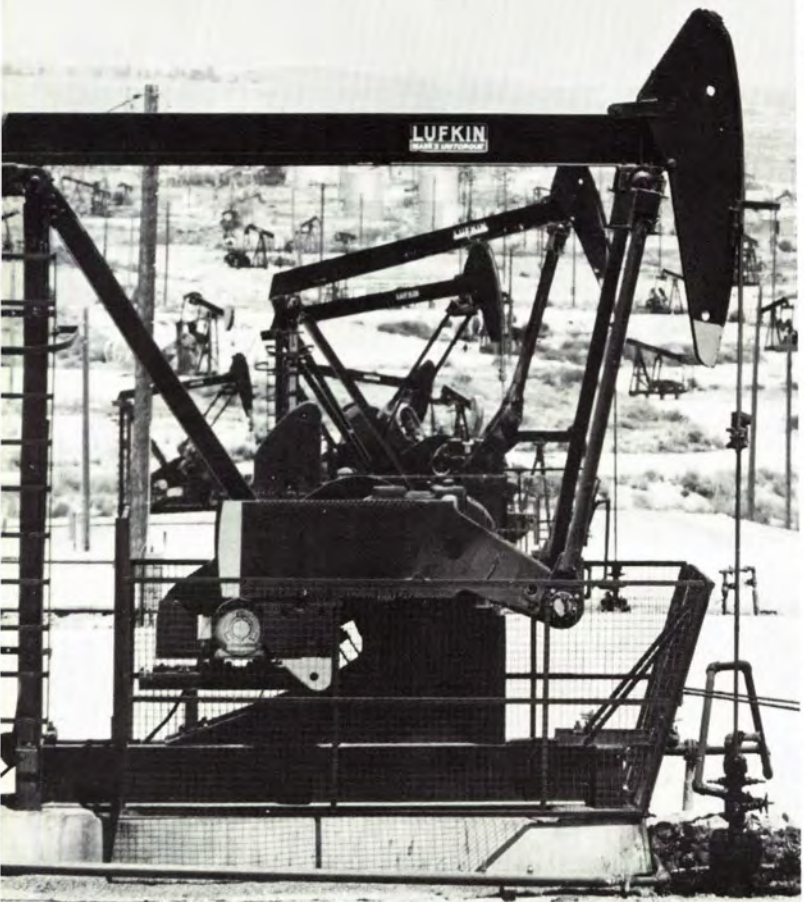


LUFKIN

DECEMBER 1981

ROUNDUP





A Year-End Message to Employees

Company President R. L. Poland reviews the year during the 11th Annual Service Awards Banquet

The 11th Annual Service Awards Banquet was held December 5 at the Lufkin Civic Center. Employees who retired during 1981, or those who have been with the company for 5, 10, 15, 20, 25, 30, 35, 40 and 45 years were honored.

Each year R. L. Poland, president, speaks on the company's achievements during the year and its future plans. For employees not marking an anniversary in the prescribed 5-year increments, some of his remarks follow.



Many of you are attending your first service awards banquet. And some of us who are responsible for these annual gatherings have attended all of them. Some of you may be here for the third or fourth time.

For me, it is always a pleasure to meet with you in this setting, to meet the wives and husbands of employees, to eat together, to be entertained together, and to talk about our company, your jobs

and your future as we can see it from here.

We have these meetings to give you a small service award to mark the number of years you have been a part of the family of Lufkin Industries. Although these pieces of jewelry are not overly expensive, they are given to you with pride that you chose Lufkin Industries as the place you would earn your livelihood. We sincerely hope you wear these awards with similar pride.

Another purpose of this meeting is to compliment you on the work you have done this year. During my 36 years with this company, I have never seen such close cooperation between divisions, departments and even crews within a department. This is not always true throughout the work world, especially in large companies with far-flung offices and people.

We who are responsible for making the day-to-day decisions that affect all employees are quite aware of the sacrifices some of you make to get the job done. All have worked long hours week after week. You've done your share in helping this country get nearer to its goal of being free from dependence on foreign oil.

I heard a story recently that I suspect is a fairly common tale that hits home to most of us. One employee said to another in the shop the other day, "It doesn't do much good to earn all this overtime money. There's never any time to spend it."

