



LUFKIN SEPTEMBER, 1981
ROUNDUP



FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

We always think of September as the beginning of another school year. Whether or not we realize it, our years in school are the most important years of our lives. We are preparing ourselves for the chances that will come to improve our lot in life, and to help us do better in whatever we undertake.

Some say they cannot afford an education, but I believe you can't afford not to consider some type of education. It may not hold a job for you, but it certainly will open the door for you to apply for a good job, where otherwise you may never get the chance.

If other qualifications of two people are equal, the one with the education will be given the greatest consideration. In some important positions with Lufkin Industries, it is our policy that consideration be given only to college graduates. We have found that they can usually learn quicker and accept the responsibility easier. They normally can think and express themselves more freely, and they seem to have more confidence and self assurance.

If a person really wants an education in this day and time, there is a way to get it, even if you personally can't afford it. There are numerous scholarships, loans, grants, part-time jobs, etc. if you seek them out. I believe you will find that there are financial aids offices at most all colleges and universities.

It is true that many of our best employees never went to college, and some of our best qualified people in their jobs attended college but never obtained a degree. So obtaining a college degree is not an absolute necessity, but it certainly is an asset.

The fact that a person got a degree indicates that the person set a goal and accomplished it. To start and never finish indicates that he or she failed to accomplish the thing they set out to do; they quit before the job was complete. This could be an indication that they may not finish a difficult job once assigned. If we keep people in responsible positions, they must have the stamina and tenacity to do the job and follow through to its conclusion.

A college degree also can teach you one of the most important elements in business — communication. In college you not only learn to communicate your own ideas, but also you become committed to what is expected of you to accomplish your goal, and how to accomplish it.

I am not advocating that everyone go to college. It will depend on your vocation. But you should become educated in your vocation, whether it be in school or on the job. The more you know about your job, the better employee you will be and you will enjoy your work more fully each day. This is the reason we offer many schools and courses and the tuition-aid program for employees in the company, and we hope you will take more advantage of these in the future.

A handwritten signature in dark ink, appearing to read "J. Paul". The signature is fluid and cursive, written in a professional style.

The Martin Wagon Saga

Historical marker recognizes the company that would become LUFKIN Trailers.

The Martin 8-wheel wagon was basically two wagons hooked together and hinged in the middle so that the back two axles tracked almost with the front set of axles. This allowed teamsters to make sharp turns around stumps and trees.



The Martin Wagon Company, forerunner of LUFKIN Trailers, has become an official part of Texas history. A state historical marker on the original company site was dedicated recently during ceremonies by the Angelina County Historical Commission.

Markers are awarded by the Texas Historical Commission to recognize individuals, communities, institutions, enterprises or structures that have contributed to the heritage of the state. Application for the marker was made last summer by Lufkin Industries. To qualify for a state historical marker, a documented history of the subject was submitted to the commission.

Among those present at the ceremonies were a number of direct descendants of D. W. Martin, founder of the Martin Wagon Company: Dan Martin, a grandson and material control manager; Kay Williams, a great-granddaughter and wife of Doug Williams, material control; and their daughter, Amber, a great-great granddaughter.

The dedication included comments from Woody Gann, Angelina County Historical Society representative, and R. L. Poland, LUFKIN president. Pitser Garrison, mayor of Lufkin, highlighted the history of the Martin Wagon Company and its contribution to

the community.

In 1908, Daniel Webster and his two sons opened a small wagon shop on Lufkin Avenue across from the Central Fire Station. Martin patented an 8-wheel log wagon in April, 1910, and he and B. L. Zeagler incorporated the Martin Wagon Company that same year.

The Martin log wagon was popular during the early days of the lumber industry and a heavier version was widely used in the early East Texas oil fields. In 1916, the plant was moved to a site between Abney Avenue and the West Texas Railroad, now occupied by Transit Mix Concrete Supply. The new plant employed more than 100 men and contributed significantly to the area's economy.

As the sawmill industry declined in the late 1920s, the company began building trailers for highway use. By 1930, the company was losing money and was forced to cut its labor force in half. The effects of the Depression were beginning to be felt in East Texas.

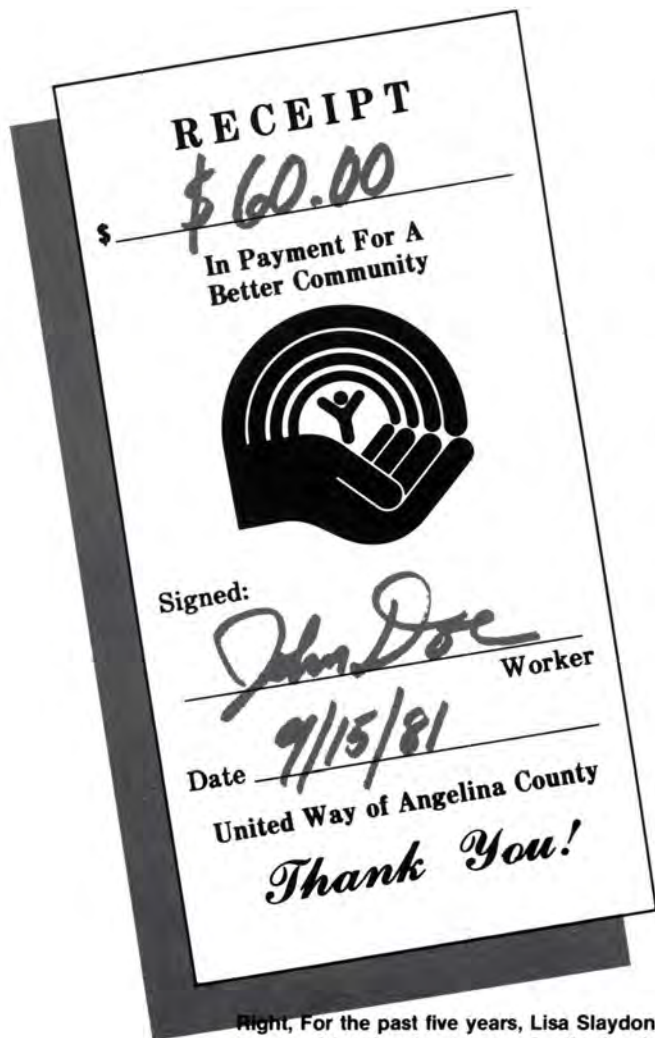
Martin Wagon Company declared bankruptcy in 1936, and its creditors formed a new company, Martin Wagon and Trailer Company. Struggling to survive during the remaining years of the Depression, the company marketed a patented dump trailer, but new



Two former employees of Martin Wagon Company, (l-r) Earl Holcomb and Dick Fowlen, along with R. L. Poland and Dan Martin attended the dedication ceremonies. The historical marker is located at Lufkin Avenue across from Central Fire Station.

equipment and buildings were needed to compete with other trailer manufacturers of the time. In 1939, the company was purchased by Lufkin Foundry & Machine Company, now Lufkin Industries, and became the basis for the Trailer Division.

Today, the division manufactures a variety of trailers including aluminum and refrigerated vans, dumps, flat-beds, both single and tandem, and custom-designed trailers for special purposes. The division employs 450 persons and has sales and service offices in nine cities. □



Right, For the past five years, Lisa Slaydon has taught swimming lessons for the local chapter of the American Red Cross. Pictured with her is student Holley Beckum. The Red Cross teaches classes in first aid, cardiopulmonary resuscitation, home nursing and parenting. It also provides immediate emergency assistance to victims of disasters. Middle, Garland Picou, director of Wilson McKewen Center, administers a high voltage galvanic back treatment to lola Atkins. This treatment reduces tissue irritability and increases circulation in the damaged nerve area. The center offers physical therapy, speech and hearing services, psychological evaluations and consultations and genetic screening to area residents. Far Right, Greta Matthews is only one of hundreds of Angelina County school children who participates in the summer reading program at Kurth Memorial Library. For reading ten books at her reading level each summer, she receives a certificate. The library has more than 41,000 books available to the public.

