETH BURKE
Pumping Gear Box Assembly
8 years



DAVID RAMIREZ
Foundry—Cleaning Room
3 years



JIM COLEMAN
Gear Cutters
7 years



JOHN WHITE
Tool Room
5 years



BOB BROCKETT
Trailer—Pierce Rivet
9 years



EDWARD WILLIAMS
Trailer—Brake & Axle
9 years

ANNIVERSARIES

TRAILER DIVISION

	Employment Date	Years With Co.
Arthur Warren	February 1, 1950	31
Granville Wright	February 2, 1950	31
Luke Rouse	February 6, 1950	31
Boyce Hendry	February 9, 1950	31
Milton Watson	February 27, 1950	31
Leonard Donnell	February 28, 1952	29
James Haney	February 3, 1958	23
Cabe Clonts	February 6, 1964	17
Howard Coleman	February 17, 1964	17
Freddy Williamson	February 17, 1964	17
George Oliver	February 24, 1965	16
J. C. Malnar	February 8, 1966	15
Charlie Jackson, Jr.	February 8, 1966	15
Elmer Lynch	February 8, 1966	15
James Green	February 10, 1966	15
Sam Adams	February 6, 1968	13
Walter Butler	February 12, 1968	13
Whittaker Garrett	February 17, 1969	12
Kelly Hopson	February 26, 1969	12
Dean Pruitt	February 16, 1970	11
Jerry Sudduth	February 7, 1972	9
Robert Brockett	February 7, 1972	9
Edward Williams	February 7, 1972	9
Ira Lewis	February 14, 1972	9
Sylvester McClain	February 16, 1972	9
Willie Davis	February 28, 1972	9
Delbert McGuire	February 28, 1972	9
Geraldine Korn	February 12, 1963	8
Carnuto Rios	February 16, 1976	5
Kenneth Modisette	February 2, 1978	3
Herman Blake	February 28, 1978	3
Shelby Oden	February 16, 1979	2
Woodrow Lewis	February 21, 1979	2
Robert Johnson	February 1, 1980	1
Arthur Coutee	February 4, 1980	1
Teresa Alexander	February 14, 1980	1
James Devries	February 19, 1980	1
George Yarbrough	February 19, 1980	1
Daryl Roberts	February 25, 1980	1
Larry Edwards	February 27, 1980	1
L. B. Williams, Jr.	February 28, 1980	1
Myra Washington	February 28, 1980	1

TRAILER SALES & SERVICE

	Employment Date	Years With Co.
Carl Peppard	February 29, 1960	21
Gary Hobson	February 25, 1963	18
Hoyt Rogers	February 17, 1964	17
James Caldwell	February 25, 1971	10
Irmel Coleman	February 28, 1972	9
Richard Scott	February 12, 1979	2
James Devries	February 19, 1980	1

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
Fred Benemon	February 20, 1946	35
James Scott	February 20, 1946	35
Rex Jones	February 20, 1951	30
J. B. Perkins	February 12, 1952	29
Carl Ross	February 13, 1952	29
James R. Jones	February 2, 1955	26
Clayton Jircik	February 21, 1955	26
Thomas Boulware	February 22, 1955	26
William Wesbrook	February 1, 1956	25
E. G. Pittman	February 1, 1960	21
James C. Jones	February 5, 1962	19
Charles Minton	February 5, 1962	19
Lewis Ferguson	February 7, 1966	15
Archie Williams	February 11, 1966	15
Donald Kuehl	February 13, 1967	14
Everett Rhodes	February 15, 1967	14
Jewel Hale	February 14, 1968	14
Juan Reyes	February 5, 1970	11
James Johnson	February 7, 1972	9
Troy Allen	February 5, 1973	8
Glenn Cummings	February 4, 1975	6
Eddie Wade	February 23, 1976	5
Ronnie Blackburn	February 2, 1977	4
Wilkin Micky	February 3, 1977	4
John Salazar	February 7, 1977	4
Jessie Vaughn	February 17, 1977	4
Jack Bates	February 27, 1977	4
Janie Lisenby	February 2, 1978	3
David Ramirez	February 13, 1978	3
Alfred Broussard	February 18, 1979	2
Tommy Holman	February 5, 1980	1
Johnny Walton	February 11, 1980	1
Jose Hernandez	February 14, 1980	1
Faustino Hernandez	February 19, 1980	1
Anh Tran	February 19, 1980	1
Pedro Perez	February 19, 1980	1
Bettye Grant	February 20, 1980	1
Ramiro Jasso	February 21, 1980	1
Manuel Luna	February 26, 1980	1
Roy Scott	February 29, 1980	1