And the other employee replied, "No trouble at my house on that score. My wife finds time to spend it!"

Most all employees know the three major products that are produced at Lufkin Industries. But perhaps some of the family members may not. Our company is divided into three divisions: the Machinery Division, the Trailer Division, and the Industrial Supplies Division. In the Machinery Division, we make oil field pumping units, industrial and marine gears. In the Trailer Division, we build truck trailers of several kinds—such as dump trailers, vans, floats and low boys. The Industrial Supplies Division sells all kinds of goods such as plumbing supplies, pole line hardware, pipe, and industrial safety supplies.

The Machinery and Trailer Divisions are the best customers the Industrial Supplies Division has—but it also sells to contractors, plumbers and other industries throughout East Texas.

Let's look for a few minutes at what happened to Lufkin Industries during 1981.

I think we all are grateful that we are with an industry whose products are in great demand. We can look around us and see other businesses who have had layoffs and falling sales.

For us, however, this has been an exciting year. Our company has continued to grow and expand. This time last year, there were 3,668 employees on the payroll. Tonight, there are 4,100 members in our family. About 400 of our employees work in other areas of the United States and Canada.

You are employed by a company whose sales of its products will reach and exceed one-third of a billion



“You and your fellow employees by the end of this year will have built about 9,600 pumping units.”



“The new facility for manufacturing industrial and marine gears has been equipped with the most up-to-date, sophisticated machine tools on the market today.”

dollars. We are one of the largest industries in the entire East Texas area and that covers Longview and Tyler.

Oil field pumping units accounted for 85 percent of our total sales. You and your fellow employees by the end of this year will have built about 9,600 pumping units. That compares to 7,620 units you built in 1980. If we maintain our market, we have set a goal of 12,000 units in 1982.

The trailer business was down somewhat in 1981, but Trailer Division employees built pumping unit structures also. We think the year-end figures for that division will read 2,000 trailers and more than 2,200 pumping unit structures produced. That's a remarkable achievement when you realize that 2,200 pumping units account for about one-fourth of our total unit production.

The Industrial Supplies Division, in spite of the drop-off in building and construction, is doing extremely well in its new location on the West Loop.

Let's look at some of the things we did which assisted employees in attaining these production records.

Our Board of Directors voted to reinvest from our profits, several million dollars to build new buildings and buy new machine tools which would give you a better place to work and increase your efficiency in producing our products.

We completed the new facility for manufacturing industrial and marine gears. It has been equipped with the most up-to-date, sophisticated machine tools on the market today. One gear grinder we purchased cost one million dollars. This machine will allow employees in this department to grind the teeth surface of high-speed gears instead of lapping them. We also put into service this year a tape-controlled machining center whose operator can finish a gear housing and cover assembly from the rough casting. Four more of these machines are on order, and they will be installed in the new gear box machining building west of Raguet Street. This will enable us to machine all pumping unit gear housings in this location, which will eliminate transferring them to the machine shop as we have done in the past. Each

of these machines carries a price tag in excess of one million dollars.

Also on order are four high-speed gear shapers which can cut large pumping unit herringbone gears twice as fast and with more accuracy than our present Sykes gear cutters. Two of these machine tools should arrive this month. This will relieve our present crowded conditions in our gear cutting department.

You are aware I'm sure that we are building a new structural fabricating facility southeast of Lufkin on a portion of the 400-acre site we own near Homer. We first built a trailer manufacturing plant on some of this acreage several years ago. And now on this property, we are building a structural plant, and a final assembly and shipping department. Also, our trucking department will move into new facilities at this site, as well as our public scales. However, we will maintain at the downtown plant a shop for maintenance and service for automobiles and shop vehicles.

Most of the equipment in the new structural plant will be automated. You will see employees operating high-speed saws that will cut steel beams like cordwood. The old hand-cutting torch and individual layout will be something of the past.

We expect to start fabrication in this new facility some time this month. However, it will be approximately another year before a complete transition is made.

As most of you know, we have been in a three-year expansion program for our foundry operations. This year we installed a new cupola and extended the main bay of the foundry. The cupola will double our melting capacity, and also make our production cleaner with almost 99 percent of the air pollutants being eliminated. This should make both our employees and our neighbors happy. And this makes us happy, too.