A Gift That

Your United Way contribution touches

One United Way gift works in many ways . . .

Engineering employee Lisa Slaydon learned to swim through Red Cross swimming and water safety programs funded by the United Way. She now volunteers her time to the Red Cross, teaching others the fundamentals of swimming.

Iola Atkins, wife of 31-year foundry employee Ed Atkins, visits the Wilson McKewen Treatment Center twice a week. Unable to take medication for a damaged nerve in her back, she is dependent on the United Way agency for treatments that relieve the disabling pain.

Each summer Greta Matthews, the daughter of Kenneth Matthews, welding & structural, second shift, participates in the summer reading program at Kurth Memorial Library. The United Way supported project has taught her the joy of reading.

Very few persons at Lufkin Industries have not been touched in some way by one of the 15 different community services funded by the Angelina County United Way. In the next few weeks, company volunteers will be contacting LUFKIN employees for contributions to the 34th Annual Angelina County United Way Fund Drive. The 1981-82 United Way goal is \$275,000, a \$35,000 increase over last year.

United Way money stays in Angelina County



Works For All Of Us...

many lives.

...serving every segment of the population. Contributions fund local youth and senior citizen associations such as the Boy Scouts, Girl Scouts and Angelina County Senior Citizens Center. Donations provide educational organizations such as the Lufkin Adult Learning Center and the T. L. L. Temple Memorial and McMullen Libraries. Gifts offer family aid and health care agencies such as the Lufkin and Temple Day Care Centers, Salvation Army and Planned Parenthood Center of Angelina County. Dollars support services for the handicapped, retarded and abused such as the Lufkin Workshop and Opportunity Center, Association for Retarded Citizens and the Angelina Foster Home Program.

A contribution to the United Way by a Lufkin Industries employee also assists other company employees. Ten percent of LUFKIN's total donation is set aside for an employee emergency relief fund. The money is available to any employee who has been a victim of a distressing situation. This year dollars were distributed to employees who lost homes and possessions to fire or were the victims of extended illnesses.

It is easy to give the United Way, too. Simply by completing a payroll deduction authorization, employees can have contributions deducted from

company paychecks on a one-time basis or over a 12-month period.

For example, if an employee pledged \$60 for a 12-month period, his United Way deduction would be \$5 a month. An hourly employee would see this United Way payroll deduction on the third check of the month. United Way payroll deductions for a salaried employee would be divided evenly over a 26-paycheck period. The contributions are tax-deductible.

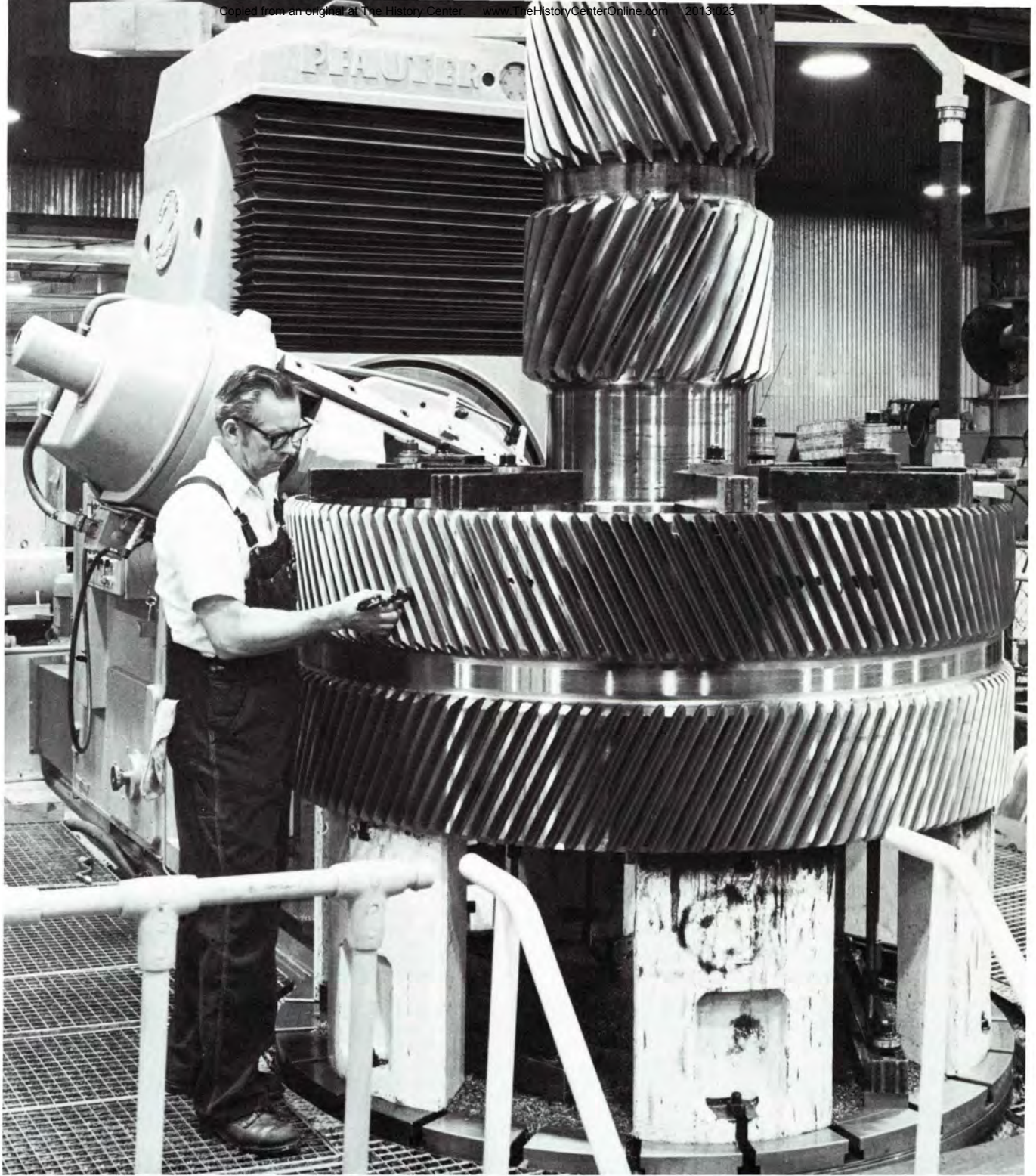
"I grew up with the Red Cross water safety programs," says Lisa Slaydon, "and as a volunteer, I give something back to them. But water safety is only one of the valuable services offered by the Red Cross."

"Without community support, the Wilson McKewen Treatment Center would not be here for me or others," adds Lola Atkins. "I am thankful I live in a county where people care enough to provide such services for its citizens."

"I know the Kurth Memorial Library reading program has helped Greta," says her mother, Mrs. Kenneth Matthews. "She is a good student and loves to read. Without the United Way, there might not be such programs for our children."

