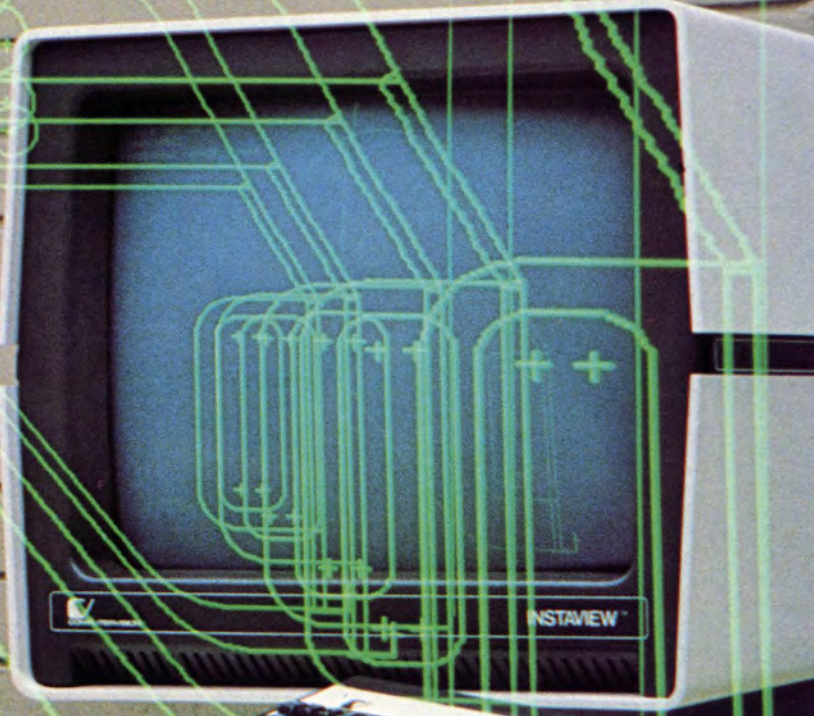
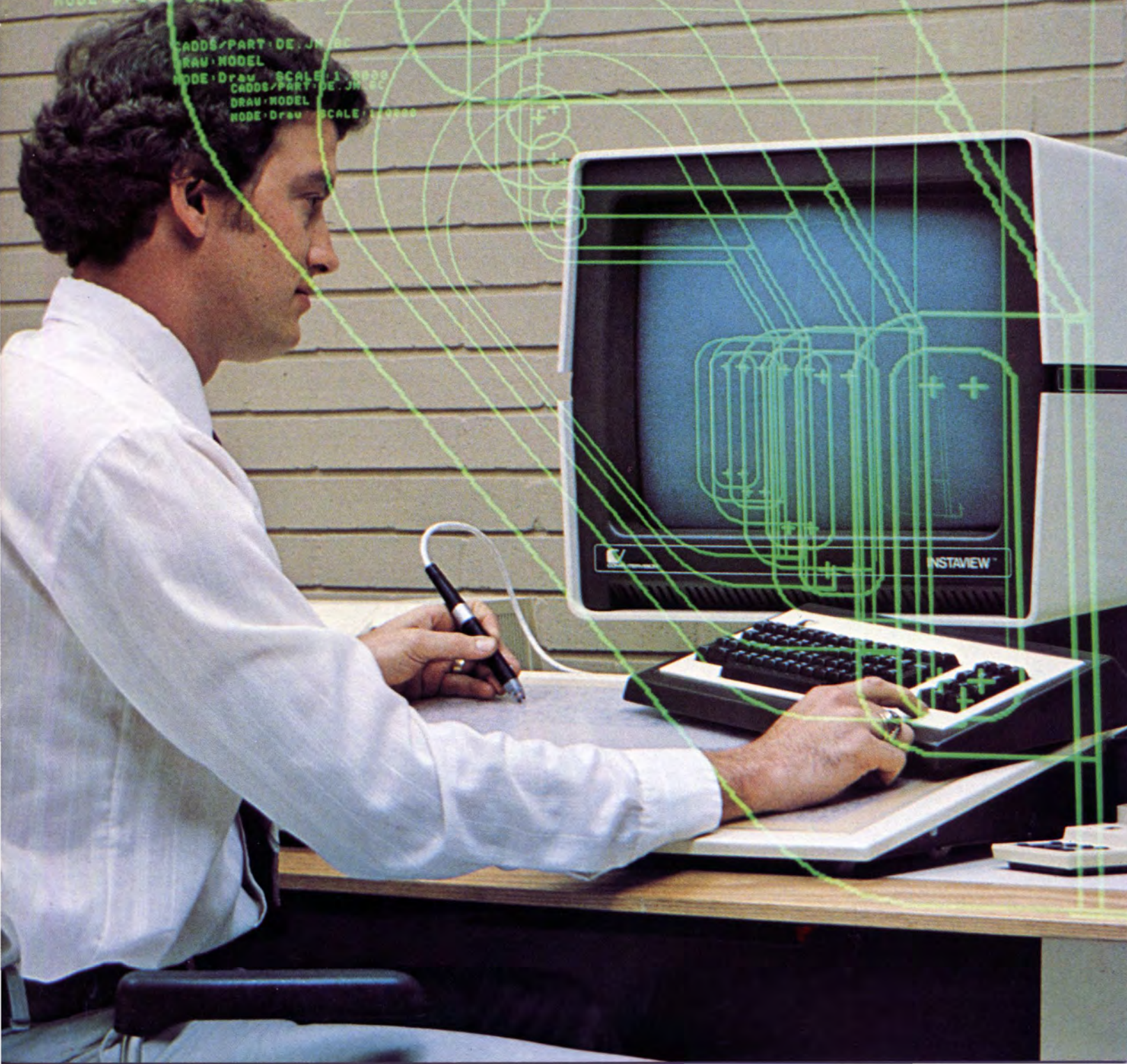


# LUFKIN

JUNE 1981

# ROUNDUP

2000  
PART: DE. JM. BC  
MODEL  
SCALE: 1.0000  
CADD: PART: DE. JM. BC  
DRAW: MODEL  
MODE: Draw SCALE: 1.0000  
CADD: PART: DE. JM. BC  
DRAW: MODEL  
MODE: Draw SCALE: 1.0000  
CADD: PART: DE. JM. BC  
DRAW: MODEL  
MODE: Draw SCALE: 1.0000





## FROM THE PRESIDENT'S DESK...

### FELLOW EMPLOYEES:

The Offshore Technology Conference in Houston is the largest oil field equipment show in the world, and there must have been at least a dozen competitors exhibiting pumping units there last month. Last year, a total of only four manufacturers had exhibits on pumping units. There are approximately 50 companies now building pumping units in the United States alone, with a dozen foreign builders marketing here.

It seems that LUFKIN is the one that everyone tries to imitate, and we are the most copied unit at the show. I stopped by one booth and commented that their unit looked very much like the LUFKIN unit so popular in the oil fields. His comment was, "Yes, since we had to copy a unit, we might as well copy the best."

That may seem a bit unfair to an old established manufacturer like LUFKIN that spent years and millions of dollars testing and developing the best pumping unit in the world, but patents have run out years ago. To attempt to patent a sucker rod pumping unit today would be like getting a patent on the wheel and axle.