Long range plans for our foundry department include the installation of another arc furnace for melting, a new molding area for pumping unit cranks, and a new cleaning department.

After the move to the new structural facility has been



“The Industrial Supplies Division is doing extremely well in its new location on the West Loop.”



“We think the year-end figures for the Trailer Division will read 2,000 trailers and more than 2,200 pumping units produced.”

effected, we plan to utilize the old facilities for foundry expansion. We can then store many of our castings inside and relieve the crowded conditions surrounding our foundry.

Some of you here tonight may not be aware that we have three manufacturing facilities away from Lufkin. Two of the best ventures we ever made were the acquisition of a foundry in Little Rock, Arkansas, and a structural shop in Cushing, Texas. These have given us added capacity that was sorely needed. We also have a \$3 million plant in Canada which began producing three sizes of pumping units last year. The plant is located near Edmonton, Alberta, and is manned by Canadian employees, except for our manager, Elton Fenley, who is a Lufkinite.

During 1981, we built or renovated several of our trailer and oil field sales and service offices in cities across the United States. We intend to keep LUFKIN's service to customers the best in the marketplace.

Our export offices are located in Houston. Although export business was down this year, we feel it was the result of our inability to supply the requirements for the past several years. We believe this business will pick up as we are able to increase our production next year.

And what's ahead for your company in 1982 and its 80th anniversary?

We have under construction with expected move-in slated for April 1, a new corporate office complex. When it is completed, it will be one of the tallest and we believe the most attractive buildings in town.

We are spending about half-a-million dollars during this and next year to beautify some of our buildings and grounds. You can see the work now being completed on the personnel and public relations buildings on Jefferson. Next you will see the renovating work on buildings along Angelina Street. The windows will be removed from the old machine shop buildings, and new siding will be added. We have closed Harrell Street to the public and a new painted fence will be erected along the railroad tracks to enhance the appearance of our

property.

As the city of Lufkin celebrates its 100th birthday, and we note our 80th birthday, we want to be a corporate good citizen and clean up our property as much as possible.

What's ahead in our business? It is very good now. We see a softening among our competitors in pumping units. Many of these are cutting prices, offering free installation and freight, and giving quantity discounts. Some have had to lay off employees and cut back on their production.

We believe because you and your fellow employees build the best pumping unit money can buy, and because our service department takes care of our customers regardless of when they call, our pumping unit business will continue to be good for several years. We know that with all the wells being drilled now that additional pumping units will be needed. We plan to be ready to supply the trade.

