



LUFKIN AUGUST 1981
ROUNDUP



FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

I attended the annual convention of the American Gear Manufacturers Association in Virginia in June. Lufkin Industries has been an active and respected leader in this organization for half a century with men like Walter Trout and Bayo Hopper who contributed much to its development. LUFKIN probably has done more in research on nodular iron gears and has more of these in service than any other manufacturer in the world.

LUFKIN designed and developed the first nodular iron gears for pumping units in the oil industry in the early 1950's, and tested them with extreme overloads before adopting them as standard in our units.

It was only after several years of continual testing by LUFKIN that we were able to convince the American Gear Manufacturers Association and the American Petroleum Institute that it was comparable to steel, and even better from the standpoint of wear. Both AGMA and API then adopted nodular iron in their standards, and it has been the standard material for pumping unit gears since that time.

LUFKIN and American are the two largest manufacturers that build their own gear boxes and use continuous tooth herringbone gears throughout.

Practically every gear shop that can cut gears is now offering a line of pumping unit gears. There are approximately 180 fabricating plants in the United States alone using these gears and building a line of oil field sucker rod pumping units to compete with the old standards of LUFKIN, American and Jensen.

This is why it is so necessary that we maintain our reputation for good quality and service at Lufkin Industries. We hope to stay in business long after the rush is over.

A handwritten signature in cursive script, appearing to read "D. Paul". The signature is written in dark ink and is positioned at the end of the letter's text.



Pilot of the Airways

The voice you hear on the radio could be LUFKIN's own David Saucier.

There is much more to radio announcing than opening a mike and talking to the audience. The announcer is responsible for choosing music, recording special programs or newscasts, checking the weather and answering the phone. Saucier is currently working the 7 p.m. to midnight shift. His parents are employed at Lufkin Industries, too. His father, Wayne Saucier, is employed in the Industrial Supplies Division, and his mother, Pat Saucier, works in the accounting department of the corporate offices.

David Saucier lives a double life. From 8 to 5 each weekday, he is a mild-mannered truck driver for the Industrial Supplies Division of Lufkin Industries. But at quitting time, he assumes a new identity — radio personality Dave Shay, a man with the gift of gab.

For the past year, Saucier has worked nights and weekends as an announcer for a local radio station. The experience has changed him and his lifestyle. "I always have been an introvert, very bashful," he explains, "but when I am on the air, I become a totally different person. I lose all my inhibitions. I have met so many new people and done so many new things since I started announcing — it has been nothing but fun."

He first became interested in radio through a friend who was an announcer. Shortly after joining LUFKIN full-time last year, he answered a radio station newspaper ad for a part-time experienced announcer. Although he had no experience, he did have a

third-class radio operator license, and a burning desire to become a radio disc jockey.

"When I told the station program director that I had no experience, he did not want to even talk to me. But I was persistent, and he finally agreed to give me a chance. For the next few weeks, I studied and trained under the other announcers without pay. It wasn't until I mastered the control board that I was officially hired."

His first afternoon alone on the air he almost panicked. "When I heard my voice through the headphones, I thought, 'What am I doing here?' I sounded like a nervous country boy."

Since that day, his voice delivery has improved, and the butterflies have disappeared. He has developed his own announcing style and his own following of fans. "I try to be a friend to my listeners, the type of guy you would like to live next door to. I am not a funny man, so I don't try to be a comedian."

He constantly searches for material for his program by reading the newspaper and watching television. He also listens to different radio stations to hear what other announcers are doing. "That is what I like about my job with LUFKIN. I am in a truck all day making deliveries, and I can listen to the radio. I bring a note pad with me, and if I hear something I would like to use on my show, I jot it down."

What do his industrial supply co-workers think of his second identity? Many of them have become regular listeners to his radio program, and they enjoy knowing the man behind the voice. "They didn't think I was the type to be a radio disc jockey, and I take a lot of teasing about it, especially when they hear me make a mistake on the air. But they compliment the show, too. To them, I am just David Saucier. Dave Shay is someone who comes out only at quitting time." □

A DISTRIBUTION CENTER

Shipping and receiving controls the movement of goods from inside and outside the company.

An almost endless stream of trucks go in and out of Lufkin Industries each day. Their cargoes are varied: products and parts, materials and machines, stock and supplies.

Handling this constant flow of goods to and from the company is the job of the shipping and receiving area of the material control department. "We ship and receive the majority of supplies and inventory for the company," says Rodney Brazil, physical inventory manager. "In addition, we are responsible for receiving and storing manufactured parts within the company."

The receiving end of the operation consists of two parts: outside receiving and in-plant receiving. Outside receiving handles all incoming shipments from outside the company, and is located off the material control offices next to the industrial gear building. In-plant receiving handles the distribution and storage of items manufactured within the plant. Reporting



stations are located in the foundry, structural shop, machine shop, pumping unit gear box assembly and the trailer plant.

"In-plant receiving is important because the reporting stations verify the number of items received from a manufacturing area, and route them to material control warehouses for storage," explains Brazil. "Our storekeepers then physically handle the movement of materials. The cycle count operation inventories the on-hand balances on a daily basis to insure that our counts are accurate and timely."

Outside receiving handles manufacturing inventory items that have been manufactured outside the plant — nuts and bolts, bearings, sheaves, etc. These inventory items are stored in material control warehouses, and distributed later to production areas. Supplies, such as office furniture, machine repair parts and computer paper, are delivered to their destinations immediately.

Freight is brought into the company by a number of trucking lines, and outside receiving processes from 10 to 15 truckloads of goods each day. Shipments come in all sizes — as large as 150,000-pound gear generators to as small as one-pound oil seals. "It is like Christmas around here every day," says James Weeks, receiving clerk. "We never know what is going to be in a package when we open it."

Supervisor Jack Blackburn adds their most unusual shipment was a box of fresh shrimp. "Some of our servicemen had repaired a marine gear on a fishing boat off the coast," he laughs. "The fishermen sent them the box of shrimp to thank them for their work. It was as big a surprise to the servicemen as it was to us."