The United Way. It works for all of us. □



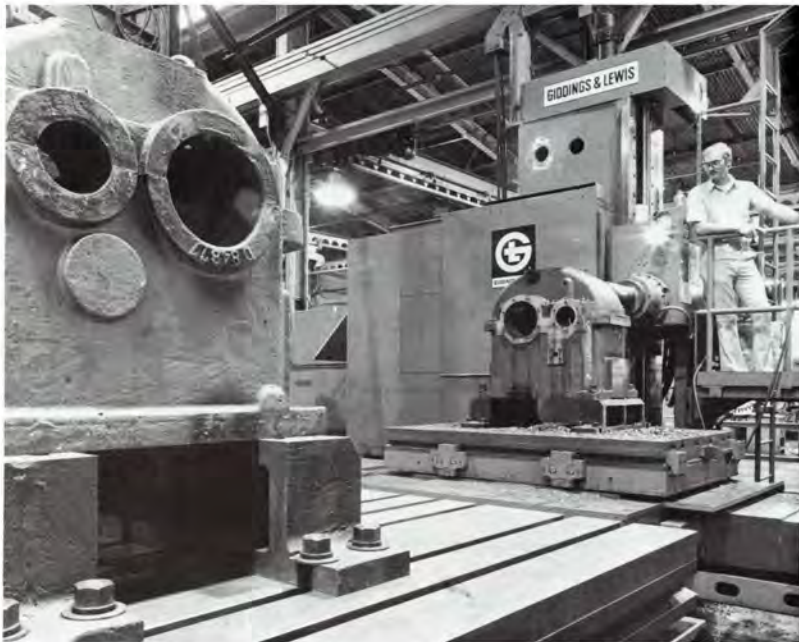


Industrial Gear Expansion

A Commitment to the Future

Construction is complete on the facility that brings a new concept in manufacturing to the company.

The Pfauter 120-inch gear hobbing machine is considered the latest in gear machining. It combines two operations — gear gashing and finishing — into one single machine. Pictured is J. C. Wood.



Lufkin Industries was no newcomer to the gear industry when it manufactured its first industrial gears for neighboring Southland Paper Mill in 1939. For 15 years, the company had been producing gear reducers for its pumping unit line.

The gears performed well, and soon LUFKIN was manufacturing industrial gears for a wide range of uses. However, the company's strength remained with its pumping units, especially in recent years, as their demand increased with energy shortages.

But the recent completion of a \$7.5 million dollar industrial gear expansion represents a new company commitment to industrial gear production. This facility is more than a new building — it is a new concept in manufacturing.

"The expansion allows us to separate our industrial gear product line from our pumping unit line," explains Frank Stevenson, vice-president of the Machinery Division. "This two-factory concept will improve productivity and scheduling, and the accuracy of new production machinery will allow us to manufacture more industrial gears with higher quality."

Manufacturing engineers Joe Simmons and David Bowers are excited about the project comple-



tion. "We should be able to produce a more accurate and reliable product," says Simmons, "with a faster and more dependable delivery." Bowers adds that the addition of one gear hobbing machine alone cuts in half the amount of production time for a gear that once took 600 hours to cut.

When installation of the \$5 million in new machinery is com-

(Top) Left, The Giddings and Lewis G-60TX numerically-controlled machining center bores, mills and drills gear housings. Two pallets permit one part to be machined while another is readied for machining, reducing setup time. Glenn Youngblood is the machine operator. Right, In an effort to keep the new building as clean and quiet as possible, the paintbooth area is totally enclosed. Lannas Bryant paints a gear before shipping. Above, The 57,600-square-foot industrial gear building joins the material control warehouses and offices. The building houses gear assembly and testing facilities.



Top, The gear test room is one of the most modern in the industry. The cabinets housing the testing equipment are the same type used by NASA. Clarence Miller is one of the technicians for the test stand. Bottom, Engineering personnel led a group from machinery sales on a tour of the industrial gear expansion last month. David Bowers, manufacturing engineering, explains some of the new techniques and procedures to Jim Trout of the Gulf Coast Division, Dave Bishop of the Southeastern Division and Bob Jeffs of the Pacific Coast Division.

pleted, gear operations will move in an assembly line manner. The milling, drilling and boring of gear box housings will be located on one side of the old commercial building, now referred to as industrial gear manufacturing. The other side of the area will be utilized primarily for gear blank and pinion machining.

As the machining of components

is completed, they enter the new building for cleaning and inspection. The parts are then stored in adjoining material control warehouses until time for assembly. Assembly operations have been moved to an area on the east side of the building. Adjacent to this area is a new tool storage room.

After piping is added, the completed unit is tested. Precision

high-speed gears are moved to the new test stand facility located in the center of the building. "The test stand has doubled in size," says Bowers, "and we have the ability to add new test motors if demand increases, which we expect it will. From what I have seen in other parts of the country and in Europe, our test stand facility is equal to or better than most industrial gear manufacturers."

All areas of the industrial gear complex will be air conditioned. Insulating walls will replace the tin walls in the old commercial gear building. Future plans call for the addition of an employee break center near the industrial gear test and service offices.

In conjunction with the completion of the industrial gear expansion, a machinery sales conference entitled "Cheers for Gears!" was held last month. Machinery sales personnel from branch offices throughout the country toured the new facilities and met with local employees on improving and marketing LUFKIN gears. Gear sales for 1981 should reach the \$30 million dollar mark.

"If we are to become a leading industrial gear manufacturer, we need effective organization and marketing," said Northwestern Division sales manager John Finney, in his report to the conference. "We must compete against other American manufacturers and the increasing number of foreign producers. The industrial gear expansion is a vision of the future."

And, as Frank Stevenson pointed out during his comments to the group, the advantages of the LUFKIN pumping unit line have allowed the company to invest in the industrial gear business. "With our personnel and facilities, there is no reason we cannot become the leader in industrial gear manufacturing that we are in the pumping unit industry. We have made a commitment." □

a fish story

LUFKIN trailers are built to haul the most unusual cargo.

What could a LUFKIN trailer and an anchovy fish possibly have in common?

A company in Ensenda, Mexico — Pesquera Zapata S.A. de C.V. — is using six LUFKIN tandem dump trailers to haul anchovies from its fishing vessels to its plant a half mile away. The anchovies are processed into fishmeal, a high-protein poultry feed.


"We were using a floating station to pump the fish to our plant," explains Ruben Bouchez Guzman, company distribution manager, "but the water carrying the fish was becoming contaminated with oil and blood. After the fish reached the plant, the water was returned to the sea. We wanted to stop that pollution."

The anchovies now are pumped into the tandem dump trailers and transported to the plant by truck. Each trailer has been equipped with breakers that absorb the movement of the load during accelerating, turning and braking. Vertical pipes served as

structural supports for the breakers and as water collectors. Slot-like cuts on the pipes drain the water to two attached 110-gallon water catch tanks.

One trailer can carry up to 65,000 pounds of anchovies. Nets cover the top of each trailer, discouraging sea gulls that might follow the truck and be killed on the road. At the processing plant, the fish are unloaded into a catch hole. Water is drained from the catch tanks, and the exterior and interior of the trailer surfaces are cleaned.

"We are very proud of the success of the project," says Guzman. The contamination of the ocean waters has been reduced to almost zero. We are the first company in our type of business to accomplish this goal."

The company is pleased also with the quality of the LUFKIN trailers. "We selected the LUFKIN trailers because of their resistance and strength compared to other models," he continues, "and we have not been disappointed with their performance." 



Left, Extra height was added to the trailers to keep water from splashing over the sides of the dumps. Middle, Pictured in an inside view of the trailers after the wave breakers were installed. The breakers absorb movement of the load during transporting. Right, The anchovies are unloaded to the catch hole at the fishmeal processing plant. Note the net covering the top, of the trailer which is designed to protect against sea gulls.