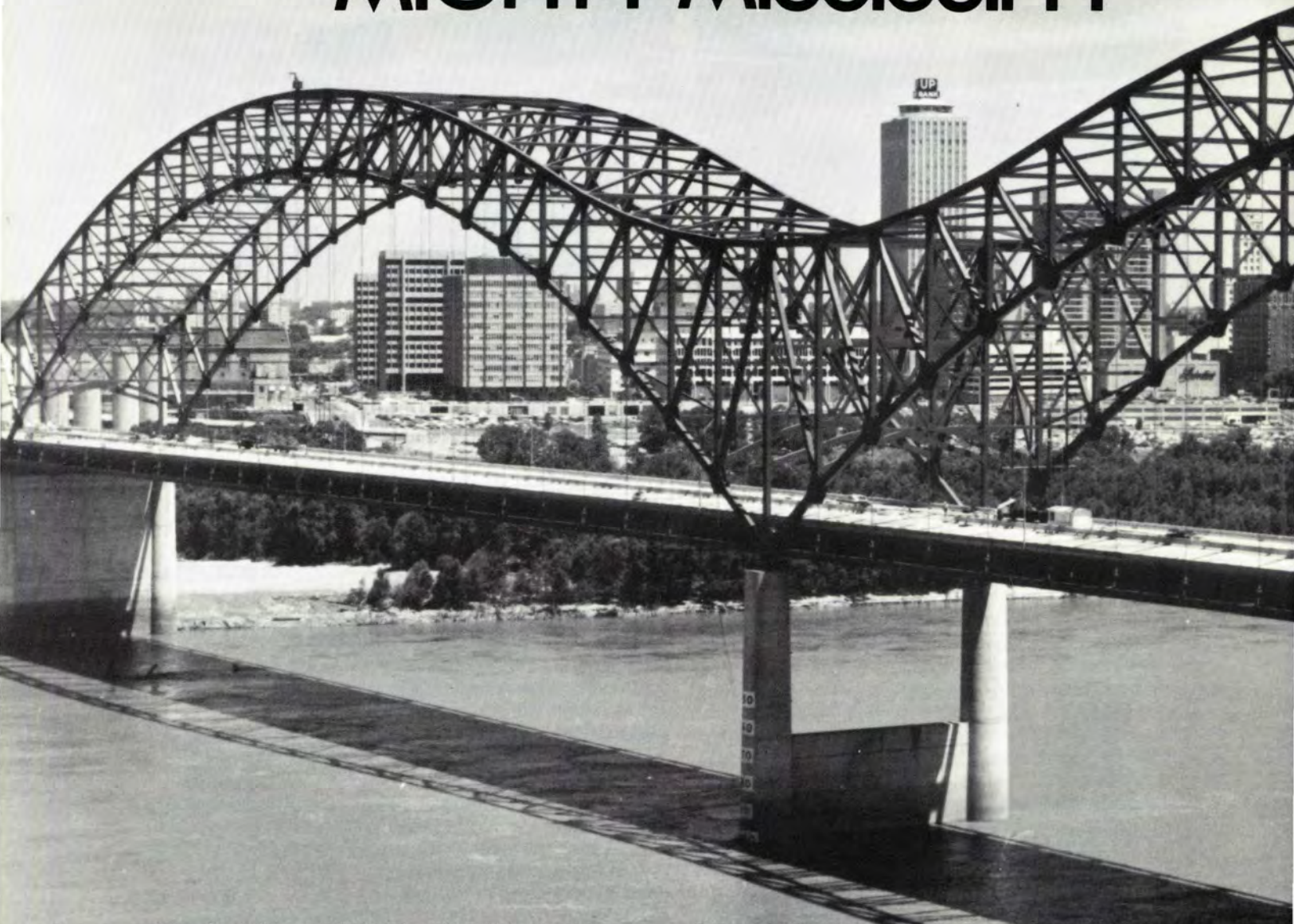
It is a real pleasure for me to be here with you tonight to outline some of our improvements and to give you an idea of what our future looks like. The company's future is your future. We foresee with this partnership many years of continued growth and prosperity. Together, we must maintain the quality and service of our products. Then our future will be assured.

This is the season of the year when our thoughts turn to Christmas and the sharing of the good things with friends and loved ones. I am extremely pleased to announce again this year that our directors voted a 10 percent increase in the pensions of our retired employees beginning January 1, 1982. I'm glad we can share our good fortunes with those who helped us become the big industry that we are today. Our retirees are still a vital part of this company. We shall always be concerned about their well-being.

And now, as a fellow employee, I take great pride in wishing you and your families a most joyous holiday season and a happy and prosperous new year. □