Although the shipping area of material control is not in charge of shipping company manufactured products (that task is handled by the final assembly and shipping department), it does crate and ship all



(Opposite page) Left, packages of all sizes and shapes arrive and depart from the shipping and receiving area of the material control department. (l-r) Rodney Brazil, Jack Blackburn and Mike Burley ready the day's shipment of goods for storage. Right, Mark Wright and James Weeks check in a shipment of smaller packages. Weeks is in charge of distributing all non-productive supplies — any item that is not used as a material in manufacturing. Left, the shipping area builds wooden crates for all import and export service parts. Here, J. C. Coffield and J. D. Meek prepare a gear for shipment. Above, the outside receiving area receives approximately 180 items daily, and files from 25 to 30 receiving reports a day. Most of the freight arrives by truck.

other items that leave the company. This includes domestic and export service parts to branch offices and customers, and manufacturing parts to the Canadian structural plant.

"We ship items by a number of methods, depending on the nature of the item and how quickly it must be received," says area supervisor Larry Cloyd. "Our primary means are through motor freight, air freight, the bus line, parcel post and the United Parcel Service. For emergencies, we use a service called Hot Shot which can send out a truck for a shipment in a moment's notice."

It also is not unusual for a customer who urgently needs a service part to fly to Lufkin to pick up the part personally. In these cases, shipping transports the part to the airport in time to meet the plane.

"There is always a deadline to meet," continues Cloyd, "especially if a customer in the field is waiting for a service part. We receive our shipping orders from

the order entry department, and any delay in shipping must be approved by them.

Another task performed by the area is a final inspection of service and manufactured parts. Often, a mistake that has been overlooked during regular inspection is caught as the part is readied for shipment.

Shipping handles its share of unusual shipments, too. It has sent everything from an 8,000-pound air tank to an old apron left behind by an outside serviceman.

If the work done by the shipping and receiving area in the material control department does not seem of vital importance to the day-to-day operation of the company, imagine if suddenly the trucks that come and go each day stopped. No more supplies — no more materials — no more LUFKIN products. Without shipping and receiving, it would be as if the trucks stopped. □

Left, in-plant receiving handles the distribution of manufactured parts within the plant. (l-r) Ben Bentsen and Gary Greening inventory gear boxes at the foundry casting yard reporting station. Right, although structural steel is delivered directly to the structural yard, the in-plant receiving station for the area is responsible for verifying the amount of steel on hand and recording it to the computer. Pictured is Larry Caples.



An opportunity for employees to ask questions and get answers

FEEDBACK

Q. During the course of the year, our branch office has been paid twice on time. The other times we received our checks on Saturday or Monday. I know the postal system is bad, but why do the branch offices have to suffer every payday? Why is it so difficult for us to receive our paychecks on time like everyone else?

A. Jim Haley, secretary-treasurer, reports that the company is aware of the problem of mail delivery of paychecks to outlying locations, and several efforts have been made to alleviate the situation.

The company has changed to a bi-weekly payroll system that permits time cards and other payroll to be processed the Monday after the end of a payroll period. The checks are printed on the computer on Tuesday and mailed out that same day.

In addition, the company has provided a method for paychecks to be directly deposited in employees' banking accounts. This system is dependable and assures employees of having their paychecks deposited in their

accounts on payday. Haley recommends this method of direct deposit to any employee in a branch office who is having a problem receiving a paycheck on payday. This service is available to all employees of Lufkin Industries no matter where they bank. To receive a direct deposit payroll card, call the accounting department at the company's corporate offices.

Q. I have seen the drawings of the new main office, and I am impressed with its beauty. However, I am not impressed with the appearance of the machine shop facing Angelina Street. It is an eyesore to the community and a black-eye for Lufkin Industries. What efforts, if any, are planned to clean up this area?

A. Frank Stevenson, vice-president of the Machinery Division, agrees that this area definitely needs immediate attention. "Our company has been expanding so rapidly that our efforts have been diverted towards building new plants and expanding facilities," he

says. "We do have a program underway which will remove the broken windows, insulate the walls and install new siding on the side of the machine shop along Angelina Street. There are many other older areas of the company that need attention, and we will certainly work on improving their overall appearance."

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!



THE GREAT EAST TEXAS OIL BOOM

Journey back to the 1930s when black gold was discovered in East Texas — at the East Texas Oil Museum in Kilgore.

In 1930, a 70-year-old wildcatter, known affectionately as “Dad” Joiner, changed the future of East Texas. He struck oil on the widow Daisy Bradford’s farm in Rusk County. From that day forward, East Texas was never the same.

His discovery was the giant East Texas oil field, one of the largest deposits of petroleum in the world. The reservoir covered 140,000 acres, stretching 45 miles north to south and 5 to 12 miles wide. For nearly 40 years, the field ranked the largest in North America.

To the Depression-stricken people of East Texas, the find was a dream come true. Anyone who owned or leased just a piece of land over that ocean of energy could get rich. Almost overnight



sleepy farm villages were transformed into boomtowns. The wells that sprang up at a rate of 100 a day pumped more than oil: they pumped new life into the economy of East Texas.

For Lufkin Foundry & Machine Company, located less than 90 miles from the East Texas field, the discovery of oil in its own backyard meant a new market for its recently developed geared pumping unit. The dark days of the Depression were coming to an end.

Today, a half-century later, the excitement of the Great East Texas Oil Boom has been recaptured at the East Texas Oil Museum in Kilgore. Opened last October on the 50th anniversary of the first completed well, the museum stands as a tribute to the men and women who pioneered the East Texas oil field.

This is no ordinary museum. H. L. Hunt, a gambler and land speculator from Arkansas, bought out Joiner's holdings in November 1930. One of the companies Hunt later founded, Placid Oil of Dallas, built the museum as a gift to Kilgore College. No expense was spared in its development, and a bronze statue in the Hunt Memorial Room honors the millionaire.

Visitors to the museum journey back in time to the 1930s at the height of the oil boom. Painted canvases 25 feet high depict the drillers and roughnecks who worked in the oil field. Exhibits on school, home, church and transportation display artifacts from the period. Boomtown, USA, a full-scale town complete with stores, people, animals and machinery, recreates the lively activity of a

(Opposite page) Top, the muddy streets of the East Texas farming villages were not prepared for the traffic created by thousands of fortune seekers headed for the oil field. Kilgore, in the heart of the field, grew from a tiny town of 700 home folks to a city of 10,000 adventurers in less than one month. Left, the local barber shop was a gathering point for roughnecks and wildcatters during the boom. Mannequins that actually breathe recreate the scene in Boomtown, U.S.A.



Below, a LUFKIN pumping unit wrench is on display in the Pistol Hill Gas Station exhibit in Boomtown. The wrench was used for removing wrist pins. Left, visitors to Boomtown can stop and watch a machinist of the 1930s at work in the Wright City Machine Shop. The Museum is located on the Kilgore College campus facing U. S. 259. It is open from 9-4 Tuesday through Saturday and 2-5 Sunday.



town booming in oil.