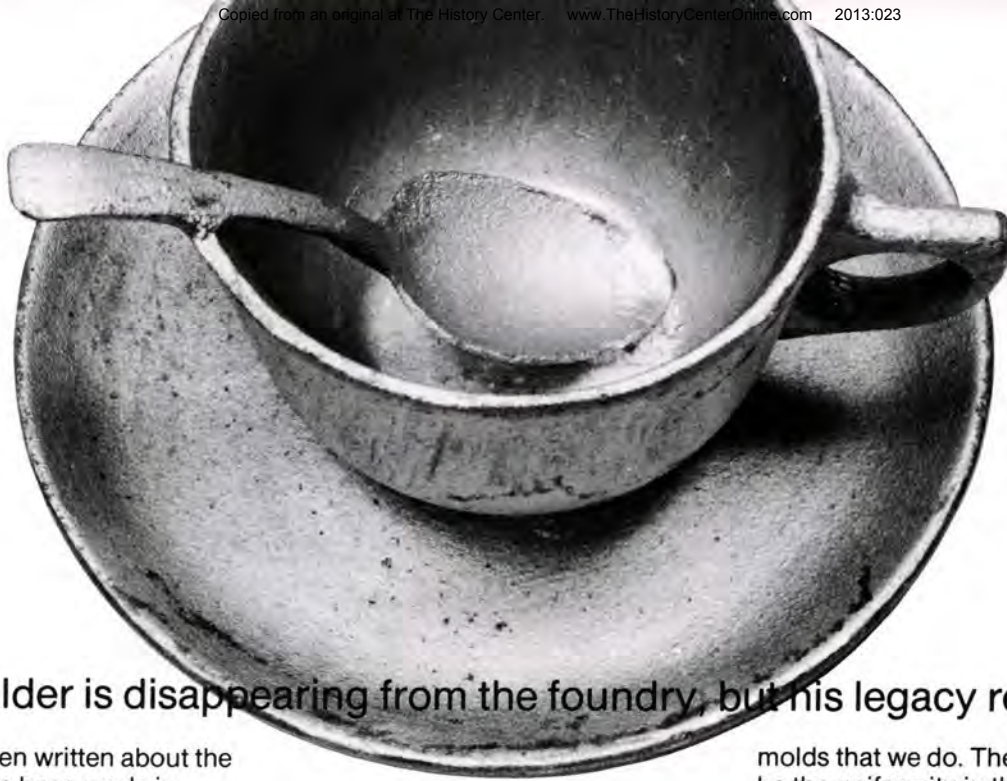
Nevertheless, we have a good reputation for quality and service in the oil fields, and we do not fear competition. Actually, it should be an asset to us because it will keep us alert in improvements and production.

Whether we realize it or not, the real answer to our potential for growth in the future is going to be measured by our productivity, provided we maintain our quality and service which we plan to do.

If we stay ahead in the game, we must continue to improve our productivity. If we forget or overlook it, then our economic future at Lufkin Industries could be at stake.

We must have and maintain a company game plan that everybody can work toward. Fortunately, we have been provided with ample capital to obtain the best tools in the trade, but we still must set goals, make schedules and formulate plans to accomplish the required production. Otherwise, the desired productivity cannot be achieved.

Shows like the OTC remind us that we are not the only manufacturer of pumping units, and we must stay one step ahead of the competition. To do so requires the teamwork of everyone giving their best to the game plan. If you will do your job tomorrow a little better than you did today, I will personally guarantee that you and I will be employees here at Lufkin Industries for years to come.



There are not many persons left today who could pass the "cup, saucer and spoon test." A journeyman molder would create the three pieces from a single mold.

## The molder is disappearing from the foundry, but his legacy remains

Much has been written about the strides that have been made in recent years in foundry technology. Modern equipment and machines are performing many of the tasks that once were done by hand.

One man who has witnessed many of these changes is Houston Davidson, second shift foreman of the core room and bronze foundry. His career as a foundryman spans four decades, and his foundry expertise comes from years of experience. He remembers the time when molding from sand was the work of a craftsman.

"The molder's job was a test of skill that took years to learn," he says. "Each molder served a four-year apprenticeship. At the end of his fourth year, if he met the qualifications, he became a journeyman. At that time, many journeymen would take the "cup, saucer and spoon test." Each molder would create a cup, saucer and spoon from a single mold. It was a difficult task, and if you did it, you were considered a master of your trade."

Davidson still possesses the aluminum casting of the cup, saucer and spoon that he molded some 35 years ago. Today, it represents the passing of an era. "There no longer is a need for molders in our foundry," he says. "We have molding machine operators. Without machines, we could not produce the quantities of

# A Master Of His Trade



Houston Davidson demonstrates one of the first molding machines purchased by LUFKIN. The machine is used in the bronze foundry to make molds for small aluminum castings.

molds that we do. There would not be the uniformity in the molds either. In those days, there were about as many ways to make a mold as there were molders."

Molding remains an integral step in casting iron—from wooden patterns are formed molds of sand—from the molds of sand are shaped iron castings. The major change in the molding process is the time and effort it takes to create a mold.

"It would take a molder and a helper all day to make five to ten molds, depending on their size," he continues. "A molding machine can make 80 to 90 molds a day. It was hard work too. A molder had to condition his body because it took strength to shovel the sand and to ram and lift the molds. In most cases, the molder would pour the iron himself into the molds he produced."

As the demand for castings has grown and the need for precision in castings has increased, foundries have turned to automated machine molding that offers greater economy, efficiency and speed. For long-time foundrymen like Houston Davidson, the changes are welcomed but often with mixed emotions.

"We see the old ways disappearing and it is sad," he says, "but we often forget those good ole' days were not really all that good." □



# AN AFTERNOON TO REMEMBER

LUFKIN employees gather for a picnic in the park . . . with prizes!

The crowds gathered early for the second annual LUFKIN employee picnic held Sunday, April 12, at Ellen Trout Park and Zoo. While many spent the afternoon enjoying an old-fashioned picnic lunch, others visited the zoo or browsed through company product exhibits.

But even with all the activity, a sense of anticipation lingered among the crowd. Some glanced nervously at their watches. Others tapped their feet impatiently to the beat of the music that filled the air. The question on everyone's mind was, "Who will be this year's winners?"

It was a question that did not go unanswered. As three o'clock approached, the music stopped and the prize drawings began. With each turn of the hopper and the selection of a name came cries of elation and sighs of disappointment. For 35 attendance program prize winners and 15 door prize winners, it was an afternoon to remember. For the others . . . well . . . better luck next year.

*continued...*





# AND THE WINNERS ...

*"I'm tickled!"*

—Henry Gibson  
Grand Prize Winner

There are two reasons for the smile on Henry Gibson's face these days. First, he is planning his retirement in December, and secondly, he is \$2,500 richer.

His name was drawn from some 580 eligible names as this year's grand prize winner in the attendance program. For 12 months of perfect attendance on the job, the 36-year employee of the welding and structural shop

was presented a certificate good for \$2,500.

"I don't know what went through my mind when they called out my name," laughs Gibson. "All I could say was, 'That's me right here!'"

After winning the money, he experienced several days of disbelief. "Everyone was congratulating me and teasing me about what I was going to do with the money. I hadn't thought about it because I couldn't believe I had won. Well, I believe it now . . . and I'm tickled!"

Just how did Henry Gibson spend that \$2,500? He didn't. He says it is "laid back for a while" waiting for that day in December when he retires.



Henry Gibson is pictured with his wife, Evelyn, after his name was drawn as the top winner in the attendance program prize drawings.