Memphis Trailer
Sales and Service
Branch

ON THE BANKS OF THE MIGHTY MISSISSIPPI



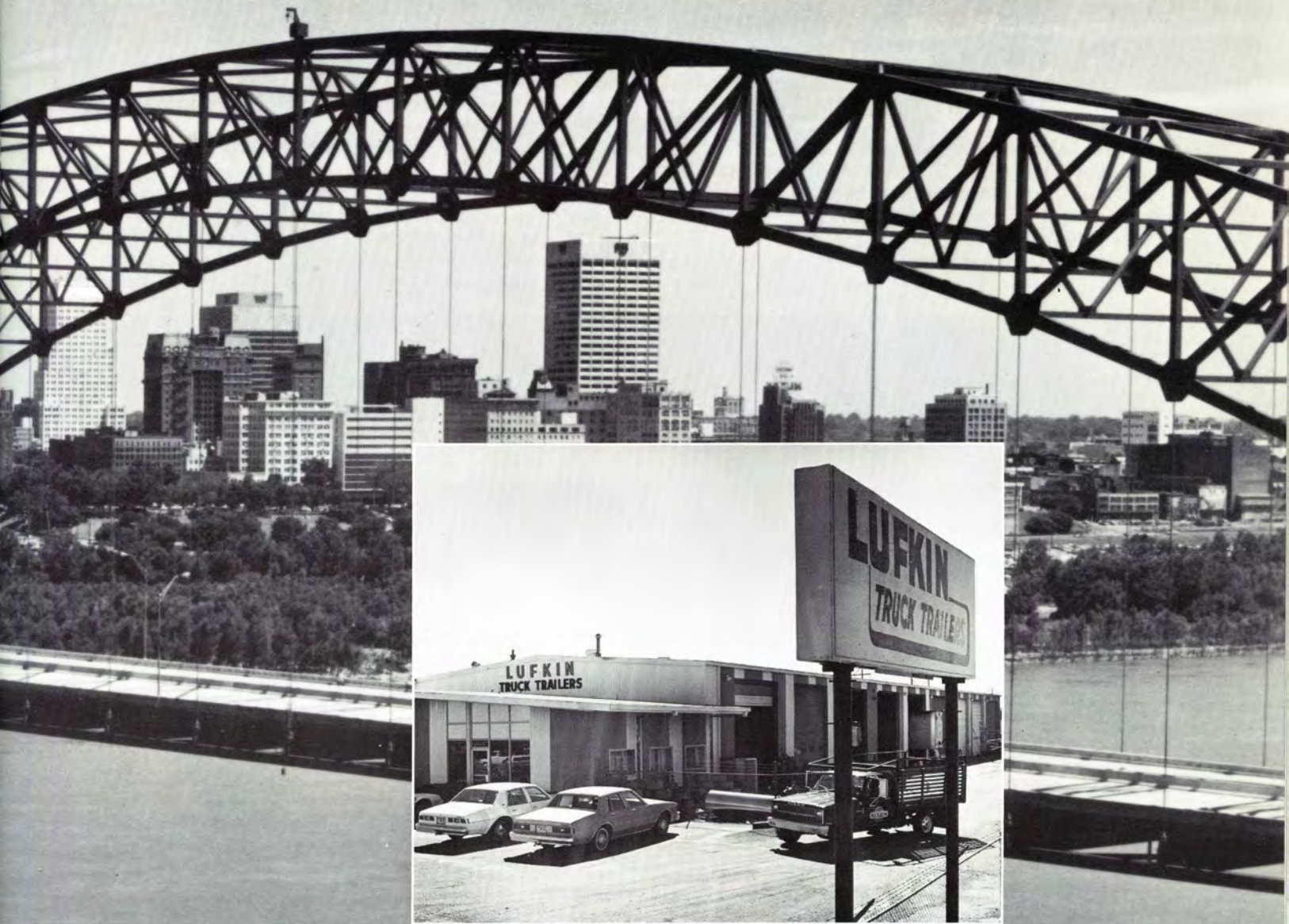
Since the early 1800s, the city of Memphis has reigned as queen of the Mississippi, and cotton has been its king. Located in the Delta District of Tennessee, on the banks of the mighty Mississippi River, the city is famous for cotton and its Old South traditions.

Established in 1819, Memphis was a convenient place for steamboats to load cotton from outlying plantations, and flatboats by the hundreds brought loads of the "white gold" to crowded markets. Today, in modern Memphis, the flatboats and steamboats are gone, but the cotton industry remains. More than three million bales of cotton are produced from the rich fields surrounding the city, and Memphis is the nation's

largest cotton warehouse center and producer of cotton seed and oil-seed products.

Memphis is also a city known for its music. Beale Street in downtown Memphis gave birth to the Blues when its music man, W. C. Handy, set to music the sorrow and work songs of the city's black community. Elvis Presley, the king of rock 'n' roll, made Memphis his home, and his Graceland mansion has become a famous tourist site, attracting thousands of visitors each year. Many top country and western stars reside in the city which is located only 150 miles from Nashville.

Representing the LUFKIN name in this city rich in history and color is the Memphis trailer sales and service branch. Situated on a four-and-a-half acre



The Memphis trailer sales and service branch was built in 1965. Three bays were added to the building in 1974. Remodeling of the offices is planned for this year.

site at 1947 East Brooks Road in the south central part of the city, the branch was opened in 1965. Sixteen employees serve a market that extends into five states, Arkansas, Missouri, Kentucky, Mississippi and Alabama.

"Although agriculture is the predominant industry in the area," says Hoyt Rogers, branch manager since 1973, "many of our sales are coming from regular route carriers and private fleets, which are booming since the deregulation of the trucking industry. We have sold several grain trailers, but vans are by far our biggest seller."