The sights and sounds of the boom come alive as visitors stroll through the reconstructed city block — complete with general store, drugstore, newspaper office, filling station, barber shop, machine shop and post office. A visit to the Boomtown Theater brings back the actual historical footage of the boom period while the audience senses a blowout gusher.

In the Boomtown Museum, an elevator ride to the center of the earth takes visitors 3,800 feet below the surface of the earth where oil deposits lie.

And soon, the role Lufkin Indus-

tries played in the East Texas oil boom will be immortalized by the museum through a series of photographs of company equipment used during the production of the 1930s. A LUFKIN pumping unit wrench from the oil boom period is one of the exhibits of the Pistol Hill Gas Station in Boomtown.

For anyone associated with the oil industry, the museum is a must. It brings back an era that the industry and the nation will never see again. The day of oil booms may be gone forever, but the Great East Texas Oil Boom lives on — at the East Texas Oil Museum in Kilgore. ☐

From Beginning to End

No one person produces the LUFKIN pumping unit — it is the product of a team.

We live in an age of specialization. No longer is a product created by a single pair of hands. Today, a legion of workers, each trained to perform a specific task, create a product.

At Lufkin Industries, oil field pumping unit production involves thousands of individuals with many talents. From the pattern maker to the foundryman . . . from the machinist to the assembler . . . from the welder to the painter . . . a variety of skills come together in the finished product.

The manufacturing process has become a complex series of steps, and the LUFKIN pumping unit is the product of a team of craftsmen — from beginning to end. □



(1)

(4)



(2)

(5)

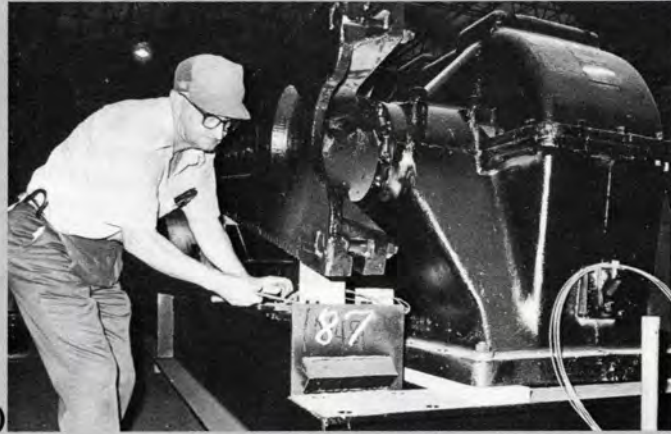
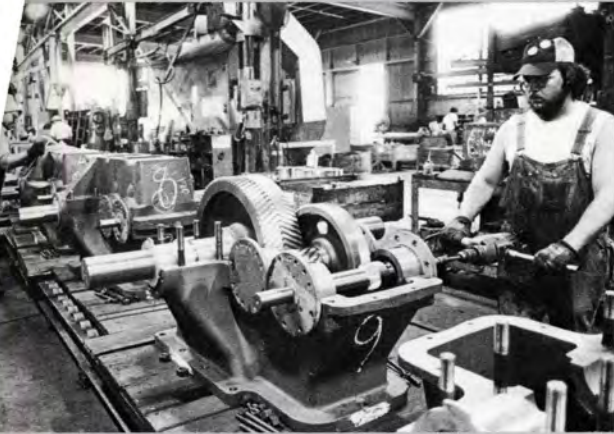
(1) Patternmaker Larry Vann checks the measurements for a gear box pattern. The pattern is shaped from woods such as mahogany and sugar pine, and it is used to form a sand mold. The foundry uses the sand mold to cast parts. (2) Foundry production consists of several involved steps: the production of the sand mold, the melting of the metal, the pouring and conditioning of the casting. When the casting leaves the foundry, it is ready to be machined in the machine shop. Pictured is David Castillo who is patching a sand mold that will be used again in the casting process. (3) In the machine shop, rough castings are finished to engineering specifications. Here, Cecil Berry bores a gear box. Machining operations involve boring, tapping and drilling holes and milling flat surfaces.



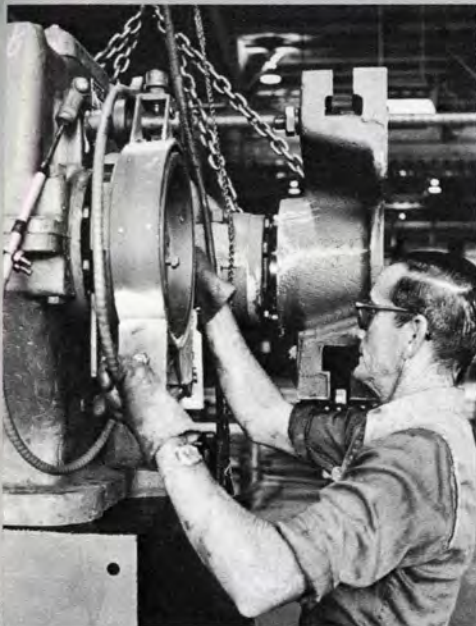
(3)



(4) The welding & structural shop fabricates steel into parts that later will be assembled with casted, machined parts from the foundry and machine shop. Pumping unit parts such as the horsehead, the walking beam, the sub-base, the base and samson posts are structured in this area. (5) In the pumping unit gear box assembly area, the gear reducer is assembled from machined parts. Here, Manuel Basham tests gears for any burrs, before they are joined to other parts. In the background, Lunell Curl puts bolts in the gear. The sub-assembly area, housed in the same building, assembles smaller items. (6) The Trailer Division began assisting in the production of 114D pumping units in 1979. Last year, they structured and assembled 1,430 units. Curtis Grimes installs brake handles on a unit.



(7)



(8)



(7) The machined parts and structural parts meet in the final assembly and shipping department. The area paints and assembles the parts together into the final product. In the shipping area, the unit is loaded on trucks for delivery to the customer. Pictured is Grady Due who is readying a unit for export. (8) And it's off! Another LUFKIN pumping unit is off to the oil fields.

IN FOCUS

Retirements Mark 61 Years of Service

Two employees representing 61 years of service to the company have retired. Allen Repp has retired after 35 years in the Trailer Division, and Ervin Anderson has retired after 30 years in the foundry department of the Machinery Division.