Anything But Dull...

The Bakersfield, California machinery sales and service offices are located in the prosperous San Joaquin Valley — the state capital of oil, wine and agriculture.

Anyone who has ever watched the Tonight Show with Johnny Carson has heard of Bakersfield, California. The late night host often quips he spent a week in Bakersfield one night.

But for members of the oil industry, Bakersfield is anything but dull. The city lies in the center of Kern County — the state's leading oil producing region. Oil derricks and pumping units are as common a sight in Bakersfield as towering pine trees are in East Texas.

Oil is big here. But so are cotton, wine, fruit and vegetables. Bakersfield is located in the warm San Joaquin Valley, and although the area averages only five inches of rainfall a year, irrigation has built a prosperous agricultural industry.

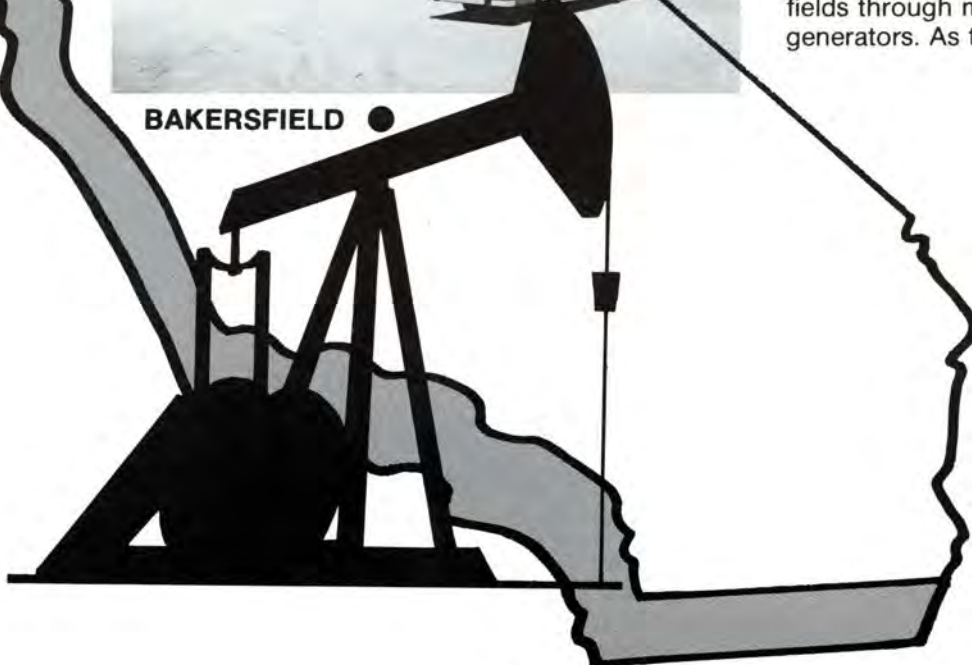
The LUFKIN name is no stranger to this thriving area. The Bakersfield sales office has been open since the early 1930s, and the service department was relocated here from Los Angeles in 1971. The sales and service branch sits in the Rosedale oil field owned by Gulf Oil Company. Two pumping units stand within 150 feet of the offices.

"Our branch serves a different kind of oil market," says district manager Chuck Davis. "More than half of the state's total oil production is from heavy crude. Because of its tar-like nature, recovery of the crude is enhanced by the injection of steam into the oil fields through massive steam generators. As the heat penetrates



BAKERSFIELD ●

The Bakersfield machinery sales and service offices are located in the western portion of the city. The branch was remodeled in 1979.



the crude, it reduces its thickness and the oil flows easily and quickly."

Many of the thousands of pumping units in Kern County have been pumping heavy crude oil since the turn of the century. But with oil as thick as molasses, most old wells had been producing only one or two barrels of oil a day. The steam-method of recovery became profitable only after oil deregulation, and without it, most of the heavy oil could not be produced.

"The pumping unit market here is very competitive," Davis adds. "The wells are shallow, 600 to 5,000 feet deep, and they require only the smaller unit sizes. Everyone seems to be building those size units today."

Davis is assisted in sales by Mike Bomboy, who transferred to the Bakersfield office in 1974 after six years in the Casper, Wyoming branch office. Davis was formerly district manager of that office until last year. Sales trainee Kent Peppard will join the sales force later this year.

The Bakersfield service department handles most of the service business for the Pacific Coast Division. Harold Stephens is outside serviceman and shop foreman for the branch. Gary Mullen serves as shop pressman and James Copeland as utility man. Gary Seaton is in charge of the parts warehouse. Jackie Campbell has been secretary for the branch since 1971.

"We have a good group," says Davis, "and a busy one. We do a high volume of sales and service. Sales and service business exceeds one million dollars a year."

Bakersfield dull? Not for the employees of the Lufkin Industries machinery sales and service office. Although steaming will make it possible to recover only half of the available crude in Kern County, reserves are estimated at more than 20 billion barrels. That is a lot of oil and a lot of pumping units. □



(Top) Left, Sales trainee Kent Peppard recently joined the Bakersfield branch after completing a year of training at the Lufkin plant. He will enter sales later in the year. Right, (l-r) Sales representative Mike Bomboy and district manager Chuck Davis review pumping unit orders. (Middle) Left, Jackie Campbell has been secretary for the branch since 1971. Right, Gary Seaton has been in charge of the parts department since 1966. Bottom, (l-r) James Copeland, utility man, and Harold Stephens, outside serviceman and shop foreman prepare a unit for delivery. The Bakersfield branch handles the majority of the California service business.

IN FOCUS

Retirements Mark 60 Years of Service

Three employees representing 60 years of service to the company have retired. In the Trailer Division, Charles Hamilton has retired after 20 years in the trailer parts department. In the Machinery Division, M. A. Nichols has retired after 25 years in the welding & structural shop, and Emmie Ford has retired after 15 years in the final assembly and shipping department.

For Charles Hamilton, retirement represents a beginning. After two decades as trailer parts administrator—the first one in the company's history—he retires to pursue some of his other interests.

A native of Missouri, Hamilton moved to Texas during World War II. For several years, he worked as an office and credit manager for a Houston firm that did business with LUFKIN Trailers. When LUFKIN decided to hire someone to organize its parts department, Hamilton applied for the job.

"I liked LUFKIN. The company seems to think of its employees as people—not just slots in the organization. At this time, every branch office had its own trailer parts system. I centralized the system and developed sales catalogs, price lists and standardized forms."

Hamilton sees retirement as another era of his life. He enjoys golfing, woodworking and traveling, and he plans to participate in many civic activities. "I believe every person should give something back to the society in which he lives. I want to use my free time to make some kind of civic contribution."

Like Hamilton, retiree M. A. "Nic" Nichols sees retirement as an opportunity to help others. The former mechanic in the maintenance department of the welding shop enjoys lending a helping hand to a neighbor or a friend.



Charles Hamilton



M. A. Nichols



Emmie Ford

"Oh, I will hunt and fish a little during my retirement," he says, "but I really like to help people. If I can put my skills to work helping others, I'll be happy."

Nichols came to work for LUFKIN in 1956. He ran a drill press in the welding shop the first 11 years, and then he transferred into maintenance. For the past couple of years, he had specialized in rebuilding motors for fork lift trucks.

"The work and the money have improved over the years," he says, "and I made a lot of friends. The

job at LUFKIN was the first job I had that I wasn't the new man and didn't get laid off. The work was steady."