## The list goes on . . .

Henry Gibson was not the only winner of the day. Thirty-four employees walked away with a total of \$16,000 in attendance program cash prizes. Fifteen employees took home door prizes of 35 S & H Green Stamp books valued at \$105. The winners were as follows:

### ATTENDANCE PROGRAM PRIZES

**\$1,000**

(12 months perfect attendance)

Jay Tarver, welding & structural  
James Wiley, foundry  
Larry Vann, pattern shop  
Charles Dailey, machine shop  
Oscar Houston, shipping  
Gene Martin, trailer plant

**\$750**

(10 to 12 months perfect attendance)

Charles Reeves, shipping  
John Wade, foundry

Abraham Orta, foundry  
Andrew Sherman, shipping  
Howard Calahan, machine shop  
Palmo Frels, welding shop

**\$500**

(6 to 12 months perfect attendance)

Jose Diaz, welding & structural  
Michael Miles, machine shop  
Donna Hightower, machine shop  
Jack Essary, shipping  
Nicholes Allen, machine shop  
Larry Arnold, machine shop

**\$250**

(6 to 12 months perfect attendance)

Gene White, machine shop  
Wayne Bynum, machine shop  
Charles Calhoun, welding & structural  
James Davis, shipping  
James Warren, machine shop  
George Pillows, machine shop

**\$100**

(6 to 12 months perfect attendance)

Wayne Porter, welding & structural  
Larry Blanton, machine shop

Harold Donaldson, shipping  
Aubrey Culbertson, machine shop  
Jimmy Johnson, foundry  
Joe Brown, trailer plant  
Palmer Arnold, machine shop  
Esklee Simmons, machine shop  
William Cole, foundry  
James Nerren, shipping

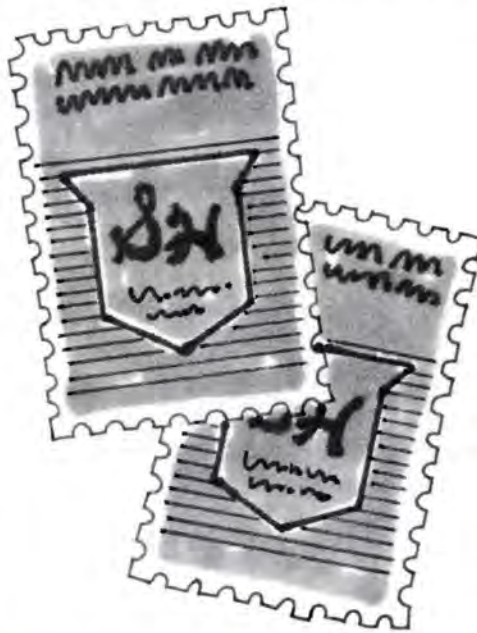
### DOOR PRIZE WINNERS

Brain Anderson, foundry  
Willie Thompson, foundry  
Kenneth Lambert, machine shop  
Roman Cordenas, foundry  
Walter Butler, trailer plant  
Tyre Henry, trailer plant  
Anselmo Rodriguez, foundry  
Robert Jackson, shipping  
Jean Hohimer, corporate offices  
Edward Clifton, trailer plant  
Everett Rhodes, pattern shop  
Margarito Luna, foundry  
Calvin Oliver, foundry  
Mary Nichols, trailer plant  
A. R. Starling, welding & structural

# BUT THAT'S NOT ALL...

## *There are more ways to win next year!*

LUFKIN employees participating in the incentive attendance program will find there are even more ways to win next year! In addition to earning credits good for books of S & H Green Stamps, each employee with 12 months of perfect attendance will receive a bright, red LUFKIN windbreaker ... but that's not all!



unit employees. For each month without an unexcused absence, an employee receives a "credit." Credits are earned on a 40-hour, Monday-Friday work week. The number of credits determines the number of S & H Green Stamps the employee receives each month. For example, if an employee has four credits, the employee would receive four books of stamps. As an added incentive, all employees with 12 months of perfect attendance receive 25 books of stamps at the end of the attendance program year.

Each April 1, every employee that has accumulated six credits for attendance under the program will be eligible for the drawings of cash bonus prizes. The drawings will be held again at the annual employee picnic set tentatively for mid-April.

Employees whose total absences exceed 15 days on the specified 40-hour, Monday-Friday program will not be eligible for the cash bonus drawings. Employees

who accumulate 16 days of absence on the program will have their S & H Green Stamp credits reduced to zero. From this point, the employee will begin to build up stamp credits just as if the employee had begun the program. Paid holidays, paid vacations and jury duty are not counted as absences in the incentive attendance program. Disciplinary layoffs resulting in an absence occurring Monday through Friday disqualify an employee for credits or awards that month.

The incentive attendance program began two years ago to combat a growing problem of employee absenteeism. Its wide acceptance by the employees has improved attendance by more than four days per employee, representing a \$3.8 million increase in production. The program is administered through the personnel department. □

There are more chances to win in the cash bonus drawings. Each employee with 12 months of perfect attendance will be eligible for drawings for eight \$1,000 cash prizes. Those with 10 to 12 months of perfect attendance are eligible for drawings for six \$750 cash prizes. Employees with six to 12 months of perfect attendance are eligible for drawings to win seven \$500 cash prizes, six \$250 cash prizes and ten \$100 cash prizes.

The incentive attendance program is open to all bargaining



## Employees ask questions and get answers

# FEEDBACK

**Q. In the FEEDBACK column in the April, 1981 issue, the statement was made that the LUFKIN insurance plan is designed to protect families from the financial burden of a lengthy illness. How is this possible if the employee has to pay 20 percent of all medical costs when hospitalized? Could the employees and the company pay a slightly higher premium each month for a policy that would pay 100 percent of hospital costs with no deductible? Also, we have heard that LUFKIN has a financial interest in Philadelphia Life Insurance Company, is this true?**

**A.** In regard to the inquiry about the company offering an insurance policy that paid 100 percent of hospital costs with no deductible, Johnny Long, personnel director, had these comments. First of all, such plans are very expensive. "There are no constraints on the policy holder concerning medical attention," he explained, "so there is a great deal of abuse of the policy. The abuses drive the cost of the policy up to an infeasible level for both the employee and the company."

He added that such policies generally offer a very low ceiling level. Although they do cover a wider variety of the lower cost illnesses, their upper limits on lifetime coverage are much lower. Under the current LUFKIN plan, each family member on a policy has a total lifetime coverage well

approaching \$100,000. Under the 100 percent coverage policies, total lifetime coverage sometimes cuts off as low as \$5,000 or \$10,000. "In this day and age, it is very easy for one medical stay to cost in the neighborhood of \$20,000 and \$30,000. The company feels the average family could not recover financially from such a catastrophic illness. An expense, however, of \$3,000 or \$4,000 may be difficult for most families, but it could be met without long-term financial problems."

The Philadelphia Life Insurance Company is owned completely by the Tenneco Company. Lufkin Industries has no interest in either of the two companies. Mr. Long reiterated that the insurance policy that the company has at this time is the plan "we feel is in the best interest of the company and the employee." He added that the company does not benefit in any way from the insurance plan but rather offers it as a service to its employees.

**Q. As a retiree, I have been very appreciative of the pension increases I have received from the company. Unfortunately, I am not sure of who I should thank for these increases. If I could, I would like through FEEDBACK to thank those persons responsible. My name is R. E. Maxie and I was employed in the welding and structural department for 35 years.**

**A.** R. L. Poland, company president, reports that although the retirement program does not

specify any increases in pension benefits after retirement, "management feels consideration should be given to retirees because of inflation, and to the fact that employees are receiving yearly increases and therefore, retirees should be considered, also." Pension increases are usually recommended to the board of directors for their approval by management and then passed on to the retirees. "We feel our retirees are an important part of our company, as are our present employees," Poland says, "and every effort will be made to help them as much as possible."