For Allen Repp, the decision to retire was a difficult one. He was reluctant to leave the job and the people he had known for more than three decades.

"The closer I got to retiring, the less I wanted to retire," he says. "I



Allen Repp

did not want to face that final day on the job — giving up my responsibilities and saying my good-byes. But there comes a time to leave, and my time had come."

The foreman of the paint department for 13 years, Repp says he enjoyed his work as a painter. "I always took pride in my painting," he says. "A quality paint job is an accomplishment. Painting is something either you like or you don't like. I happen to like it."

He describes his years at LUFKIN as good years. "I can remember '49 when we worked two days one week and three days the next week. Times were rough, but I believed in the company and I stayed with it. I never have been sorry."

For foundry retiree Ervin Anderson, retirement means recuperation. The former forklift truck driver in the cleaning room is recovering from a fall that broke his back two years ago.

"There's not much I can do while this back still bothers me," he says, "but I can garden. I have harvested quite a crop this summer. I enjoy it, and it helps

fill the hours."

He remembers his years in the foundry fondly. "They say that working in a foundry gets in your blood, and I guess it did mine. I would still be down there if I could. I never minded a hard day's work, and I always believed in everyone doing their share."

There is one adjustment to retirement he will not have to make. During his 30 years with the company, he always worked second shift. The reason: he likes to sleep late.



Ervin Anderson

Insurance Announces Two Changes In Group Hospitalization Plan

Two changes to the company group insurance plan have been announced by the insurance department. Retirees who did not retain their group hospitalization coverage at retirement are eligible now to join the group insurance plan. The group hospitalization plan also has been extended to allow spouses of current retirees or active employees of the company who have met eligibility requirements for retirement benefits upon

death to retain their group insurance coverage.

"The changes were made to fill a void in our employee family insurance program" explains Johnny Long, personnel director. "We encourage any retiree who is not participating in the group insurance plan to take advantage of this opportunity to join the plan. The other change protects the spouse in the event of the death of a retiree or employee with vested

service with the company."

Retirees who may be interested in participating in the group hospitalization plan which supplements Medicare should contact the insurance department before October 1. The premium will vary from \$4-\$12 per month, depending on the amount of life insurance coverage. The charge represents 40 percent of the premium cost with the company paying the remaining 60 percent.

To qualify for the extension of the group hospitalization plan to spouses of employees or retirees who meet the eligibility requirements for retirement benefits upon death, the spouse and the employee or retiree must be participants in the group insurance plan at the time of death. The spouse must be 65 years of age or older and qualify for Medicare coverage. The plan will supplement Medicare coverage for a small premium of six dollars per month. This charge again represents 40 percent of the premium cost with the company paying the remaining 60 percent. Any medical expense incurred by

the spouse that is not covered by Medicare usually will be paid in full, depending upon the type and amount of the charges.

For example, a spouse had \$300 in doctor bills and \$100 in prescription drug bills. In this case, Medicare allowed \$260 of the \$300 in doctor bills for payment. Medicare also required an \$80 deductible each calendar year for outpatient care. This reduced the amount approved for payment by Medicare to \$180. Of this amount, Medicare paid 80 percent or \$144 of the \$300 in doctor bills. Since Medicare does not pay on prescription drugs, the spouse

paid the \$100 prescription drug bills. Out of \$400 in medical expenses, Medicare paid only \$144 while the spouse paid \$256.

If that same spouse had the supplemental Medicare insurance offered through the Lufkin Industries group insurance plan, the insurance would have paid the \$156 balance from the doctor bills and 80 percent of the cost of the prescription drugs. The spouse would pay \$20 of the total \$400 in medical cost in this instance.

For more information on these two insurance changes, contact the insurance department in the personnel offices.

Company Promotes Four Employees



Connellee Bishop



Bob Westbrook



Roy Clifton



John E. Anthony

Four promotions have been announced by company officials during the month of July.

In the Trailer Division, Connellee Bishop has been promoted to second shift general foreman. He will be responsible for all second shift operations at the trailer plant. Previously, he served as a second shift supervisor. A 31-year employee of the company, he attended Lufkin and Hudson schools.

He and his wife, Dorothy, reside in Huntington. They are the parents of two children, Terry Lee and Debra Cahill.

Bob Westbrook has been promoted to trailer parts administrator. He replaces Charles Hamilton who

retired after 20 years of service to the company. A graduate of Central High School, Westbrook attended Stephen F. Austin State University. He joined the company in 1969, and prior to his promotion, he was employed as a trailer parts clerk.

He and his wife, Linda, reside in Pollok. They are the parents of one daughter, Kelli. Westbrook is active in the Central Booster Club.

In the foundry department of the Machinery Division, Roy Clifton has been promoted to foreman of third shift cupola repair. He replaces John Elijah who has retired after 35 years with the company. Employed by the company

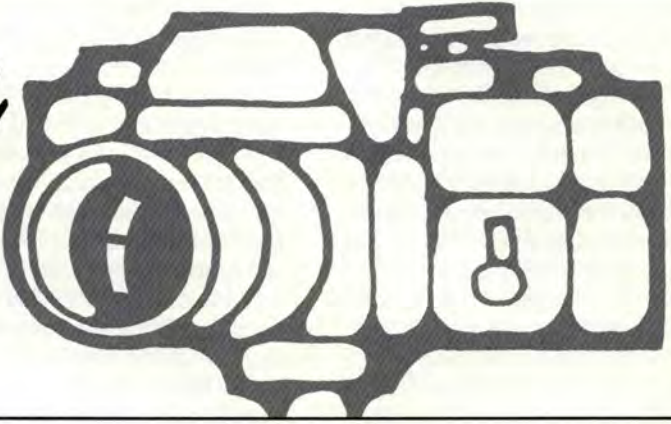
in 1979, Clifton started as a melting laborer, and was later promoted to cupola and electric furnace tender.

He and his wife, Wanda, reside in Lufkin. They are the parents of seven children, Dora, David, Bobby, Cheaster, Angelia, Sally and Leonard.

In the welding & structural shop, John E. Anthony has been promoted to third shift supervisor of the crank guard department. Previously a welder in the area, he was employed by the company last year. He is a graduate of Shelbyville High School.

He and his wife, Sheron, reside in San Augustine.

Photo Gallery '81



Deadline to Enter is September 15

A reminder to all shutterbugs entering Photo Gallery '81 — the Roundup's annual photo contest for employees and retirees — the deadline for entries is September 15.