Retiree Emmie Ford may have driven some of those fork lift trucks that Nichols repaired. A fork lift driver in the final assembly & shipping area since 1966, he is recuperating from an injury.

"I have six children," he says, "and they have been a real comfort to me. I will spend retirement at home with them. With that many children in the house, it should never be dull."

Environmentalism Joins Company

Charles Roy Euper has joined the company as an environmental coordinator. In his new position, he will be responsible for environmental activities for all LUFKIN manufacturing facilities.

He previously served as an environmental coordinator and instructor for Southern Arkansas University in East Camden, Arkansas. He holds a degree in environmental science from East Central University in Ada, Oklahoma, and has served 20 years with the U. S. Navy.

He and his wife, Patricia, are the parents of five children, Tom, Patty, Mark, Roy and Michele.



Departments Announce Promotions



G. Franklin Weeks



Kenneth Burnett



Kathi Jordan



Allen Whitaker



Mike Webb



Louis Miceli

Six promotions have been announced by officials in three departments of the company.

In the foundry department, G. Franklin Weeks has assumed the duties as training advisor for the foundry scheduling department. He previously served as a foundry scheduler. A 40-year employee of the company, he graduated from Stephen F. Austin State University. He and his wife, Norma, reside in Lufkin. They are the parents of two children, G. Franklin Weeks III and Kathi Weeks Jordan.

Kenneth Burnett has been promoted to foundry scheduler. Previously an assistant scheduler, he will be responsible for scheduling in the main bay foundry and the aluminum and bronze foundry. A graduate of Timpson High School, he joined the company in

1970 as a timekeeper. He resides in Lufkin.

Kathi Jordan has been promoted to foundry scheduler in charge of scheduling for the counterweight foundry, side bay foundry and Little Rock foundry. Prior to her promotion, she served as a scheduling clerk. She was employed by the company in 1976 and recently completed her associate degree at Angelina College.

She and her husband, Dwyane, reside in Burke.

In the material control department, Allen Whitaker has been promoted to cycle count operations. Previously a first shift storekeeper, he joined the company in 1976. He is a graduate of Nacogdoches High School and resides in Lufkin.

Mike Webb has been promoted

to reporting clerk in the casting yard. Prior to his promotion, he served as a second shift storekeeper. A graduate of Southeast Missouri University, he joined the company last year.

He and his wife, Rita, reside in Lufkin. They are the parents of two children, Jamie and Melissa.

In the machinery sales department, Louis Miceli has been assigned to the Odessa, Texas branch office as a district service representative. A six-year employee of the company, he had worked as a maintenance foreman in the foundry department. He is a graduate of Stephen F. Austin State University.

He and his wife, Carolyn Skinner, have moved to Odessa.

Credit Union Approves New Regulations

The LFM Federal Credit Union has announced several changes in its membership rules and guidelines. The regulations are effective immediately.

"The current tight money market situation is hurting all financial institutions," says Austin Freeman, credit union secretary-treasurer. "We are fortunate to have a strong credit union, and our board of directors feels these changes will

further strengthen our financial position."

Membership eligibility remains unchanged. Any Lufkin Industries employee can become a member of the credit union immediately upon employment. To join, a fully completed membership application card along with a five dollar savings deposit and \$2.50 membership fee must be returned to the credit union. When payroll deduc-

tion is desired, two fully completed payroll deduction cards must be returned to the credit union.

The amount of time a member must belong to the credit union before he or she qualifies for a loan has changed however. To qualify for a loan, an applicant must be a credit union member for six months and either a Lufkin Industries employee with one year of continuous service, or the

husband, wife or child of a qualified credit union member.

When a member is granted a loan, the members share account becomes security for the loan along with other collateral, and shares can be withdrawn only upon the approval of the credit committee or loan officers. Loan applicants also are subject to credit checks from the local credit bureau now.

"These loan regulations are to protect the credit union," explains Freeman. "The time requirements assure us that a loan applicant is a stable company employee who will repay the debt. Holding shares for collateral does not mean a member with a loan can not withdraw from a share account. It simply means the withdrawal must be approved."

An increase in the number of share account withdrawals was the reason for a new policy on withdrawals. Regular withdrawals may be made one time every three months without charge. If a share account is \$1,000 or less, each additional withdrawal will cost \$1.50. If a member continues to request withdrawals, payroll deductions will be terminated.

"Some members use their share accounts as a checking account. Our offices are not equipped to handle a large number of daily withdrawals. If a member constantly withdraws money from an account, a decrease in payroll savings should be considered."

While many local credit unions have increased their interest rates because of tight money markets, the interest rate at LFM Federal Credit Union remains at 12 percent annually. The low interest rate is increasing the number of loan applications.

"The credit union is loaning money from its own cash flow," Freeman continues, "and because of this, we have been able to keep our interest rates low. The loan guidelines set certain requirements for loans, and these will assist the

credit committee in granting loans.

The credit union lends money on principally five different types of loans. Signature loans are granted up to \$1,000. New automobiles are financed for 90 percent of the purchase price and for up to 48 months. Used car financing (cars three years or older) is available for up to 90 percent of the purchase price, but only for 30 months. Financing for automobiles up to three years old can be extended to 42 months. Proof of insurance on both new and used cars is required before a loan is advanced to the applicant.

Financing is available on new

furniture up to 80 percent of the purchase price. Furniture cannot be used as collateral on anything except the purchase of new furniture. Real estate loans are available up to 80 percent of purchase price, but they are limited because of the amount of money often required for these loans. No loans are made for the purchase of a mobile home or motorcycle.

The LFM Federal Credit Union is located at 609 Ellis Street. It was founded in 1964 to serve the financial needs of Lufkin Industries employees and their families. It currently has more than \$3.5 million dollars in assets.

Employee Wins Boat

Edith Arnold, industrial supplies, was the first place winner in the Bass'n'Gals \$25,000 National Tournament held July 10-11 at Frontier Park in Toledo Bend. For her 16-pound, 12-ounce catch of bass, she was awarded a fully-equipped bass boat, valued at \$9,000.

A total of 153 women from 16 states participated in the tournament. It was one of three qualifying tournaments for competition in the Bass'n'Gals Classic Tourna-

ment in November.

The bass rig included a Ranger boat, a Roadmaster Trailer, two Lorange depth finders, a trolling motor and a 111 h.p. Mercury motor. In addition to the boat, she received a first place plaque and jacket, and for the three heaviest strings of fish on the second day of the tournament, a Skyline graphite rod.

Arnold travels extensively fishing in tournaments throughout the South. This is her first major win.





REMINISCENCES *by Guy Croom*

Retiree Meeting

The monthly meeting date for us retired employees is the first Wednesday in each month. Our July meeting came on the first day of the month. I don't know why but the crowd was a shade short...

Johnnie Stuart was the first person to sign the register. He was the boss in the cleaning and chipping room for a long time and a good one...

Jamie Church — I remember him alright — I believe he operated the big Colburn drill press... Ole Bill Spitler, steady as a clock, did his day's work every day on a turrett lathe in the lathe shop...

Sylvester Donahoe and his brother, "Pop", came to work at the same time when they were still boys. Sylvester stayed with the company for many years, and finished up with Bud Lovett in the jig shop...

Pierce Allbritton was Alex Andrew's layout man. They fussed at each other but always in fun...

A. D. Wilkerson operated a vertical turrett lathe, and I believe he was a native of Diboll...

Jesse Neal was not easy to replace in the structural shop... J. J. McDougald was a valuable man in the heat treating department... Tillman Martin is my kind of man... There is not a lazy bone in Seymour Curtis...