FEEDBACK is a two-way, confidential communication program designed to answer employees' questions concerning company-related topics. To participate in the program, send your name, address and question to:

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

The program offers two guarantees: it is confidential, and it will answer all questions as completely as possible. Don't speculate . . . participate!



## REMINISCENCES *by Guy Croom*

### Observations on the Annual Stockholders Meeting

On April 9, I attended the annual meeting of Lufkin Industries stockholders. I didn't know there were so many people that I did not know. Maybe it will be of interest to mention a few that I did know . . .

First off, there was Frank Stevenson. He always has the sunny side up. I saw your wife too, Frank, and I am sure that she helps you keep your sunny side up . . .

Carl Wilkinson is the boy that went in the scrap business and lost his shirt in less than 15 minutes. He also thumped Fred Graham's hearing aid loud speaker, and I am still laughing about that . . .

Joe Simmons is a smart, young engineer, and I believe he has a lot in store for him . . .

Simon Henderson tries to make people believe that I am older than he, but Loucille knows better . . . Kay Trout made me feel good when she said the party at Piney Point the night before was not complete without me. Sorry, I missed it . . .

It was good to see Sophie and Ted Trout. Simon Henderson acted as though he and Ted were old friends . . . Shirley Williamson got a lot of signatures on that register that I could not read . . . I see Joe Randal signed the register but I don't remember seeing him . . . I hear about Joe sometimes through Deese Fuller, a merchant in Hemphill . . .

Miss Winnie Berry also signed the register, but I don't believe I saw her either . . . I did see Gladys Liese, and she is always a treat for the blues . . . If you want to find Tilman Martin, go to the best places . . . Oh! Yes, Carl Liese, you are alright, too . . .

I saw Chick Ballenger, and he is one of my favorites . . .

Ed Dixon is as sturdy as a lighthouse in a storm . . .

Ray Steele is a friend when you are in need . . . I didn't see Bill Little, but I did see Pete who is a cosmopolitan character . . .

Joy Dell Poland has the right name for it is a joy to be

around here . . . Thanks, Mrs. Ben Queen, for introducing yourself, and I'm sorry ole Ben could not be there . . . I sure missed Hubert and Louise Dyer who have both been my friends for a long time . . .

John Schaeffer is a stately looking gentlemen . . . W. Joe Anderson and I took a Dale Carnegie course together in public speaking . . . Clayton Jircik is one of the powers in the foundry . . .

Jane Horn is one of my kinfolks . . . James H. Horn is in sales at the Trailer Division . . . Milton Walther is a soft-spoken kindly fellow . . .

Betty Stewart, Joe Bryd's secretary, is a very reserved person . . . If you want to know about the personnel department, ask Joan Griffin . . . Bill Trout's signature was hard to read, but I got it . . . Simon Henderson III signed the register, but I didn't see him . . .

Ole Samson Weiner never fails to commend the staff and crew for a job well done . . . Riley Webb is a good man to have around—a very versatile man . . . Bill Pennington is always ready to do you a favor . . . Earl Davis knows how to get along with people . . .

Sara Collins Kurth is a friendly gal and her husband, Dr. Robert Kurth, does a great job . . . Travis Stone is a loyal shop man . . . I am glad I know people like Bayo and Ginger Hopper . . .

I can see space is going to run out on me before I get much more than half way through . . . I must say that Virginia Allen is in a class by herself when it comes to managing the public relations office . . .

I thought for awhile we were going to have to postpone the meeting because Jim Haley couldn't find the paper that contained the vital statistics . . . I got a warm salutation from Luda Belle Walker and Dr. Connell . . . Bob Poland, well you can't beat him . . .

But I have to admit, the sweetest of them all was Nancy Croom Wilson . . .

7/8 X 7/16 KEYSEAT

1/16 X 45°

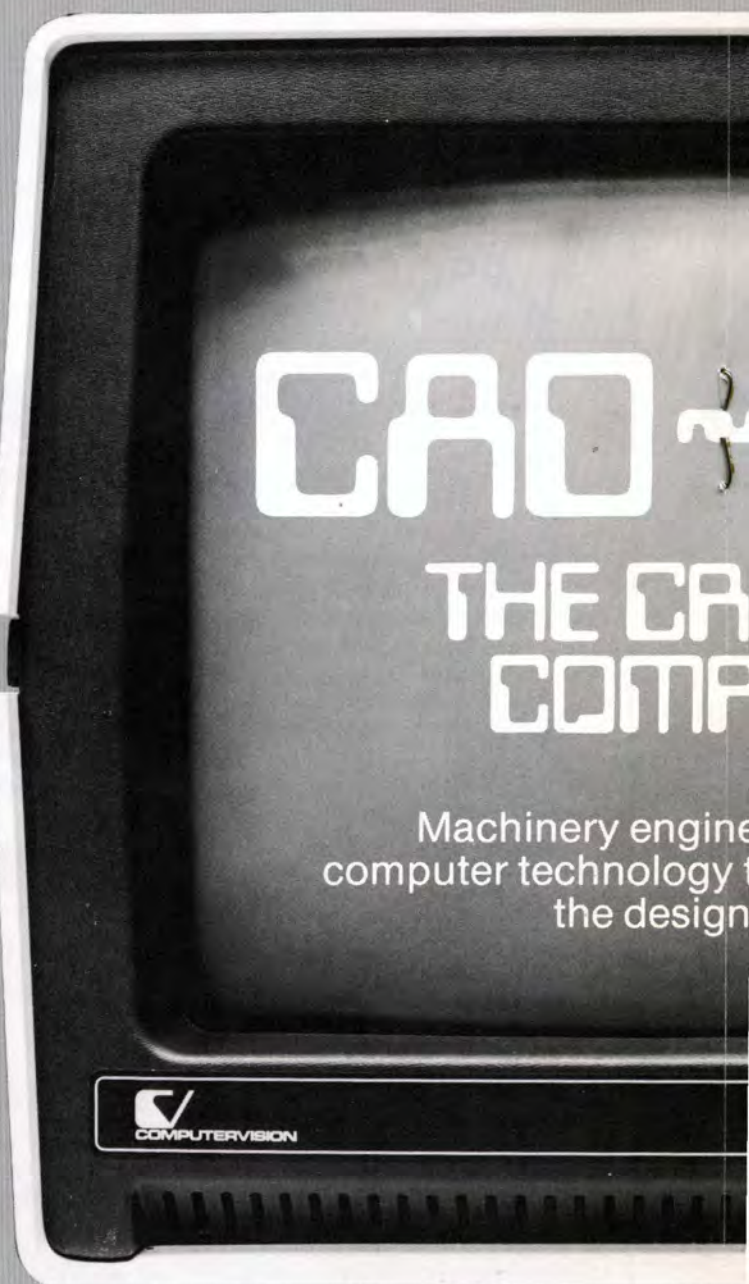
**T**he computer age has arrived. Almost all parts of our lives are touched by computers. We work with them and we play with them. They calculate . . . they entertain . . . they inform. And in the company's machinery engineering department, they are drawing.

Lufkin Industries recently purchased a Computer-Aided-Design and Computer-Aided-Manufacturing system (CAD-CAM). The CAD portion of the equipment allows a design staff to create parts and see them at different angles on a TV-like screen. The CAM process develops numerically-controlled tapes that run automated machine tools such as lathes and milling machines.