Rogers is assisted in sales by three other salesmen, John Seeman, Tony Boston and Ben Raney. Raney will

leave the Memphis office later this month to take over the job as manager of the Lubbock trailer sales and service branch.

"We have an excellent sales staff," continues Rogers. "This year, we should exceed \$4.5 million in sales. Our goal is to sell 500 trailers out of this branch each year. In many areas, the trailer industry is suffering, but business is good in Memphis. We like to think it is because of our hard work."

Memphis may be one of the most competitive markets in the trailer industry. Two major trailer companies, Fruehauf and Great Dane, operate manufacturing facilities in the city. Several other large companies are represented by sales and service offices.

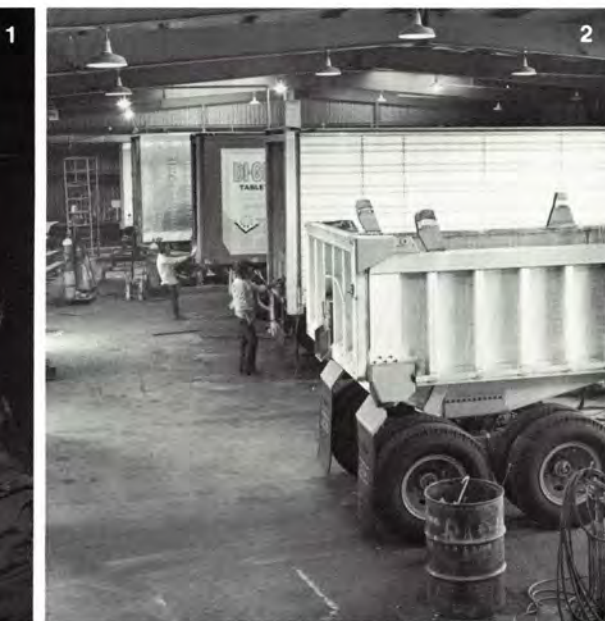
ON THE BANKS OF THE MIGHTY MISSISSIPPI

"There is no doubt that the market here is very tough," adds Rogers, "but we have an excellent product to sell. LUFKIN builds a quality trailer, and its versatility is a key to our sales. Our service business, however, has suffered in the past few years because of intense competition. More than 50 businesses in the Memphis area offer trailer repair."

R. L. Watkins is manager of the service area. He is responsible for seven employees. Richard Jones is in

charge of the parts department. Pat Tyler and Walter Shaw assist him. Pam Gray is secretary for the branch.

"We have a good crew," says Rogers. "Most of them have been with LUFKIN for some time, and we are very confident about the future of the trailer industry here. In a recent article, *U. S. News and World Report* forecast that by 1995 the truck fleet in the United States would double. Trucking is going to get bigger, and we plan to be a part of it." □



(1) R. L. Watkins, service manager, has been employed by the company for 11 years. (2) The service area of the Memphis branch includes seven bays and one paint bay. Service personnel include Mike Bower, Leonard Hobbs, Cleophas Irby, Luther Mayfield, James Crawford, John Elliott, Ernest Watkins and Carl Walker. (3) Branch manager Hoyt Rogers reviews trailer orders with secretary Pam Gray. Gray was employed in June. (4) (l-r) Richard Jones, parts manager, has been with the company for five years. Pat Tyler, secretary for the parts area, joined LUFKIN in 1978. (5) The Memphis sales staff includes (l-r) Tony Boston, branch manager Hoyt Rogers and John Seeman. Seeman has been with the branch since 1971. Boston joined the company in 1979. Not pictured is Ben Raney, who leaves the branch next month to assume manager duties at the Lubbock trailer branch.





A Gift That Keeps on Giving

Foundry employee Joe Dufner divides his time between his job in the foundry yard and his volunteer work with the local chapter of the American Red Cross. He is safety service director and disaster chairman for the organization. Part of his duties include training new instructors in first aid and cardiopulmonary resuscitation.

As the holiday season nears, our thoughts turn to giving, selecting a perfect gift for everyone on our Christmas list. Shoppers fill stores and crowded malls searching for gifts that will be remembered long after the holidays are over.