LITTLE ROCK FOUNDRY

	Employment Date	Years With Co.
James Patrick	February 6, 1978	3
John Brown	February 24, 1978	3
Richard Miller	February 22, 1980	1

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Earl Davis	February 1, 1963	18
Dorothy Havard	February 1, 1965	16
Lee Saxon	February 1, 1968	13
Millie Reynolds	February 23, 1970	11
Kendall Moseley	February 10, 1972	9
Paul Savyres	February 2, 1976	5
Bonnie Marshall	February 2, 1976	5
Wayne Saucier	February 3, 1976	5
Michael Williams	February 5, 1979	2

ENGINEERING

	Employment Date	Years With Co.
Bill Wagner	February 19, 1952	29
James King	February 8, 1965	16
Robert Estes, Jr.	February 2, 1970	11
Ellen Lightfoot	February 16, 1976	5

MACHINERY DIVISION

	Employment Date	Years With Co.
Stanley Beck	February 17, 1955	26
Ray Russell	February 7, 1956	25
Jack Landrum	February 2, 1959	22
Donald Wallace	February 2, 1959	22
Hulen Warren	February 14, 1962	19
Pieter Jansen	February 21, 1962	19
Delbert Ellison	February 17, 1964	17
Curtis Thomas	February 2, 1965	16
James Luce	February 8, 1965	16
Ronnie Parker	February 7, 1966	15
Lewis Stubblefield	February 8, 1967	14
Austin Stein	February 26, 1968	13
Raymond Solly	February 17, 1969	12
Marvin Powell, Jr.	February 19, 1969	12
Ben Newsom	February 1, 1970	11
Kenneth Brashear	February 8, 1971	10
Billy Addison	February 14, 1972	9
Robert Gresham	February 21, 1972	9
Harold Lane	February 2, 1973	8
Kenneth Burke	February 7, 1973	8
Steven Langston	February 15, 1973	8
James Coleman	February 4, 1974	7
Marvin Sowell	February 13, 1974	7
William Barnett	February 4, 1975	6
Sidney Alvers	February 10, 1975	6
Robert McKind	February 11, 1975	6
Victor Reese, Jr.	February 16, 1975	6
Robert Lewis	February 24, 1975	6
Howard Calahan	February 24, 1975	6
John White	February 16, 1976	5
Robert Stokes	February 16, 1976	5
Thomas Thomas	February 26, 1976	5
Robert Dunn	February 1, 1977	4
William Roach	February 15, 1977	4
Harvey Corder	February 8, 1978	3
Joy Ouseph	February 10, 1978	3
Jerry Hill	February 15, 1978	3
Lacy Ford	February 22, 1978	3
William Rushing	February 2, 1979	2
Peter Rita	February 4, 1979	2
Paul Taylor	February 8, 1979	2
Dennis Massey	February 12, 1979	2
Wanda Thompson	February 12, 1979	2
Gary Ritnour	February 19, 1979	2
George Shimer	February 21, 1979	2
LaDonna Stapleton	February 21, 1979	2
Fred Sutton	February 22, 1979	2
Laura Hopper	February 22, 1979	2
William Reneau, Jr.	February 26, 1979	2
Gary Daggett	February 1, 1980	1
Donald Rainey	February 4, 1980	1
Gary Baker	February 4, 1980	1
Albert Stokely	February 6, 1980	1
Fernando Arrendondo	February 6, 1980	1
Bobby Tucker	February 8, 1980	1
Robert Bailey, Jr.	February 10, 1980	1
Michael Cassin	February 18, 1980	1
Michael Horn	February 21, 1980	1
Irone Mendoza	February 25, 1980	1
Monte Cochran	February 25, 1980	1
August Kulms, Jr.	February 26, 1980	1
James Crain	February 26, 1980	1
Freddie Baker	February 27, 1980	1
Lois Berry	February 27, 1980	1
Alfred Thomas	February 28, 1980	1