Entries should be mailed to:

ROUNDUP PHOTO GALLERY
Public Relations Department
P. O. Box 849
Lufkin, Texas 75901

All entries must be accompanied with the following information: (1) Name (2) Department or branch office (3) Photograph category — color, black and white, snapshot (4) Title of Photograph (5) When and where the photograph was taken. To protect entries, do not write on the back of them. Entries also may be

brought by the public relations department next door to the personnel offices.

Slides, transparencies and prints may be entered. Limit two entries per contestant. Entries can be submitted in two different categories but a photographer can win in only one category.

Each of the winning photographs will be published in the November, 1981 ROUNDUP. In addition, cash prizes of \$35, \$25, and \$15 will be awarded to the three winning photographs in each category.

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

Deadline for entries is September 15 . . . so enter Photo Gallery '81 today! Time is running out . . . so hurry!



Safety Class Meets

A lift truck operator training course has been completed by 13 employees in the Trailer Division. The course was conducted by Jared Satterwhite, company safety director.

The class instructed lift truck operators on the correct safety, maintenance and procedural responsibilities. To successfully complete the course, an employee had to pass a written exam and a behind-the-wheel practicum.



REMINISCENCES by Guy Croom

Observations at Retirees Fish Fry

On Wednesday, June 10th, the company was host to 108 retired employees, their wives and other invited guests for a fish fry at Piney Point.

Kermit Gammill with the help of his lovely wife, Kathleen, and their staff of fine cooks, did their usual great job of making the thing pleasant and enjoyable for all of us.

It looks as though we need a bigger dining room area, or a cheaper way is to stop Idear Finley, May Ella Smith, "Little Bits", and Margurite from putting so much good grub on the table. Maybe that would deter some folks — I don't know though — the rain did not stop anyone.

Laws me, there were some folks there that I almost forgot that I knew. I have to give Joe and Vera Burnett credit for being the first one there. Even Charlie Gault and his wife were there. Ray Wofford's wife, Leah, could not come, but ole Ray enjoyed it anyhow. Next time, if any, we will try to schedule the retiree dinner on a night besides Wednesday, so Mrs. Leah Wofford can come.

Ole Cowboy Starrett acted as master of ceremonies and did a fine job. Let me say, he gave an invocation that would be hard for a professional to beat. Johnny Long made a fine speech about insurance. I don't know what he said, but he got a good response from his audience.

There was C. D. and Lou Boykin. I am sure it has been several years since I saw them. And I'll bet if I took them up on some of their cordial invitations, they'd be sorry 'cause I am a pretty good hand with a knife and fork. J. J. McDougald and wife were in attendance, too. J. J. meets people well.

Pete and Weldon Largent were on hand along with their brides. When Irene left Lufkin Federal, she left a void. Mrs. Pete was interested in her old home town of Pollok.

Ole John Winston was there. He always has a good story about old times. And, Edmon does, too. I don't get to see him very often. M. M. Fontenot was conspicuous by his absence. I noticed that Hubert Dorsett showed some dexterity with silverware at the table.

John and Nina Duncan put in their appearance, as

did Carter and Willie O'Quinn. Believe that is the first time I've seen Gordon and Mrs. Barrett at one of our parties. Someone was thoughtful enough to bring Mrs. Cooney and Mrs. Green.

Mac Smith was nice enough to drive me to and from the party, besides she was a lot of help to Mrs. Gammill serving the people in the living room. She never turns a deaf ear to people she can help.

Some ladies seem to be interested in a receipt for the black-eyed peas that were served. One of the ladies said I probably did not cook them anyway and probably did not know how. But I did tell the cooks what to do and I saw that they did it. Well, anyway, here is the recipe: Wash and soak one pound of dry black-eyed peas overnight.

Or, if you can't soak them overnight, you can soak them in hot water a couple of hours. (Not as good as overnight but it will suffice) Then, cook the peas with bacon, just like Mama used to do, but drop in a couple or three whole bay leaves. While the peas are cooking tender, chop up the equivalent of two good-sized sweet or bell peppers, and the same amount of white or yellow onions. Thinly slice two good-sized cloves of garlic. Salt and black pepper to taste. Saute or stew this in a sauce pan with a little bacon dripping or cooking oil. Bacon drippings are best. Cook this over medium heat until vegetables are tender. When both peas and other vegetables are tender, fold them together. Add 2 1/2 tablespoons wine vinegar and stir. Serve hot. It feeds 6 to 10 people.

If you want corn bread that is a little different, get a pack of ready mix corn bread. Follow the directions for mixing it on the back of the package. Only add two eggs instead of one, and add a small can of Wolf brand chili. Mix well and bake in a 10-inch skillet that is well-greased and hot. If the skillet is too small in diameter, the mixture will be too thick and will not readily congeal. Cook at 350 degrees temperature.

By the way, if you like sage, you might put about 1 1/2 teaspoons of sage to the onions and peppers in the black-eyed peas receipt.

Thanks, Bob, for the party. I am sure all the participants join me in thanking you for a great evening.

ANNIVERSARIES **3-9 YEARS**



OLETA STEWART
Industrial Supply
3 years



JAMES MALONE
Foundry — Cleaning Room
4 years



DORIS HOOPER
Welding & Structural
7 years



JOHN WHITE, JR.
Foundry — Cleaning Room
6 years



ROGER HURTS
Foundry — Cleaning Room
3 years



RENEE TURNER
Electrical Department
4 years



MELVIN HARRIS
Foundry — Main Bay
9 years



ALEXANDER KOSHY
Final Assembly & Shipping
4 years



JOHN JOHNSON
Welding & Structural
5 years



WILLIAM GILBERT
Foundry —
Counterweight Melting
6 years



LOUIS ROSS
Trailer —
Floats Sub Assembly
9 years



ROBERT SPENCER
Pumping Unit
Gear Box Assembly
8 years



BILLY REDD
Security
3 years



CHARLES REEVES
Final Assembly & Shipping
7 years



MICHAEL MILES
Electrical Department
5 years



THOMAS JENKINS
Foundry — Cleaning Room
8 years



BOBBY ALLEN
Foundry —
Mechanical Maintenance
8 years



MARVIN ALLEN
Foundry — Electrical
4 years



CHARLES WINTHROP, JR.
Foundry Offices
4 years



GEORGE COOK
Security
6 years



CHARLES DAVIS
Trailer —
Pumping Unit Shipping
4 years



DIANE FARRIOR
Purchasing
3 years



DONALD SPICER
Shaft Shop
4 years



JOHN SIGLER
Pumping Unit
Gear Box Assembly
7 years



GLENN COUTEE
Trailer — Maintenance
3 years



CLAUDE FREEMAN
Industrial Supply
9 years



RICK HUCKABEE
Welding & Structural
4 years



LOUIS JACKSON
Trailer —
Pumping Unit Structures
3 years



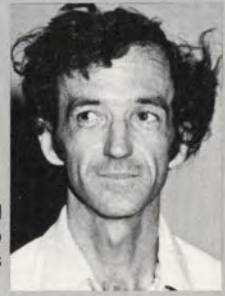
WILLIAM LOCHE
Welding & Structural
9 years