"CAD-CAM is one of the most powerful engineering tools to come along in the past two decades," says Fred Griffin, vice-president of engineering. "The system is



James King, manager of computer graphics, watches as Bob Stowe demonstrates the deckwriter, a programming terminal in the CAD-CAM system. Programs are written in a computer language called VARPO which contains engineering calculations and graphics.



Machinery engineering  
computer technology for  
the design

designed to speed up the design process and reduce engineering errors. It does not replace the creativity of the engineer, designer or drafter—it only reduces the vast amount of the repetitive routine work that is connected with it."

The CAD design-drafting process works on a touch system. A digitizing tablet which looks like a drafting board is hooked to the computer. The tablet houses predefined command tables or "menus" needed for quick access to the computer data base when mechanically creating part drawings. The drafter uses a digitizing pen to select a graphics command and to position created figures on the cathode ray tube screen. Next to the tablet is an alpha/numeric keyboard similar to a typewriter which also is used to insert data



The computer graphics operation is located in a wing of the engineering department that is built 12 inches off the ground. Underneath the floor is a heating and cooling system which maintains a constant temperature of 68 to 70 degrees in the room. If the computer becomes too warm, it will automatically turn itself off. Pictured are computer graphics designers (l-r) Ted Slemmons, Jerry Taylor and John Milton.

or commands to the computer.

"There are several thousand part drawings that we use over and over again," explains James King, chief draftsman and manager of computer graphics. Currently, we are in the process of developing a data base which will contain graphic definitions of these parts. When an order is received for a similar part, we can simply go to the terminal, call up the parent part file and make any specification changes. In a matter of minutes, we have a blueprint of the new part. Engineering lead-time is greatly reduced."

Another advantage of the CAD system is that designers can manipulate the computer model on the screen. The part drawing can be rotated at any angle, its dimensions enlarged, its components separated and

reassembled. Imaginary loads can be assembled and tested as an analytical model without preparing a single piece of hardware.

"The CAD-CAM system has an almost infinite number of functions," King continues, "and we are still investigating the best applications for LUFKIN. The flexibility of the system was one of the features that attracted us to it. And for the first time, design engineering and manufacturing engineering will share a direct interface and common design data base."

A plus in LUFKIN's implementation of CAD-CAM is Bob Stowe, computer graphics project manager. Stowe has been with the company for four years as a designer but had six years experience in computer graphics before joining LUFKIN. Currently, he is training operator personnel and "getting the system off the ground." He speculates it will be 12 to 18 months before significant productivity increases are seen.

"Our operators are enjoying the computer system," says King. "They are learning that the computer can make their job faster and more productive. There is one thing to remember when dealing with a graphics computer—it is not a monster but a tool. It was designed by man, and only man can tell it what to do." □

# IN FOCUS



**David Jinkins**



**Bill Pitman**



**Fern Athey**



**Mary Lea Miller**



**Pat Saucier**



**Joe Varga**

## Company Announces Promotions

Company officials have announced the promotions of six employees.

In the machine shop, David Jinkins has been promoted to foreman of gear cutting operations, first shift. A graduate of Nacogdoches High School, he has been employed by the company for 15 years. He has spent the last six years as a supervisor in the machine shop on second shift.

He and his wife, Ruby, are the parents of three sons, David, Jr., Michael and Jamie.

Bill Pitman has been promoted to supervisor of the tool room, second shift. Employed by the company in 1974, he is a graduate of Cushing High School. Prior to his promotion, he served as an inspector in the machine shop, second shift.

He and his wife, Cynthia, are the parents of one son, Kevin.

In the cost accounting department, Fern Athey has been promoted to executive secretary for Jim Haley, secretary-treasurer. She joined the company in 1969 and had previously worked as a cost accounting clerk. A graduate of Trinity High School, she attended Sam Houston State University.

She and her husband, Jim, are the parents of two daughters, Kimberly and Jennifer.

Mary Lea Miller has been promoted to cost accounting clerk. Previously an accounts payable clerk, she joined the company in 1979. She is a graduate of Denison High School and a member of Beta Sigma Phi.

She and her husband, Truitt, are the parents of three children, Lee, Mel and Melissa.

Pat Saucier has been promoted to invoice processing clerk for accounts payable. A two-year employee of the company, she graduated from Catholic Central High School in Troy, New York. She previously worked as an invoice matching clerk for accounts payable.

She is married to Wayne Saucier, an employee in the Industrial Supplies Division. They are the parents of two sons, David and Barry.

In the engineering department, Joe Varga has been promoted to group leader, industrial gears. A graduate of a Kilgore College, he joined the company in 1961. His previous position in the department was as a gear designer.

He and his wife, Sandra, are the parents of three sons, Kyle, Keith and Scott.

## Retirement Marks 30 Years of Service

When Hollis Burnett retired last month, he took more than 30 years of trailer building experience with him. The trailer body builder had worked in every department of the trailer plant at "one time or another."

"Everything used to be built by hand," he recalls, "and it took more than a week to build a van. Today, a van can be built every 30 or 45 minutes—thanks to machines."

He believes the change from steel to aluminum trailers was another milestone in trailer production. "Aluminum is much easier to work with than steel and it can be riveted instead of welded."

His retirement plans include gardening and a trip to Tennessee. The father of two sons and a daughter and the grandfather of seven grandchildren, he also plans to spend more time with his family.

"I might have a little trouble adjusting to retirement at first, but I feel fortunate to be able to retire. I'll keep busy."



**Kent Peppard**

## Trainees Join Branch Offices

Two sales trainees have been assigned sales and service positions in company machinery sales branch offices.

Kent Peppard has been assigned to the Bakersfield, California branch office. Since his employment last October, he has been involved in the machinery sales and service training program. He holds a bachelors degree from the University of New Orleans and a masters degree from Tulane University.

He is the son of Carl Peppard who is employed in the Trailer Division.

Jim Still has been assigned to the Odessa, Texas branch office. He joined the company last September and since that time, he has participated in the machinery sales and service training program. He is a graduate of Stephen F. Austin State University.

He is married to the former Debbie Spierier.



**Jim Still**



**Matthew Wayne is the son of Earl and Elaine Stuckey. Earl is a service representative for the Casper, Wyoming machinery sales and service branch office.**



**Nine-month-old Lindsey Amber is the daughter of Ricky Hughes of the Kilgore machinery sales and service branch office.**



A total of 102 persons participated in the fifth annual fishing tournament held in April. Some 150 pounds of bass and crappie were caught by the top winners in the event.

## Fishing Tournament Attracts Record Number

The Lufkin Industries fifth annual employee fishing tournament was held Saturday, April 18, at Hanks Creek Marina on Sam Rayburn Lake. The tournament attracted 51 two-man teams, the largest number of participants ever to compete in the event.

In the bass division, Dennis Hopper and Hugh McWilliams, both employed in the machine shop, won the first place trophy and a \$60 cash prize with a 20-pound, 13-ounce catch. Coy Taylor, machine shop, took the first place trophy and \$40 in cash in the big bass competition with a five-pound bass.

Other winners in the bass division were Art Nelson and Charles Teustch, engineering, second place, \$45; Roger Harbuck and Wayne Harbuck, electrical department, third place, \$40; Travis Stone and Phillip Lowery, machine shop, fourth place, \$30; Jonny Eoff, material control, and David Lawson, trailer plant, fifth place, \$25; and Sam Turner, industrial gears, and Billy Ray Harris, foundry, sixth place, \$20. Mutt Barr was named honorable mention in the big bass competition with a four-pound eight-ounce bass.