Ray Wolford wears out shoe leather rather than automobile tires... Arthur Nelson is an excellent retail salesman and a good man... It is very thoughtful and unselfish of Lee Deggs to bring Red Lewis to the meetings. As employees, Ole Red

and Lee left very little to be desired...

Just because Mack Frazier is an educated engineer doesn't keep him from associating with us boilermakers, molders and machinists... I've known Calvin Stevens and his family since he was a baby and I don't know anything bad about them... Oliver McKay or his wife always have a fine garden...

Pete Largent not only was a good shop man but also was an above average athlete... Ghent Smelley had some attributes that all too few foreman have: he could maintain discipline and at the same time get along with people...

Mack Chastain honored us with his presence for the first time... M. M. Fontenot is the man that brought electric welding to this part of the country...

I am afraid to say much about D. L. Scarborough. I may be talking about my kinfolks. My deceased wife was a Scarborough... I worked for Bud Lovett one time and he never did fuss at me. Thank you, Bud...

If we lose "Cowboy" Starrett, we may as well close up shop... I am sorry but I will just have to skip Lee Roy Ford and Preacher Weeks until I get better acquainted with them... Jim Odom could get the "ox out of the ditch"... Fate Johnson was a faithful worker...

Our president, Bob Poland, told us a lot about the future plans for the plant, and it looks bright. We retirees are all proud to be a part.

ANNIVERSARIES **3-9 YEARS**



JAMES TUDOR
Final Assembly & Shipping
4 years



LEONARD SHARP
Final Assembly & Shipping
6 years



VERNON WOODSON
Final Assembly & Shipping
3 years



DOUGLAS STEEL
Welding & Structural
7 years



LOVELL LEE
Machine Shop
5 years



SHIRLEY DADDOW
Material Control
4 years



LONNIE McDANIEL
Foundry — Cleaning Room
9 years



JERRY WAGSTAFF
Foundry — Maintenance
7 years



SHIRLEY WARE
Trailer — Timekeeper
9 years



WAYNE SPRATLEY
Welding & Structural
7 years



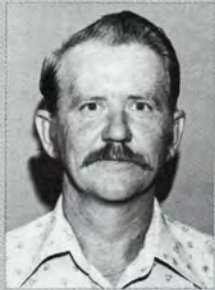
ROBERT BEERS
Welding & Structural
5 years



SANDRA DISTEFANO
Engineering
5 years



STEVE PHELPS
Welding & Structural
3 years



DEWEY WELLS
Foundry — Construction
4 years



EARL MARK
Pattern Shop
8 years



SYLVESTER WRIGHT, Jr.
Material Control
3 years



OSCAR ARANT
Pumping Unit Gear Box Assembly
9 years



RICKEY BUCHANAN
Welding & Structural
9 years



JERRY MIKE WATSON
Gear Cutters
8 years



DeWAYNE COLLINS
Print Shop
3 years



MARY LEWIS
Foundry — Core Room
4 years



DAVID SPAINHOUR
Material Control
4 years



SUSIE PHILLIPS
Trailer — Purchasing
7 years



GUADALUPE SANCHEZ
Welding & Structural
6 years



GEORGE CASTILLO
Foundry — Cleaning
4 years



CLAUDE WILLIAMS
Electrical Department
6 years



ANDY BEDDINGFIELD
Trailer — Brake Bands
7 years



CHARLES RIGGINS
Foundry — Side Bay
7 years



GERALDINE POULAN
Industrial Supplies
5 years



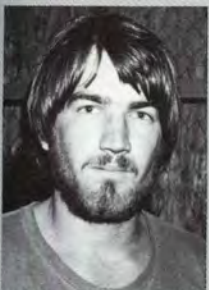
TROY COLE
Foundry — Core Room
4 years



MITCHELL O'NEILL
Plant Engineering
6 years



LEMON HAMILTON
Pipe House
3 years



RICKEY SOWELL
Welding & Structural
7 years



BETTY NIOSI
Trailer — Pumping Unit
3 years



MILTON GREENVILLE
Trailer — Floats
4 years



JOHN JOSEPH
Trailer — Warehouse
8 years



REX BAILEY
Trailer — Machines
9 years



HERBERT LOGAN
Machine Shop
6 years



DORA HIGHT
Shaft Shop
7 years



RONNY HARRISON
Data Processing
5 years



DAVID HAVARD, JR.
Material Control
7 years



MARGARET PURKE
Accounting
3 years



WILLIAM MONMOUTH
Foundry — Melting
4 years



GARVIN BRIDGES
Electrical Department
6 years



JAMES BALDWIN
Trailer — Warehouse
4 years



HENRY CREDIT
Foundry — Melting
6 years



WILLIAM MOSLEY
Lathe Shop
9 years



BOBBIE HAVARD
Industrial Supplies
3 years



MARVIN DILL
Foundry — Main Bay
7 years



CARL MOORE
Machine Shop
7 years



JAMES PRICE
Electrical Department
4 years



JACKIE HEWITT
Trailer — Floats
8 years



ROSE ALLEN
Production Control
3 years



A. J. PENNINGTON
Personnel
9 years



FREDDIE RUDISILL
Truck Shop
8 years



JOE PENN
Foundry Offices
4 years



ROBERT PENSON
Foundry — Core Room
4 years



BOBBY GUTHERY
Welding & Structural
4 years



WILLIAM FORD
Industrial Gears
6 years



PAM LOVETT
Office Services
3 years



THOMAS DOWNEY
Machine Shop
3 years



JOHN O'CONNOR
Tool Room
9 years



ROGER SOWELL
Foundry — Main Bay
4 years



MARVIN MCKNIGHT
Trailer — Paint House
9 years



ROY MYERS, JR.
Accounting
9 years



LEE DUNAWAY
Electrical Department
7 years



BILL PENNINGTON, JR.
Foundry — Shakeout
4 years



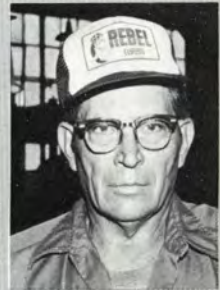
DONNIE DUDLEY
Foundry — Counterweight
Melting
7 years



WYMAN GREGORY
Foundry — Melting
7 years



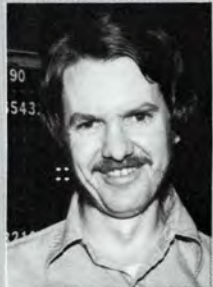
JOHNNY DAVIS
Welding & Structural
3 years