MATERIAL CONTROL

	Employment Date	Years With Co.
Henry Sulmin	February 13, 1973	8
Rex Whitaker	February 11, 1976	5
John Duke	February 13, 1978	3
Michael Medley	February 14, 1979	2
James Heath	February 19, 1979	2
Joe Branton	February 18, 1980	1

MACHINERY SALES & SERVICE

	Employment Date	Years With Co.
Roy Lilley, Jr.	February 2, 1953	28
John Fincher, Jr.	February 13, 1957	24
David Bishop, Jr.	February 19, 1957	24
Betty Stewart	February 19, 1958	23
Joe Byrd	February 1, 1961	20
Jim Trout	February 12, 1968	13
Michael Bomboy	February 24, 1969	12
Robert Jeffs	February 15, 1972	9
Charles Mareschal	February 1, 1977	4
Cheryl Maitrejean	February 7, 1977	4

CORPORATE OFFICES

	Employment Date	Years With Co.
Barbara Fowler	February 1, 1957	24
David Pustka	February 16, 1977	4
Doug Hudson	February 28, 1977	4
Eleanor Hohimer	February 5, 1979	2

WELDING & STRUCTURAL

	Employment Date	Years With Co.
Marcus Patrick	February 7, 1947	34
Malchom Lowery	February 27, 1959	22
David Merritt	February 9, 1962	19
Earl Burchfield	February 15, 1962	19
Jay Tarver	February 10, 1964	17
James Matthews	February 7, 1966	15
J. P. Womack, Jr.	February 20, 1967	14
Leandro Vasquez	February 20, 1967	14
George Waldrep	February 12, 1969	12
Charles Lee	February 24, 1970	11
Lawrence Holt	February 19, 1974	7
Gregory Dempsey	February 16, 1976	5
Sam Figueroa	February 7, 1977	4
Therman Davis	February 14, 1977	4
Nelson Reynolds	February 28, 1977	4
Millard Barge	February 13, 1978	3
John Jones	February 22, 1978	3
Margaret Mathews	February 2, 1979	2
Billy Hoosier	February 19, 1979	2
Carolyn Buchleiter	February 28, 1979	2
Claude Garcia	February 1, 1980	1
Robert Ward	February 4, 1980	1
Jose DeLaCruz	February 5, 1980	1
Gracella Martinez	February 5, 1980	1
Jerry Merlice	February 6, 1980	1
Willie Calvin	February 6, 1980	1
Sheilah Hyde	February 6, 1980	1
Ricardo Ibarra	February 8, 1980	1
Perry Hoff	February 10, 1980	1
Gilberto DeJesus, Jr.	February 11, 1980	1
Belinda Pyle	February 11, 1980	1
Frederico Rodriguez	February 11, 1980	1
Rosalio Moreno	February 11, 1980	1
Ismael Terrazas	February 12, 1980	1
Henry Toothman	February 14, 1980	1
Curtis Flakes	February 15, 1980	1
Don Mayo	February 18, 1980	1
Tommy Butler	February 19, 1980	1
Steve Burchfield	February 20, 1980	1
Thomas Stewart	February 20, 1980	1
Bobby Napier	February 21, 1980	1
Richard Provance	February 22, 1980	1
Javier Horta	February 24, 1980	1
Jose Aldaba	February 29, 1980	1

FINAL ASSEMBLY & SHIPPING

	Employment Date	Years With Co.
Robbie Barley	February 10, 1964	17
Theron Williams	February 10, 1966	15
Emmie Ford	February 23, 1966	15
Ted Hearnberger	February 1, 1968	13
John Bridges, Jr.	February 2, 1976	5
Oscar Houston	February 3, 1976	5
Joe Foreman	February 8, 1978	3
Billie Lee	February 6, 1979	2
Joe Flores	February 5, 1980	1
Tommy Ridgeway	February 7, 1980	1
Carlos Barrera	February 14, 1980	1
Kevin Roach	February 14, 1980	1
J. D. Olford	February 18, 1980	1
Joseph Arnold	February 25, 1980	1
Freddy Hensley	February 27, 1980	1

A pack of beagles were chasing two rabbits. The two rabbits ducked into some bushes and crouched there, panting.