Machine shop employees Carl Randolph and Kenneth Townsend won the crappie division with their 18-pound, six-ounce catch. The pair was awarded a trophy and a \$60 cash prize. Townsend also won the big crappie category with a one-pound, 12-ounce crappie.

Other winners in the crappie division included John Havard and Paul Wilson, personnel, second place, \$45; Mike Whitten and Jack Walker, machine shop, third place, \$40; and Lyndell Phillips, trailer security, and Teresa Alexander, trailer plant, fourth place, \$30.



(l-r) Hugh McWilliams and Dennis Hopper were top winners in the bass competition.



(l-r) Kenneth Townsend and Carl Randolph took first place honors in the crappie division.

# ANNIVERSARIES **3-9 YEARS**



**JOHN DOSS**  
Machine Shop  
9 years



**ROBERT LAMBRIGHT**  
Trailer—Dumps  
4 years



**TONY MODISETTE**  
Industrial Supplies  
5 years



**ARTHUR PREJEAN**  
Machine Shop  
5 years



**RALPH ALANIZ JR.**  
Shaft Shop  
3 years



**CHUCK STEVENSON**  
Public Relations  
5 years



**RAE WILSON**  
Material Control  
6 years



**WAYNE POLLOCK**  
Gear Cutters  
6 years



**ISRAEL DELTORO**  
Trailer—Maintenance  
4 years



**JUDGE BURRELL**  
Final Assembly & Shipping  
3 years



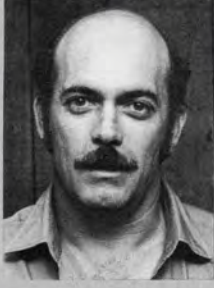
**DAVID DIXON**  
Pumping Unit Gear Box  
Assembly  
3 years



**CALVIN EVANS**  
Welding & Structural  
4 years



**TRACY KING**  
Welding & Structural  
4 years



**WAYNE HARBUCK**  
Electrical Department  
3 years



**GENE HILL**  
Welding & Structural  
7 years



**BOBBY CAULEY**  
Foundry—Main Bay  
8 years



**KENNETH ESTES**  
Material Control  
3 years



**PATRICK MALONE**  
Welding & Structural  
3 years



**DAVID BOWERS**  
Manufacturing Engineering  
9 years



**JIMMY COOK**  
Shaft Shop  
9 years



**JIMMY EVANS**  
Foundry—Yard Crew  
4 years



**JAMES LAMBERT**  
Foundry—Cleaning Room  
6 years



**WAYMAN HOLIDAY**  
Electrical Department  
9 years



**LINDA ROBB**  
Foundry Offices  
5 years

# 3-9 YEARS



**ROBERT WALSH**  
Final Assembly & Shipping  
5 years



**JOHN KING**  
Final Assembly & Shipping  
3 years



**RICKEY ALVIS**  
Shaft Shop  
5 years



**ROBIN BROWN**  
Industrial Supplies  
5 years



**DONALD DIXON**  
Trailer—Warehouse  
7 years



**ROGER MAYES**  
Machine Shop  
6 years



**RICHARD NASH**  
Welding & Structural  
5 years



**HARMON DAVIS**  
Shaft Shop  
6 years



**SUZY BARKER**  
Engineering  
8 years



**ARCHIE CHATMAN**  
Machine Shop  
6 years



**BILLY RICHARDSON**  
Foundry—Side Bay  
4 years



**WILLIAM COLE, JR.**  
Trailer—Floats  
4 years



**JAMES WEATHERLY**  
Machine Shop  
4 years



**W. L. BULLARD, JR.**  
Shaft Shop  
9 years



**COLBERT RITTGERS**  
Engineering  
3 years



**DAVID DAVIS**  
Machine Shop  
6 years



**FRANCISCO MOYEDA**  
Foundry—Melting  
3 years



**JAMES E. JOHNSON**  
Welding & Structural  
3 years



**CALVIN JONES**  
Foundry—Cleaning Room  
3 years



**NANCY GREUSEL**  
Trailer Offices  
4 years



**DAVID BLANTON**  
Shaft Shop  
8 years



**JOHNNY STOTT**  
Foundry Offices  
7 years



**BENNIE CHISENHALL**  
Trailer—Vans  
4 years



**LAWRENCE HUNT**  
Machine Shop  
7 years



**THOMAS WILLIAMS**  
Final Assembly & Shipping  
7 years



**BERNADINO ACEVEDO**  
Foundry—Core Room  
4 years



**CHARLES BURSE**  
Pumping Unit Gear Box  
Assembly  
8 years



**JERRY LANDRUM**  
Trailer—Belt Covers  
3 years



**JOHN GRAHAM**  
Trailer—Floats  
4 years



**ARCHIE McDOUGALD**  
Heat Treat  
6 years



**DAVID AYERS**  
Foundry—Main Bay  
3 years



**PHYLLIS CLARK**  
Purchasing  
3 years



**AARON BLUFORD**  
Welding & Structural  
6 years



**ROBERT NEWTON**  
Welding & Structural  
6 years



**JOHN BUSCHMAN**  
Electrical Department  
3 years



**DONNELL BRADLEY**  
Industrial Supplies  
5 years



**LARRY MAYO**  
Gear Cutters  
7 years



**JIMMY JOHNSON**  
Foundry—Cleaning Room  
7 years



**ROY BROWN**  
Trailer—Floats  
3 years



**JAMES YOUNT**  
Machine Shop  
8 years



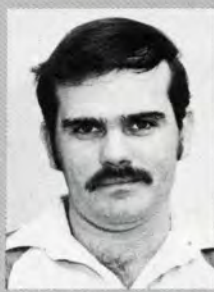
**DEAN DURHAM**  
Machine Shop  
5 years



**JAMES C. THOMPSON**  
Welding & Structural  
8 years



**KENNETH HANKS**  
Lathe Shop  
4 years



**CURT HAVARD**  
Engineering  
3 years



**G. L. McDANIEL**  
Trailer—Machines  
3 years



**JOHN MADDEN**  
Final Assembly & Shipping  
7 years



**RONNIE McMULLEN**  
Quality Control  
9 years



**GLENN LOFTON**  
Trailer—Machines  
4 years

# 3-9 YEARS



**HOMER KROEKER**  
Foundry—Counterweight  
5 years



**BETTY WILSON**  
Trailer Offices  
7 years



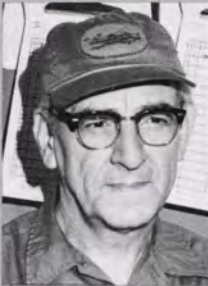
**FRED KRAMER**  
Material Control  
3 years



**JIMMY BROOKS**  
Foundry—Counterweight  
4 years



**JIMMY VANN**  
Trailer—Machines  
3 years



**FRANK PHILLIPS**  
Electrical Department  
8 years



**GARY MCKINNEY**  
Foundry—Counterweight  
3 years



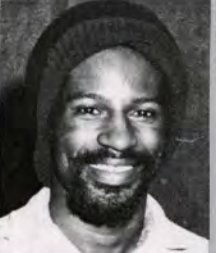
**DAVID IVY**  
Trailer—Brake & Axle  
3 years