This year, foundry employee Joe Dufner has already given a special gift to others that will be used again and again. He has volunteered his time and effort to teach others how to save lives.

Dufner is safety service director and disaster chairman for the local chapter of the American Red Cross. During the past two years, he has spent more than 500 hours teaching first aid and cardiopulmonary resuscitation (CPR) to East Texas citizens.

"I've been in volunteer work in some form or fashion since college," he says. "I became active in the Red Cross program through my work with church youth. We have a camping program for boys 13 years and older, and I enrolled in Red Cross first aid and CPR classes to prepare me for the camp. I was impressed with the classes and how they helped others, so I

became an instructor."

As safety service director, Dufner coordinates the safety class program. He is the only instructor trainer in the area. Last year, a group of 43 Red Cross volunteer instructors taught some 1,800 persons in Angelina County first aid and CPR.

"Each class takes eight hours to teach," he explains, "and there is an instructor for every six people. My job is to train new instructors, and keep our present instructors up-to-date on changing methods. Our primary purpose in the courses is to teach others to maintain life until professional help arrives."

Recently, two persons involved in the Red Cross safety class program have been recognized for utilizing the skills learned in the courses to save a life. Yolanda Mendoza (see IN FOCUS) administered immediate first aid to a victim of an eye accident, and a local fireman, William Earl Jackson, used his CPR training to sustain life in a cardiac case.

"Occasionally, someone who has taken one of our courses will drop by the Red Cross offices to thank us for teaching the classes," he continues. "There usually has been an accident at home or on the job, and their training has been put to good use. To me, the greatest thanks we get is when former students come back and want to become instructors. It is

proof that the classes are a needed and valuable service."

Perhaps, one of the difficult tasks Dufner performs for the Red Cross is in his job as disaster chairman. If a disaster occurs in Angelina County or somewhere else in the state, he assists the Red Cross and other agencies with setting up temporary shelters for persons who have been evacuated from the area or lost their homes.

"Last year when Hurricane Allen hit the Gulf Coast, some 1,000 persons were evacuated to Lufkin," he says. "It was one of the most eye-awakening experiences of my life. We had to establish shelters quickly, and insure the evacuees were provided with proper food, clothing and medical attention. These were people who didn't know what they had lost, whether there was anything to go back home to or not."

Dufner admits that often it is not easy to find the time for all of his volunteer activities—he is the father of three children and his job in the foundry yard sometimes requires a 60-hour workweek—but he feels strongly that helping others is the most important thing a person can do in his life.

"If I can help one boy through my church work, or prepare one adult to take care of somebody in an emergency and possibly save a life, then it is worth the time and effort. Helping others is what life is all about." □



*"His droll little mouth
was drawn up like a bow,
And the beard on his chin
was as white as snow.
He had a broad face
and a little round belly
That shook when he laughed
like a bowl full of jelly."*

Santa's Helper

It is no easy job
playing Santa Claus

As a child, each one of us has heard the poem "The Night Before Christmas" and envisioned the colorful character of Santa Claus coming down the chimney on a cold winter's night. Jolly Ole' St. Nick has become a symbol of Christmas, and he brings a special magic to the holiday season.

Foundry retiree Oliver McKay enjoys a special relationship with the man from the North Pole. For six years, he has acted as one of Santa's helpers, playing Santa Claus for an area shopping mall and for local churches and schools.

"I love playing Santa Claus for everyone," he laughs, "but believe me, it's not an easy job. Santa gets kicked and bumped, and worse yet, even wet on. His beard gets pulled, and he gets dirty holding so many different children. Santa has to be a quick thinker because kids can ask some mighty tough questions of him."

McKay began playing Santa Claus for the mall after his retirement. His duties as Santa included listening to each child's Christmas list, handing out candy and posing for picture after picture.

"I've had my photograph made with 50 to 65 children in an hour's time," McKay says. "It can be very tiring, and of course, Santa has to stay jolly. That wasn't too

(Left) (l-r) Brothers J. C. and Freddie Navarro visit with Santa Claus (alias Oliver McKay) The boys are the sons of Alfred and Ludie Navarro. Alfred is foreman of the cleaning room, third shift, and Ludie is employed in the brass foundry, first shift. **(Right) Oliver McKay and his wife, Tina Belle, recall his years playing Santa Claus.** McKay was employed in the foundry 41 years. The couple are the parents of Dick McKay, vice president, Trailer Division.



hard for me because I've always loved children. There was a big family of us, and I've raised three of my own children. Some children can try your patience, but others can be a joy."