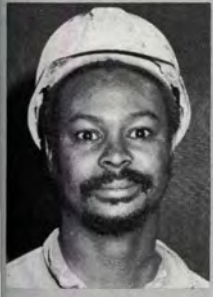
KENNETH LAMBERT
Tool Room
6 years



THOMAS McFARLAND
Machine Shop
9 years



M. C. FREEMAN
Machine Shop
9 years



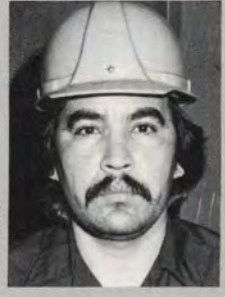
JOHN McELWEE
Foundry — Cleaning Room
3 years



DAVID ACKERMAN
Trailer — Painter
3 years



JAMES CRAVEN
Foundry — Main Bay
3 years



ALFRED NAVARRO
Foundry
5 years



BILLY SANDERS
Machine Shop
3 years



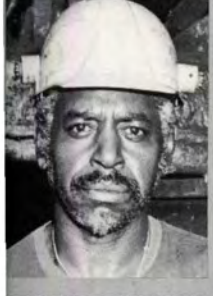
RICKEY PANTALION
Machine Shop
7 years



LONNIE ETHERIDGE
Material Control
3 years



MILTON GRIMES
Welding & Structural
7 years



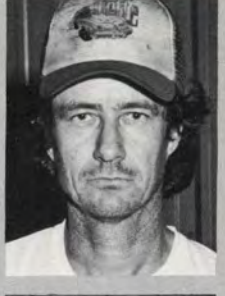
JOHN POWELL
Foundry — Main Bay
6 years



CRAIG PERSON
Foundry — Main Bay
4 years



J. D. ROBINSON
Machine Shop — Yard Crew
7 years



JOE TAYLOR
Machine Shop
7 years



IRA MOTT
Welding & Structural
6 years



MAURITS JANSEN
Shaft Shop
8 years



GEORGE JOHNSON
Welding & Structural
7 years



TERRY ORR
Engineering
5 years

ANNIVERSARIES **3-9 YEARS**



REGGIE MODISETTE
Electrical Department
4 years



RED PAUST
Data Processing
5 years



JOY HAVARD
Data Processing
8 years



ARNOLD COLE
Gear Cutters
9 years



WILLIE ROBINSON
Foundry — Side Bay
9 years



JOHN PHILLIPS
Gear Cutters
4 years



CHRIS SKELTON
Machine Shop
3 years



WILLIAM HOLLINGSWORTH
Foundry — Main Bay
4 years



CURTIS RUSSELL
Welding & Structural
3 years



CHARLES ADAMS
Foundry — Main Bay
7 years



DORNEST SPIKES, JR.
Foundry — Main Bay
6 years



ELTON WRIGHT
Lathe Shop
6 years



JAMES HANES
Final Assembly & Shipping
9 years



JIMMY JACKSON
Welding & Structural
3 years



JOHN HODGES
Welding & Structural
6 years



JIM BUTLER
Foundry — Yard Crew
4 years



JERRY LUCE
Machine Shop
9 years



LLOYD McFARLAND
Machine Shop
6 years



VAN HOOKER
Industrial Supply
9 years



BILLY THOMAS
Trailer — Floats
9 years



R. V. HORACE
Foundry — Core Room
7 years



WILLIE BRYANT
Foundry — Cleaning Room
5 years



ROY WILLIAMS
Foundry —
Counterweight Melting
4 years



ARMON THRASHER
Final Assembly & Shipping
9 years

FOUNDRY OPERATIONS

Employment Date	Years With Co.
William Thorne August 13, 1945	36
Izere Murphy August 17, 1945	36
James Evans August 30, 1947	34
Tony Adkins August 8, 1950	31
Arthur Harrison August 14, 1950	31
Raymond Hulett August 15, 1950	31
John Ridgeway August 19, 1950	31
Robert Brevell August 22, 1956	25
Roy Tullios August 28, 1962	19
Billy Bryce August 5, 1969	12
Charles Gibson August 5, 1969	12
Thomas Ladd August 26, 1970	11
Marvin Free August 27, 1970	11
R. L. Ross, Jr. August 10, 1971	10
Jimmie Whitaker August 24, 1971	10
Melvin Harris August 24, 1972	9
Willie Robinson August 28, 1972	9
Bobby Allen August 30, 1973	8
Thomas Jenkins August 31, 1973	8
John Moore August 5, 1974	7
Alice Thompson August 5, 1974	7
Charles Adams August 13, 1974	7
R. V. Horace August 27, 1974	7
William Gilbert August 11, 1975	6
John D. White, Jr. August 21, 1975	6
John Powell August 22, 1975	6
Dornest Spikes, Jr. August 26, 1975	6
Willie Bryant August 24, 1976	5
Alfred Navarro August 26, 1976	5
William C. Hollingsworth August 8, 1977	4
Roy Williams August 8, 1977	4
James Malone August 10, 1977	4
Marvin Allen August 11, 1977	4
Charles Winthrop, Jr. August 29, 1977	4
Craig Person August 29, 1977	4
Jim Butler August 29, 1977	4
Rogert Hurts August 2, 1978	3
John McElwee August 21, 1978	3
Larry Loyd August 24, 1978	3
James Craven August 24, 1978	3
Everado Luna, Jr. August 24, 1978	3
Jack Haney August 7, 1979	2
Marcos Rodriguez August 10, 1979	2
Calvin Oliver August 14, 1979	2
Bennie Iknor August 17, 1979	2
Richard Cruz August 20, 1979	2
Helen Ladd August 20, 1979	2
Eleazor Carrillo August 21, 1979	2
William Wade August 29, 1979	2
Joe Suel August 5, 1980	1
Eluterio Jacobo August 6, 1980	1
Santamaria Cruz August 6, 1980	1
Oscar Johnson August 6, 1980	1
Javier Aldava August 14, 1980	1
Ricky Harrison August 18, 1980	1
Jimmy Ferguson August 20, 1980	1
Gabriel Hernandez August 21, 1980	1