One said to the other: "Do you want to try to out run 'em? Or just stay here until we out number 'em?"

Don't You Believe It!!

"You don't look forty."

"Instant relief."

"The check is in the mail."

"It'll only be a minute."

"I just smoked my last cigarette."

"I am on a diet."

Things tend to even up. When you reach the point where menu prices don't matter — calories do.

The teacher was quizzing her pupils at the zoo. "What kind of an animal is that, Tommy?" she asked, pointing to a deer.

"I don't know," he replied.

"Come now," returned the teacher, "what does your mother call your daddy?"

"Is it a louse?" asked Tommy.

Daffy Definition: Buffet dinner — where the guests outnumber the chairs.

Children are at the right age when they are too old to cry at night and too young to borrow the car.

It takes all kinds to make a world, apparently including a goodly number bent on taking it apart.

"You're a danger to pedestrians," the judge said to the defendant. "I revoke your license."

"But, your Honor," protested the reckless driver, "My living depends on my driving my car."

"So does the pedestrian's!" replied the judge.

ROUNDUP LAFFS

Children may tear up a house, but they never break up a home.

A stranger in town asked a shoeshine boy, "Son, can you direct me to a bank?"

"Yes, sir, for a quarter," he said.

"Isn't that mighty high?" the man asked.

"No sir," the boy said, "not for a bank director."

The second day of a diet isn't too hard because by that time you're off the diet.

Have you noticed, when you go on a diet, the only thing you lose is your temper?

Coach: "We gotta win this game. Get in there and get ferocious, vindictive and fierce.

Big Tackle: "Right, coach. Just tell me what their numbers are."

An elderly man received serious injuries in a wreck. A friend urged him to sue for damages. "Great Scott!" groaned the injured fellow. "I don't want any more damages. What I need is repairs!"

A patron in a restaurant struck up a conversation with the diner seated opposite him.

"Do you eat here regularly?" he asked.

"No," replied his tablemate, "I eat in a different place everyday."

The first man grinned. "I don't tip, either," he said.

Male jogger to female jogger: "My pace or yours?"

An Italian restaurant can be judged by its pasta performance.

A kind-hearted gentlemen saw a little boy trying to reach a doorbell. He rang the bell for the lad, and then asked, "What now, little man?"

"Run like heck," said the little boy, "that's what I'm going to do."

Daffy Definition: Auction — a place where you get something for nodding.

Diner: "Why is the coffee so muddy?"

Waiter: "It's fresh ground."

Newlywed: "I tell my wife everything I am doing or thinking."

Old-timer: "I don't need to. My wife knows everything I'm thinking, and the neighbors tell her everything I'm doing."

Did you hear the one about the guy who was saving his money? He thought it might be worth something someday.

A rookie end on a professional football team longed to get into a game. He would practice catching passes day after day and he felt he deserved a chance. But week after week passed, and still he sat on the bench.

Finally, however, his chance came. It was the last quarter of the game, his team was behind, and suddenly they called for him. He threw off his warmup coat and ran to the coach for instructions.

"We've run out of timeouts," yelled the coach. "Go in there and get hurt!"

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The Covers
Front: Construction of a multi-million industrial gear building began in 1980. The facility will be ready for occupancy the first half of this year.

Photo by David Freeze

Back: Pumping unit production broke all records again in 1980. The total number of pumping units shipped for the year was 7,620 units, and 1,430 of those units were shipped from the Trailer Division.

Photo by Tom Johnston

For more on the year 1980, see the story on page 2.