**JARED SATTERWHITE**  
Personnel  
4 years



**JAMES DUIRDEN**  
Foundry—Side Bay  
6 years



**CLYDE GILMORE**  
Foundry—Cleaning Room  
6 years



**DAVID FREEZE**  
Public Relations  
3 years

## FOUNDRY OPERATIONS

	Employment Date	Years With Co.
George Weeks	June 16, 1941	40
Lynwood Dubose	June 7, 1944	37
Joe Thomas	June 26, 1944	37
Mose Thompson	June 28, 1948	33
Frank Martin	June 12, 1951	30
Wilson Sparks	June 9, 1952	29
Charles Collins	June 17, 1955	26
Wayne McMullen	June 16, 1959	22
James Kegler	June 2, 1961	20
Billy McClendon	June 3, 1965	16
James Wiley	June 28, 1966	15
James Thompson	June 8, 1967	14
Artis Teal	June 16, 1969	12
David Hernandez	June 7, 1971	10
Bobby Cauley	June 5, 1973	8
Johnny Stott	June 3, 1974	7
Jimmy Johnson	June 13, 1974	7
James Lambert	June 11, 1975	6
Clyde Gilmore	June 16, 1975	6
James Duirden, Jr.	June 27, 1975	6
Linda Robb	June 7, 1976	5
Homer Kroeker	June 23, 1976	5
Jimmy Evans	June 6, 1977	4
Billy Richardson	June 10, 1977	4
Jimmy Brooks	June 20, 1977	4
Bernadino Acevedo	June 20, 1977	4
Calvin Jones	June 1, 1978	3
Gary McKinney	June 2, 1978	3
David Ayers	June 15, 1978	3
Francisco Moyeda	June 23, 1978	3
Manuel Padilla	June 4, 1979	2
Bobby McMullen	June 7, 1979	2
Jose Rodriguez	June 12, 1979	2
Gregorio Padilla	June 20, 1979	2
Melton Burke	June 1, 1980	1
Herbert Wade	June 3, 1980	1
Nathaniel Gardner	June 9, 1980	1
Daniel Hernandez	June 9, 1980	1
Rayford Randolph	June 9, 1980	1
Michael Ringgold	June 10, 1980	1
Alfredo Silguero	June 10, 1980	1
Juan Guerrero	June 12, 1980	1
Floyd Vinson	June 12, 1980	1
Roy Davis	June 15, 1980	1
William Cochran	June 15, 1980	1
Loi Huynh	June 17, 1980	1
Jimmie King	June 25, 1980	1

## ENGINEERING

	Employment Date	Years With Co.
Milton Walther	June 2, 1954	27
Jim Partridge	June 2, 1958	23
Jerry Crofford	June 1, 1966	15
Phillip Kee	June 6, 1966	15
John Ramey	June 10, 1968	13
Richard Jones	June 2, 1969	12
Walter Lloyd	June 10, 1970	11
Suzy Barker	June 21, 1973	8
Colbert Rittgers	June 5, 1978	3
Curtis Havard	June 8, 1978	3
Steve Rice	June 2, 1980	1

## PERSONNEL

	Employment Date	Years With Co.
Johnny Long	June 1, 1953	28
Jared Satterwhite	June 1, 1977	4
Sam Blair, Jr.	June 15, 1977	4

## PUBLIC RELATIONS

	Employment Date	Years With Co.
Chuck Stevenson	June 2, 1976	5
David Freeze	June 1, 1978	3

## WELDING & STRUCTURAL

	Employment Date	Years With Co.
Clarence Mangus	June 8, 1951	30
Perry McKnight	June 18, 1968	13
Thomas Jones	June 2, 1969	12
James Thompson	June 13, 1973	8
Jerry Jackson	June 29, 1973	8
Gene Hill	June 3, 1974	7
Robert Newton	June 10, 1975	6
Aaron Bluford	June 12, 1975	6
Paul VanEman	June 23, 1975	6
Richard Nash	June 14, 1976	5
Tracy King	June 6, 1977	4
Calvin Evans	June 9, 1977	4

# ANNIVERSARIES

Janie Mott	June 27, 1977	4
Patrick Malone	June 1, 1978	3
James Johnson	June 21, 1978	3
Robert Brumley	June 4, 1979	2
Bonnie Doyle	June 4, 1979	2
Randy Horn	June 4, 1979	2
Deborah Benton	June 4, 1979	2
Roger Pleasant	June 5, 1979	2
Edward Taylor	June 20, 1979	2
Tim Landrum	June 27, 1979	2
Robert Sherrard	June 2, 1980	1
Gordan Lambright	June 2, 1980	1
Edward Wortham	June 2, 1980	1
Arthur Fletcher	June 2, 1980	1
Sheldon White	June 2, 1980	1
Calvin Banks	June 2, 1980	1
Daniel Hampton	June 2, 1980	1
Melisa Davidson	June 2, 1980	1
Barry Malone	June 2, 1980	1
William Simmons	June 2, 1980	1
Jesus Trevino	June 4, 1980	1
Garland Bates	June 8, 1980	1
Robert Moye	June 9, 1980	1
Yolanda Martinez	June 10, 1980	1
Carlton Lewis	June 10, 1980	1
Nelda Scott	June 15, 1980	1
Yatin Patel	June 16, 1980	1
Frank Compean	June 19, 1980	1
John Dyess, Jr.	June 23, 1980	1
Michael Jarrell	June 26, 1980	1
Joyce Johnson	June 26, 1980	1
Elvis Fuller	June 30, 1980	1
Calvin Hood	June 30, 1980	1
Arthur Woods	June 30, 1980	1
Richard Fougerson	June 30, 1980	1
Harry Bryant	June 30, 1980	1
Gary Bootea	June 30, 1980	1

## CUSHING PLANT

Employment Date	Years With Co.	
Carl Downs	June 11, 1979	2
Earlene Nichols	June 2, 1980	1
Margie Taylor	June 2, 1980	1

## MATERIAL CONTROL

Employment Date	Years With Co.	
Jack Blackburn	June 3, 1947	34
Rae Wilson	June 30, 1975	6
Fred Kramer	June 1, 1978	3
Kenneth Estes	June 30, 1978	3
Mark Gilmore	June 30, 1980	1

## MACHINERY SALES & SERVICE

Employment Date	Years With Co.	
Thomas Butler	June 14, 1951	30
John Finney, Jr.	June 6, 1955	26
Beryl Brevell	June 1, 1969	12
David Remich	June 1, 1970	11
George Adda	June 3, 1974	7
Karen Demeter	June 26, 1974	4
Leonard Hunsinger	June 1, 1977	4
May Zieche	June 26, 1978	3

## MACHINE SHOP

Employment Date	Years With Co.	
Billy Collmorgan	June 19, 1950	31
Herman Parrish, Jr.	June 23, 1950	30
John O'Quinn	June 26, 1950	31
James R. Watson	June 7, 1951	30
David Massingill	June 9, 1951	30
Jim Sharp	June 9, 1951	30
Norman Green	June 11, 1951	30
David Card	June 23, 1954	27
Bill Cantrell	June 11, 1957	24
Betty Havard	June 23, 1959	22
Hubert Bridges	June 5, 1963	18
Jimmy Hathorn	June 19, 1963	18
Joe Simmons	June 1, 1965	16
Roger Russell	June 29, 1965	16
Tommie Williams, Sr.	June 1, 1966	15
A. C. Hunt, Jr.	June 7, 1966	15
Clarence Smith	June 30, 1966	15
William Bryson	June 19, 1969	12
Elmo Hightower	June 26, 1969	12
Jimmy Cook	June 6, 1972	9
John Doss	June 19, 1972	9
Ronnie McMullen	June 20, 1972	9
James Holiday	June 26, 1972	9
W. L. Bullard	June 28, 1972	9
David Bowers	June 29, 1972	9
David Blanton	June 5, 1973	8