ELDON NEWTON
Machine Shop
7 years



JAMES MURPHY
Welding & Structural
3 years



LINWOOD FENLEY
Trailer — Pierce Rivet
9 years



EDWARD CLIFTON
Trailer — Van Subs
6 years



HENRY SARGENT
Shaft Shop
8 years



SAM CRAIN
Foundry — Core Room
7 years



TRUMAN BELROSE
Welding & Structural
5 years



HARVEY RAINEY
Pumping Unit Gear Box
Assembly
7 years



THOMAS HARRIS
Electrical Department
3 years

FOUNDRY OPERATIONS

Employment Date	Years With Co.	
Colbert Purvis	September 9, 1945	36
Ira Christopher	September 6, 1946	35
L. C. Richards	September 6, 1950	31
Elison Perry	September 13, 1950	31
Harold Hicks	September 27, 1950	31
Willie Mitchell	September 17, 1952	29
A. R. Adams	September 29, 1955	26
James Summers	September 3, 1958	23
Edward Fleming	September 11, 1963	18
Joseph Arnold	September 20, 1966	15
Bobby Strange	September 22, 1966	15
J. C. Higgins	September 11, 1969	12
Melvin Powell	September 29, 1969	12
Kenneth Burnett	September 21, 1970	11
J. D. Rodgers	September 23, 1971	10
Lonnie McDaniel	September 13, 1972	9
Earl Mark	September 28, 1973	8
Jerry Wagstaff	September 5, 1974	7
Wyman Gregory	September 16, 1974	7
Sam Crain	September 20, 1974	7
Charles Riggins	September 23, 1974	7
Marvin Dill	September 26, 1974	7
Donnie Dudley	September 27, 1974	7
Henry Credit	September 11, 1975	6
Gerald King	September 9, 1976	5
Bill Pennington, Jr.	September 1, 1977	4
Joe Penn	September 1, 1977	4
Myrtle Grubbs	September 7, 1977	4
Troy Cole	September 9, 1977	4
Mary Lewis	September 15, 1977	4
Dewey Wells	September 20, 1977	4
William Monmouth	September 27, 1977	4
George Castillo	September 27, 1977	4
Roger Sowell	September 29, 1977	4
Robert Penson	September 20, 1977	4
Gary Collier	September 20, 1979	2
Larry Hunt	September 20, 1979	2
Benito Hibarra	September 25, 1979	2
Raul Castillo	September 26, 1979	2
Jackie Rogers	September 2, 1980	1
Victor Aguirre	September 2, 1980	1
Miguel Trevino	September 5, 1980	1
Roberto Rodriguez	September 8, 1980	1
Bruce Albro	September 15, 1980	1
Fernando Jasso	September 15, 1980	1
Johnny Ward	September 18, 1980	1
Amando Silva	September 18, 1980	1
Adan Pena	September 19, 1980	1
Edy Alvarez	September 19, 1980	1
Benjamin Rodriguez	September 22, 1980	1
Preston Cauley	September 23, 1980	1
Paul Crawford	September 28, 1980	1

LITTLE ROCK FOUNDRY

Employment Date	Years With Co.	
Fred Coulter	September 15, 1977	4
William Potts	September 19, 1977	4
Leonard Evans	September 20, 1977	4
Willie Freeman	September 21, 1977	4
Harold Roberson	September 26, 1977	4
Willie Hayes	September 26, 1977	4
Bennie Doss, Jr.	September 26, 1977	4
Prentis Danberry	September 26, 1977	4
Roy Potts	September 26, 1977	4
Charles Spradlin	September 26, 1977	4
Bill Shockley	September 26, 1977	4
William Carter	September 27, 1977	4
Albert Wylia	September 27, 1977	4
Curtis Armstrong	September 28, 1977	4
Bob Hope	September 18, 1978	3
Stanley Herndon	September 13, 1979	2
Russell Wallace	September 2, 1980	1
Robert Pruitt	September 3, 1980	1
Bennie Doss, Sr.	September 3, 1980	1
Ricky Jones	September 8, 1980	1
James Love	September 22, 1980	1
John Wright	September 23, 1980	1
Roy Tiggs	September 23, 1980	1

MACHINE SHOP

Employment Date	Years With Co.	
C. L. Beck	September 26, 1941	40
Delbert Williford	September 17, 1945	36
Caesar Singletary	September 8, 1950	31
Ertis Brock	September 22, 1950	31
Louis Davis	September 5, 1951	30
Charles Grimes	September 19, 1951	30
William Bonney	September 7, 1955	26
G. B. Landrum	September 21, 1955	26
A. C. Lunsford	September 16, 1957	24
Joseph Behannon	September 4, 1962	19
Rayford Davis	September 5, 1962	19
Keith Strickland	September 5, 1962	19
Elmon Cross	September 17, 1962	19
Charlie Rhodes	September 17, 1962	19
William Sides	September 24, 1962	18
Donald Traylor	September 28, 1964	17
Larry Cordova	September 6, 1966	15
Hollis Barnhart	September 6, 1966	15
Arthur May	September 6, 1966	15
Samuel Barrow	September 6, 1966	15
Archie Taylor	September 12, 1966	15
Florida Pope	September 13, 1966	15
Bobby Allen	September 19, 1966	15
Thomas Stricklin	September 14, 1967	14
Michael Cummings	September 8, 1969	12
Noel Johnson	September 8, 1969	12
Issac Herring	September 8, 1970	11
Terry Johnson	September 22, 1970	11
Claude Brookshire	September 13, 1971	10
Oscar Arant	September 1, 1972	9
John O'Connor	September 11, 1972	9
William Mosley	September 25, 1972	8
Freddie Rudisill	September 4, 1973	8
Jerry Mike Watson	September 10, 1973	8
Herry Sargent	September 27, 1973	8
Dora Hight	September 3, 1974	7
Carl Moore	September 12, 1974	7
Lee Dunaway	September 23, 1974	7
Eldon Newton	September 23, 1974	7
Harvey Rainey	September 25, 1974	7
Mitchell O'Neil	September 2, 1975	6
Garvin Bridges	September 10, 1975	6
William Ford	September 22, 1975	6
Herbert Logan	September 22, 1975	6
Claude Williams	September 24, 1975	6

Lovell Lee	September 16, 1976	5
James Price	September 26, 1977	4
Lemon Hamilton	September 5, 1978	3
Thomas Harris	September 6, 1978	3
Thomas Downey	September 6, 1978	3
Rose Allen	September 25, 1978	3
Garland Hawk	September 5, 1979	2
Patrick Burton	September 5, 1979	2
Birtha Adams	September 6, 1979	2
Aubrey Culbertson	September 9, 1979	2
Ramona Rice	September 16, 1979	2
Milton Phillips	September 16, 1979	2
Jason Parrish	September 16, 1979	2
Jack Walker	September 23, 1979	2
Harlon Smith	September 24, 1979	2
Martha Bennett	September 24, 1979	2
James Underwood	September 24, 1979	2
William Sanders	September 25, 1979	2
Jackie Hudson	September 30, 1979	2
Edward Perley	September 30, 1979	2
Birdie Forney	September 2, 1980	1
Byrnie Freeman	September 2, 1980	1
Jack Reggie, Jr.	September 2, 1980	1
Ricky Moore	September 2, 1980	1
Ronald Churn	September 10, 1980	1
John Griffin	September 3, 1980	1
Robert Cowart	September 3, 1980	1
Randy Baker	September 3, 1980	1
Donald Brooks	September 4, 1980	1
Willie Hageon	September 4, 1980	1
Edward Lovel	September 4, 1980	1
Jeff Baker	September 7, 1980	1
Rebakah Burns	September 11, 1980	1
Terry Tullos	September 11, 1980	1
Wanda Parker	September 12, 1980	1
Bert Walton	September 14, 1980	1
Benito Flores	September 15, 1980	1
Keith Atter	September 15, 1980	1
Ricardo Esparza	September 15, 1980	1
Roger Gray	September 15, 1980	1
Harold Goodson	September 15, 1980	1
Terry Young	September 15, 1980	1
Billie Daugherty	September 17, 1980	1
David Turner	September 17, 1980	1
Eugene Esquivel	September 19, 1980	1
Evan Perkins	September 21, 1980	1
David McFarland	September 22, 1980	1
Terry Aivers	September 22, 1980	1
George Huggins	September 23, 1980	1
Geneva Whitworth	September 24, 1980	1
James Kollman	September 24, 1980	1
Donald Jones	September 24, 1980	1
Arthur Harrison, Jr.	September 25, 1980	1
Kenneth Townsend	September 25, 1980	1
James Watts	September 26, 1980	1
Jonathan Hadnot	September 26, 1980	1
Ralph Bean	September 28, 1980	1
David Park	September 29, 1980	1