ENGINEERING

Employment Date	Years With Co.
Joe Varga August 23, 1961	20
John Franklin August 9, 1965	16
Charles Teutsch August 23, 1965	16
Lil Etheridge August 2, 1971	10
Terry Orr August 16, 1976	5
Connie Townsend August 20, 1979	2

PERSONNEL

Employment Date	Years With Co.
George Cook August 20, 1975	6
Billy Redd August 4, 1978	3
Jana Bowers August 20, 1979	2
Steve McClelland August 12, 1980	1

WELDING & STRUCTURAL

Employment Date	Years With Co.
Silous Russell August 7, 1950	31
James Oates August 17, 1950	31
Leonard Modisette August 23, 1950	31
Grady Kirkland August 23, 1950	31
Joe Ed Watson August 5, 1954	27
Paul Thompson August 9, 1954	27
George Branton August 23, 1954	27
Arthur Donnell August 12, 1955	26
Bill Pennington August 1, 1957	24
Kenneth Matthews August 15, 1966	15
Willie Chatman August 25, 1966	15
Larry Caddell August 16, 1967	14
Charlie Jackson August 21, 1968	13
David Richard August 20, 1969	12
Troy Johnson August 27, 1970	11
Willie Washington August 3, 1971	10
William Loche August 11, 1972	9
Milton Grimes August 6, 1974	7
Doris Hopper August 12, 1974	7
George Johnson August 28, 1974	7
Arhn Hodges August 4, 1975	6
Ira Mott August 25, 1975	6
John Johnson August 25, 1976	5
Ronnie Jones August 22, 1977	4
Rick Huckabee August 29, 1977	4
Talmadge Hyde August 3, 1978	3
Jimmy Jackson August 15, 1978	3
James Russell August 21, 1978	3
Nelda Howell August 29, 1978	3
Craig Anglin August 6, 1979	2
Jose Arrellano August 6, 1979	2
Rowena Sanders August 8, 1979	2
Doris Gregory August 10, 1979	2
Jodie Johnson August 13, 1979	2
Jose Diaz August 14, 1979	2
Bradley Wall August 14, 1979	2
Jolyn Neveu August 21, 1979	2
Sherry Meaux August 21, 1979	2
Milton Burrell August 23, 1979	2
Elijah Olumese August 30, 1979	2
Tammy Howard August 4, 1980	1
Connell Patton August 8, 1980	1
Nathaniel Major August 12, 1980	1
Lemuel Hicks August 15, 1980	1
Roy Hughes August 15, 1980	1

John Anthony August 18, 1980	1
Carl Ross August 18, 1980	1
Timmy Fair August 19, 1980	1
James Carille August 25, 1980	1
Anthony Burrell August 25, 1980	1
Fred Canady August 25, 1980	1
Joe Potts August 27, 1980	1
Fred Kelly August 27, 1980	1
Curtis White August 29, 1980	1

CUSHING PLANT

Employment Date	Years With Co.
Lester McGowan August 23, 1978	3
Michael Jeffries August 28, 1978	3
Jerry Denney August 2, 1979	2
Joe Moore August 8, 1979	2
Joe Pate August 23, 1979	2
Steve Doughty August 28, 1979	2
Monroe Johnson August 25, 1980	1

MATERIAL CONTROL

Employment Date	Years With Co.
Richmond Hamilton August 9, 1966	15
Ray Stephens August 15, 1966	15
Frank Grimes, Jr. August 9, 1967	14
Donna Parish August 6, 1970	11
Becky Gilmore August 1, 1973	8
Amy Basham August 7, 1974	7
Donna Lightfoot August 22, 1977	4
Lonnie Etheridge August 2, 1978	3

MACHINERY SALES & SERVICE

Employment Date	Years With Co.
Doyle Herndon August 20, 1959	22
Pat Stanley August 1, 1966	15
Michael Kartye August 9, 1966	15
Larry Hendzel August 19, 1976	5
John Skillern August 7, 1978	3
Aramando Ramirez August 1, 1979	2
Patsy McGill August 25, 1980	1

MACHINE SHOP

Employment Date	Years With Co.
Harvey Jackson August 8, 1941	40
Doyle Bowers August 18, 1941	40
G. C. Lafferty, Jr. August 29, 1941	40
Charles Daniel August 23, 1944	37
James Parnell August 23, 1948	33
Charles Campbell August 2, 1950	31
E. W. Chapman August 5, 1950	31
Billie Kelley August 7, 1950	31
Bill Love August 7, 1950	31
Smithie Reeves August 8, 1950	31
William D. McWilliams August 11, 1950	31
J. D. Pitts August 15, 1950	31
Leslie Midgley August 16, 1950	31
James Wood August 3, 1954	27
Jack Roberts, Jr. August 30, 1954	27
Jim Cummings August 11, 1955	26
John Smith August 19, 1955	26
Leonard Avery August 29, 1955	26
James Thomas August 25, 1958	23
JoNell Ashby August 8, 1961	20
Willie Calvin August 10, 1961	20
Hosia Harris August 18, 1961	20
Brady Burnett August 10, 1962	19
Gary Hopper August 14, 1964	17
Eddie Mitchell August 3, 1966	15
Larry Powell August 12, 1969	12
Hubert Pittman August 14, 1969	12
Vernice Roebuck August 25, 1969	12
Larry Blanton August 18, 1970	11
David Hartman August 31, 1970	11
Maurice Lamb August 19, 1971	10
Richard Brashear, Jr. August 23, 1971	10
Thomas McFarland August 1, 1972	9
Arnold Cole August 14, 1972	9
Jerry Luze August 21, 1972	9
M. C. Freeman August 28, 1972	9
Maurits Jansen August 9, 1973	8
Robert Spencer August 28, 1973	7
John Sigler August 13, 1974	6
Rickey Pantalion August 14, 1974	6
J. D. Robinson August 22, 1974	7
Joe Taylor August 28, 1974	7
Elton Wright August 14, 1975	6
Lloyd McFarland August 25, 1975	6
Kenneth Lambert August 25, 1975	6
Michael Miles August 25, 1976	5
John Phillips August 1, 1977	4
Donald Spicer August 8, 1977	4
Reggie Modisette August 11, 1977	4
Renee Turner August 22, 1977	4
Chris Skelton August 21, 1978	3
Billy Sanders August 28, 1978	3
Daniel Armet August 2, 1979	2
Billy Ross August 3, 1979	2
Helen Mericle August 6, 1979	2
Paul Crawford August 6, 1979	2
J. C. Matlock August 6, 1979	2
Billy Reynolds August 8, 1979	2
Robert Smith August 8, 1979	2
Alton Inman August 8, 1979	2
David Goolsby August 9, 1979	2
Emmett Rushing August 21, 1979	2
G. W. Sisson August 22, 1979	2
Joe Wilson August 23, 1979	2
Michael Stephens August 27, 1979	2
Danny Ross August 28, 1979	2
Carl Kiel August 28, 1979	2
Paul McKinney August 28, 1979	2
Ronald Hawkins August 29, 1979	2
Frank Pachicano August 30, 1979	2
Richard Tatom August 18, 1980	1
Norris Baines August 19, 1980	1
Ray Mathews August 19, 1980	1
Brian Powell August 20, 1980	1
Ronnie Pace August 21, 1980	1
James Coulter August 24, 1980	1
Kenneth Roberson August 25, 1980	1
Berta Gilbert August 26, 1980	1
David Jaramillo August 26, 1980	1