Frank Phillips	June 11, 1973	8
James Yount	June 12, 1973	8
Charles Burse	June 13, 1973	8
Lawrence Hunt	June 3, 1974	7
Larry Mayo	June 10, 1974	7
Charles Dailey	June 17, 1974	7
Archie Chatman	June 2, 1975	6
James Porter	June 3, 1975	6
David Davis	June 4, 1975	6
Harmon Davis	June 4, 1975	6
Archie McDougald	June 10, 1975	6
Roger Mayes	June 23, 1975	6
Wayne Pollock	June 30, 1975	6
Dean Durham	June 1, 1976	5
Arthur Frejean	June 21, 1976	5
Kenneth Hanks	June 10, 1977	4
Rickey Alvis	June 14, 1977	4
James Weatherly	June 27, 1977	4
John Buschman	June 8, 1978	3
Ralph Alaniz, Jr.	June 9, 1978	3
James Glover	June 12, 1978	3
David Dixon	June 21, 1978	3
Wayne Harbuck	June 30, 1978	3
James Hohimer, Jr.	June 1, 1979	2
George Bryant	June 4, 1979	2
Donald Randall	June 4, 1979	2
Michael Dowdy	June 4, 1979	2
Gregory Garrett	June 4, 1979	2
Leo Parker	June 4, 1979	2
Martin Williams	June 4, 1979	2
Onetta Hamilton	June 4, 1979	2
Elton Arnold	June 5, 1979	2
William Reneau, Sr.	June 6, 1979	2
Arvil Johnson	June 7, 1979	2
Rodney Mitchell	June 10, 1979	2
Bobby Penson	June 11, 1979	2
Wanda Wankan	June 12, 1979	2
Paul Freeman	June 15, 1979	2
Brooks Russell	June 18, 1979	2
Woodrow Dalahite, Jr.	June 19, 1979	2
Gary Boyett	June 25, 1979	2
Margaret Ware	June 1, 1980	1
Nicholes Allen	June 1, 1980	1
Barrior Johnson	June 2, 1980	1
Carl Kegger	June 2, 1980	1
Glen Middleton	June 2, 1980	1
Floyd Berry	June 2, 1980	1
John Small	June 2, 1980	1
Cecil Jenkins	June 2, 1980	1
Jerry Taylor	June 2, 1980	1
William Swearingen	June 2, 1980	1
Brett McCullough	June 2, 1980	1
Barry Barlow	June 2, 1980	1
Douglas Alexander	June 2, 1980	1
James Sanchez	June 4, 1980	1
Richard Yount	June 4, 1980	1
David Wright	June 4, 1980	1
Ricky Hampton	June 9, 1980	1
Kyle Sylvester	June 9, 1980	1
James Flemon	June 11, 1980	1
John Wojhan	June 11, 1980	1
James Blankenship	June 15, 1980	1
Terry Penton	June 15, 1980	1
Cedric Hall	June 27, 1980	1
Gary Telford	June 30, 1980	1

## FINAL ASSEMBLY & SHIPPING

Employment Date	Years With Co.	
Franklin McKinney	June 27, 1950	31
David Cobb	June 21, 1951	30
Jerry Jackson	June 1, 1962	19
John Madden	June 10, 1974	7
Thomas Williams	June 25, 1974	7
Robert Walsh	June 2, 1976	5
John King	June 1, 1978	3
Little Burrell	June 2, 1978	3
Donald Weatherly	June 14, 1979	2
Gary Penick	June 15, 1979	2
Jo Teer	June 15, 1979	2
Barbara Brookshire	June 18, 1979	2
Larry Crustner	June 22, 1979	2
Oscar Garcia	June 2, 1980	1
Rafe Pharris	June 13, 1980	1
Carolyn Reynolds	June 3, 1980	1
Billy Williams	June 19, 1980	1
William Calhoun	June 23, 1980	1
Cleve Brown	June 30, 1980	1

## LITTLE ROCK FOUNDRY

Employment Date	Years With Co.	
Devon Johnson	June 4, 1979	2
Alcus Martin	June 6, 1980	1
Emmett Powell	June 9, 1980	1
Terry Bono	June 9, 1980	1
Andrew Brooks	June 11, 1980	1

## INDUSTRIAL SUPPLIES

Employment Date	Years With Co.	
Robin Brown	June 1, 1976	5
Tony Modisette	June 1, 1976	5
Donnell Bradley	June 8, 1976	5
Deora Mangus	June 1, 1978	3
Lanita Loving	June 1, 1979	2

## ORDER ENTRY DEPARTMENT

Employment Date	Years With Co.	
Charles Vinson	June 1, 1965	16
Jerry Vann	June 3, 1966	15
Jane Horn	June 20, 1979	2

## CORPORATE OFFICES

Employment Date	Years With Co.	
Genevieve Pruitt	June 8, 1962	19
Shirley Williamson	June 10, 1963	18
Gary Day	June 11, 1963	18
James Blanton	June 17, 1969	12
Phyllis Clark	June 19, 1978	3
Bonnie Moore	June 9, 1980	1
Scott Hegland	June 12, 1980	1

## TRAILER DIVISION

Employment Date	Years With Co.	
Billy Holcomb	June 18, 1946	35
Arden Jinkins	June 5, 1950	31
John Modisette	June 9, 1950	31
Hubert Murrah	June 26, 1950	31
Charles Kendrick	June 20, 1956	25
Donnie Chandler	June 14, 1966	15
Augusta Jones	June 27, 1968	13
Donald Dixon	June 12, 1974	7
Betty Wilson	June 17, 1974	7
John Graham	June 1, 1977	4
Nancy Greusel	June 1, 1977	4
Bennie Chisenall	June 2, 1977	4
William Cole, Jr.	June 9, 1977	4
Israel Deltoro	June 13, 1977	4
Glenn Lofton	June 13, 1977	4
Robert Lambright	June 30, 1977	4
Vicki Jones	June 2, 1978	3
Lester Brown	June 5, 1978	3
David Ivy	June 5, 1978	3
Jerry Landrum	June 19, 1978	3
Gladwyn McDaniel	June 27, 1978	3
Jimmy Vann	June 29, 1978	3
John Crawford	June 4, 1979	2
Randy Ware	June 6, 1979	2
Raymond Story	June 11, 1979	2
Frank Williams Jr.	June 21, 1979	2
Ricky Haney	June 9, 1980	1
Howard McGill	June 16, 1980	1

## TRAILER SALES & SERVICE

Employment Date	Years With Co.	
Marshall Dailey	June 25, 1946	35
Bobby Christopher	June 8, 1955	26
James Crawford	June 2, 1969	12
Ruben Cantu	June 19, 1973	8
James Davidson	June 1, 1979	2
Antonio Perez	June 6, 1979	2

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

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Volume 38, Number 6, 1981

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**The Covers**

Front: Machinery engineering personnel like Ted Slemmons are learning to use computer graphics to improve and speed the design process. For more on CAD-CAM, see page 7.

—Photo by David Freeze and Chuck Stevenson

Back: Company employees were not alone in their feelings of anticipation during the second annual employee picnic. Even the children seemed to anxiously await the drawings for the attendance program prizes. For more on the picnic, see page 2.

—Photo by Chuck Stevenson