MATERIAL CONTROL

Employment Date	Years With Co.	
Dan Martin	September 14, 1942	39
Red Parker	September 15, 1944	27
William Ballow	September 4, 1962	19
Lee Montes	September 1, 1966	15
Larry Cloyd	September 6, 1966	15
James Weeks	September 19, 1966	15
David Havard, Jr.	September 16, 1974	7
David Spainhour	September 19, 1977	4
Shirley Daddow	September 21, 1977	3
Sylvester Wright, Jr.	September 26, 1978	3
William Rushing	September 5, 1980	1
Nickie Owens	September 17, 1980	1

CORPORATE OFFICES

Employment Date	Years With Co.	
Roy Myers, Jr.	September 6, 1972	9
Jimmie Fenton	September 16, 1974	7
Ronny Harrison	September 20, 1976	5
Margaret Purke	September 11, 1978	3
Pam Lovett	September 11, 1978	3
Jimmy Byrd	September 6, 1979	2
David Reeves	September 10, 1979	2

TRAILER SALES & SERVICE

Employment Date	Years With Co.	
Marilyn Ivy	September 12, 1962	19
Ada Beck	September 17, 1965	16
William Adams, Jr.	September 8, 1976	5
Richard Wallace	September 27, 1976	5
Gene Gonzales	September 20, 1979	2
Larry Grimes	September 1, 1980	1

TRAILER PLANT

Employment Date	Years With Co.	
Fred Walker	September 16, 1940	41
Wallace Davison	September 1, 1951	30
Trevatha Carroll	September 13, 1951	30
Sam Taylor	September 28, 1951	30
Eli Coufee	September 4, 1952	29
Curtis Grimes	September 20, 1952	29
J. C. Crawford	September 12, 1955	26
Kenneth White	September 4, 1962	19
Henry Williams	September 17, 1962	16
Darcy Faircloth, Jr.	September 16, 1965	16
Jerry Jones	September 27, 1965	16
Albert Mills	September 12, 1966	15
Tommie Miller	September 5, 1967	14
Charles DiStefano	September 18, 1967	14
Billy Durham	September 3, 1968	13
John Pena	September 8, 1969	12
Oscar Malone, Jr.	September 11, 1969	12
Albert Stanberry	September 11, 1969	12
Neil Arnold	September 28, 1979	11
Rex Bailey	September 11, 1972	9
Shirley Ware	September 12, 1972	9
Linwood Fenley	September 18, 1972	9
Marvin McKnight	September 18, 1972	9
Jackie Hewitt	September 18, 1973	8
John Joseph	September 28, 1973	8
Andy Beddingfield	September 1, 1974	7
Phillip Phillips	September 16, 1974	7
Edward Clifton	September 29, 1975	7
James Baldwin	September 7, 1977	4
Milton Greenville	September 27, 1977	4

Betty Niosi	September 5, 1978	3
Jon Edmonson	September 8, 1978	3
Joe Sanches	September 4, 1979	2
David Parnell	September 12, 1979	2
James Smith	September 24, 1979	2
Charles Smiley	September 25, 1980	1
Keith Ford	September 30, 1980	1

PERSONNEL

Employment Date	Years With Co.	
A. J. Pennington	September 14, 1972	9
Tommy Fisher	September 15, 1980	1
Ginny Landers	September 23, 1980	1

WELDING & STRUCTURAL

Employment Date	Years With Co.	
Marion Christie	September 1, 1955	26
Coy Minshew	September 11, 1961	20
William Hutson	September 6, 1962	19
Marvin Tarver	September 16, 1963	18
Royce Ashworth	September 30, 1963	18
Glenn Edwards	September 14, 1964	17
Jefferson Skinner	September 29, 1965	16
Ronald Doss	September 15, 1966	15
Palmo Freis	September 25, 1967	14
Arthur Starling	September 5, 1968	13
James Brennan	September 23, 1968	13
Jesse Ross	September 22, 1970	11
James Cater	September 2, 1971	10
Rickey Buchanan	September 28, 1972	9
Wayne Sprafley	September 10, 1974	7
Ricky Sowell	September 1, 1974	7
Douglas Steel	September 16, 1974	7
Joe Audrey	September 18, 1974	7
Guadalupe Sanchez	September 15, 1975	6
Truman Belrose	September 20, 1976	5
Robert Beers	September 27, 1976	5
Bobby Guthrie	September 15, 1977	4
Johnny Davis	September 4, 1978	3
Steve Phelps	September 15, 1978	3
Calvin Mass	September 21, 1978	3
James Murphy	September 25, 1978	3
Antonio Santana	September 13, 1979	2
Clarence Bass	September 19, 1979	2
Gregory Carter	September 1, 1980	1
Willie Limbrick	September 4, 1980	1
Willie Limbrick	September 5, 1980	1
Ronnie Martin	September 8, 1980	1
Kelvin McCary	September 12, 1980	1
George Olds, Jr.	September 15, 1980	1
Olibo Lopez	September 15, 1980	1
Martin Smith	September 16, 1980	1
Miguel Barron	September 17, 1980	1
Judie Rice	September 19, 1980	1
Thaniel Jenkins	September 22, 1980	1
Alejandro Curiel	September 22, 1980	1
Nathaniel Locke, Jr.	September 23, 1980	1

FINAL ASSEMBLY & SHIPPING

Employment Date	Years With Co.	
E. L. Parks	September 23, 1955	26
Bobby Wood	September 26, 1961	20
R. D. Forney	September 16, 1963	18
Arthur Windsor	September 25, 1968	13
Willie Hector	September 3, 1969	12
Willie Walker	September 21, 1970	11
Leonard Sharp	September 9, 1975	6
James Tudor	September 2, 1977	4
Vernon Woodson	September 26, 1978	3
Johnny Johnson	September 27, 1978	3
Ira Henderson	September 4, 1979	2
David Mitchell	September 20, 1979	2
Howard Nelson	September 3, 1980	1
Isaac Hines	September 12, 1980	1
J. W. Starling	September 16, 1980	1
Howard Garner	September 22, 1980	1
Rex Womack	September 23, 1980	1
Willie Armistead	September 23, 1980	1
Reynaldo Carbajal	September 23, 1980	1
Wesley Tudor	September 23, 1980	1
Kenneth Winningham	September 25, 1980	1
James Skinner	September 26, 1980	1
Arthur McCarter	September 29, 1980	1
Burley McDonald	September 29, 1980	1

ENGINEERING

Employment Date	Years With Co.	
Bill Ford	September 4, 1951	30
Robert Nunn	September 15, 1966	15
Sandra DiStefano	September 26, 1977	4
DeWayne Collins	September 15, 1978	3
Christina Randolph	September 4, 1979	2

PUBLIC RELATIONS

Employment Date	Years With Co.
Jo Ann Anderson	September 15, 1

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

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The Covers

Front: The completion of a \$7.5 million industrial gear expansion represents a new company commitment to the industrial gear business. For the story, see page 4.

— Photo by Tom Johnston

Back: The Bakersfield, California machinery sales and service branch office is surrounded by pumping units. It is located in the Kern County oil fields — the state's leading oil producing area. For the story, see page 8.

— Photo by David Freeze