Terry Gonzales August 27, 1980	1
Dennis Vestal August 29, 1980	1
Edward Roberts August 28, 1980	1
Billy Howe August 29, 1980	1

FINAL ASSEMBLY & SHIPPING

Employment Date	Years With Co.
Vernon McAdams August 22, 1966	15
James Thompson August 23, 1966	15
James Davis August 18, 1971	10
Armon Thrasher August 4, 1972	9
Charles Reeves August 1, 1974	7
Alexander Koshy August 24, 1977	4
Carolyn Havard August 5, 1979	2
James Howell August 7, 1979	2
Theodore Perez August 15, 1979	2
Helen Hill August 22, 1979	2
John Hunt August 5, 1980	1
Francis Houston August 7, 1980	1
Lezo Langston, Jr. August 11, 1980	1
Carlos Rios August 13, 1980	1
Ann Roy Major August 15, 1980	1
Paul Leslie August 17, 1980	1
Charles Randle, Jr. August 17, 1980	1
Don Houston August 18, 1980	1
Brent Brockman August 20, 1980	1
Kenneth Brashear August 21, 1980	1

LITTLE ROCK FOUNDRY

Employment Date	Years With Co.
Dennis Spradlin August 9, 1978	3
William Nash August 6, 1979	2
James Freeman August 21, 1979	2
Michael Creamer August 21, 1979	2
Gary Calley August 28, 1979	2
Willie Freeman, Jr. August 15, 1980	1
Charles Nabors August 18, 1980	1
Louis Oates August 20, 1980	1
James Crutchfield August 22, 1980	1
Warnell Armstrong August 22, 1980	1

INDUSTRIAL SUPPLIES

Employment Date	Years With Co.
Curtis Mills August 11, 1948	33
Jack Green August 1, 1956	25
Jesse Morgan August 21, 1967	14
Van Hooker August 8, 1972	9
Claude Freeman August 28, 1972	9
Sherman Stewart August 22, 1978	3
David Saucier August 11, 1980	1

CORPORATE OFFICES

Employment Date	Years With Co.
Jeff Wilson August 8, 1945	36
Ray Hall August 1, 1962	19
Roy Davis August 17, 1967	14
Joy Havard August 22, 1973	8
Arthur Paust August 3, 1976	5
Bill Williams August 19, 1976	5
Diane Farrior August 14, 1978	3
Sondra Bennett August 20, 1979	2
James Smith August 11, 1980	1
Brad Peek August 14, 1980	1

TRAILER DIVISION

Employment Date	Years With Co.
Connette Bishop August 28, 1950	31
Archie Rice August 23, 1954	27
Dick McKay August 1, 1956	25
Katherine Luker August 27, 1956	25
Gene Nelson August 27, 1962	19
Calvert Olds August 20, 1963	18
Charles Skipper August 10, 1964	17
Jesse Landers August 18, 1964	17
Robert Thigpen August 20, 1964	17
Allen Fancher August 24, 1964	17
Dean Brown August 25, 1964	17
John Lewis August 16, 1965	16
Gene Martin August 18, 1965	16
Leetolia Yarbrough August 24, 1965	16
Bob McBride August 23, 1967	14
James King August 26, 1968	13
Donald Kendrick August 26, 1969	12
Sherman Blanton August 10, 1970	11
Louis Ross August 21, 1972	9
Billy Thomas August 21, 1972	9
William Dykes August 28, 1972	9
Gail Fenley August 12, 1974	7
Dean Perkins August 2, 1977	4
Isaac Wheeler August 9, 1977	4
Charles Davis August 29, 1977	4
Louis Jackson August 7, 1978	3
Glenn Coutee August 21, 1978	3
David Ackerman August 24, 1978	3
Arthur Hadley August 16, 1979	2
Royce Collier August 16, 1979	2
Lloyd McKnight August 21, 1979	2
Thomas Shofner August 11, 1980	1
Larry Collier August 11, 1980	1
Kenneth Rich August 18, 1980	1
Mary Nichols August 20, 1980	1

TRAILER SALES & SERVICE

Employment Date	Years With Co.
Donald Butler August 21, 1956	25
Edward Johnson, Jr. August 27, 1957	24
Floyd Bates August 1, 1960	21
Norman Coleman August 10, 1964	17
William Money August 11, 1969	12
Phillip Coderre August 21, 1972	9
Jose Sanchez August 21, 1974	7
Tony Boston August 6, 1979	2
Jose Guerra August 7, 1979	2
Basilio Juarez August 7, 1979	2
Toney Carney August 22, 1979	2

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

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The Covers

Front: The sun sets on a LUFKIN M-456D pumping unit in the hills of Campbell County, Wyoming. To follow a unit through various stages of production, see page 6.

—Photo by David Freeze

Back: A 72-foot oil derrick and drilling rig welcomes visitors to the East Texas Oil Museum in Kilgore. For more on the museum, see page 8.

—Photo by Tom Johnston