As Santa Claus, McKay has heard many a story that would bring a tear to his eye. "One of the saddest stories I heard was from a little girl about five years old. When I asked her if she had been a good girl, she answered, 'Yes, but my Daddy hasn't been good. He has left my mother, my little sister and me, and we won't have any Christmas.' What do you say to such a child? I told her to trust in the Lord, and Santa Claus would remember her in some way. Her little face brightened immediately."

Not all of the stories Santa hears are sad. McKay recalls one group of children who were overjoyed at the thought of Christmas, not because of the presents Santa was bringing, but because their father who had been overseas for more than a year was coming home. "Those children were thrilled. Each one told me what their mother was cooking for daddy when he got home. They truly knew the meaning of Christmas—love."

Children can ask the darndest things of Santa Claus, too. "It is hard to outsmart these kids. One of their favorite questions was how did I get over to the mall so quickly. I'd ask, 'What do you mean?' 'Well,' they would say, 'I just saw you over at so-and-so store.' I would try to explain that Santa Claus is everywhere at Christmas, and sometimes that would pacify them, and sometimes it wouldn't."

Another often asked question was where were Rudolph and the reindeer. "I usually told them that the reindeer were on top of the mall, waiting for Santa," smiles McKay, "but I also tried telling them that I had left the reindeer on my ranch. That didn't work because then they wanted to know directions to the ranch."

One of the greatest concerns of the children was how Santa Claus could deliver all those presents in one night. Many felt that was just too big of a job even for Santa Claus. "Well, every now and then Santa has to tell a few white lies," laughs McKay. "I'd explain to them that Santa has helpers all over the world. There is one in Nacogdoches, Diboll and Lufkin, everywhere. Their next question would be, of course, where does Santa get enough reindeer for all those helpers. You can't get ahead of these kids."

Santa's costume presented some problems for McKay. The red felt suit with padding was warm, and the beard and wig were uncomfortable. One year, he

recalls, Santa's helper kept calling his name while he was standing up, handing out candy to the children. The next thing he knew she was grabbing at his trousers. The drawstring on his pants had come loose, and his trousers had fallen down.

"The adults can be something else at Christmas time, too," he adds. "One time, I almost was smothered to death when seven large women wanted their picture made with Santa Claus. We had a time getting everyone in that picture. Another time, at closing time, my wife and I were waiting for the last few shoppers to leave when an attractive woman who had indulged in a bit too much Christmas cheer asked to have her photograph made with Santa Claus. When I refused, she pulled out a billfold of money. I finally agreed, and she climbed on my lap and began hugging me. Right in front of my wife, she tried to kiss me a time or two! Santa deals with all kinds."

One group McKay particularly enjoyed playing Santa Claus for was senior citizens. Last year, he visited a local nursing home as Santa. "I really got a kick out of playing Santa for the nursing home. Watching those elderly faces light up when I entered the room was a bigger thrill for me than watching the children, I believe. Many of them had not had any visitors during the holiday season, and they would tell me that at least Santa Claus had not forgotten them. I visited every room with a present, trying to bring a bit of cheer into their lives."

This year McKay is not planning to play Santa Claus at the mall. The job is strenuous, and he has had a few health problems. "Oh, I know I will miss it, but there comes a time to quit. Playing Santa Claus made me appreciate the Christmas season even more. Like I would tell the children, if you don't believe in Santa Claus, he probably won't come to see you. None of us should stop believing in Santa Claus. He represents the joy of giving to others." □

THE PLANT

A new gear box machining area is the first step in a production

Last spring, the company began construction on a gear box machining area which adjoins the pumping unit gear box assembly building. The expansion is the first step in a new numerically-controlled machining center production concept that will revolutionize pumping unit manufacturing. It is a forerunner of the plant of the future.

The 11,250-square-foot extension, completed this month, is located to allow raw castings for gear box housings to enter the machining area directly from the casting storage yard. Gear box machining is reduced from four operations to two operations by newly purchased numerically controlled machining centers.

From the machining area, the machined parts flow directly to the gear box assembly area for assembly.

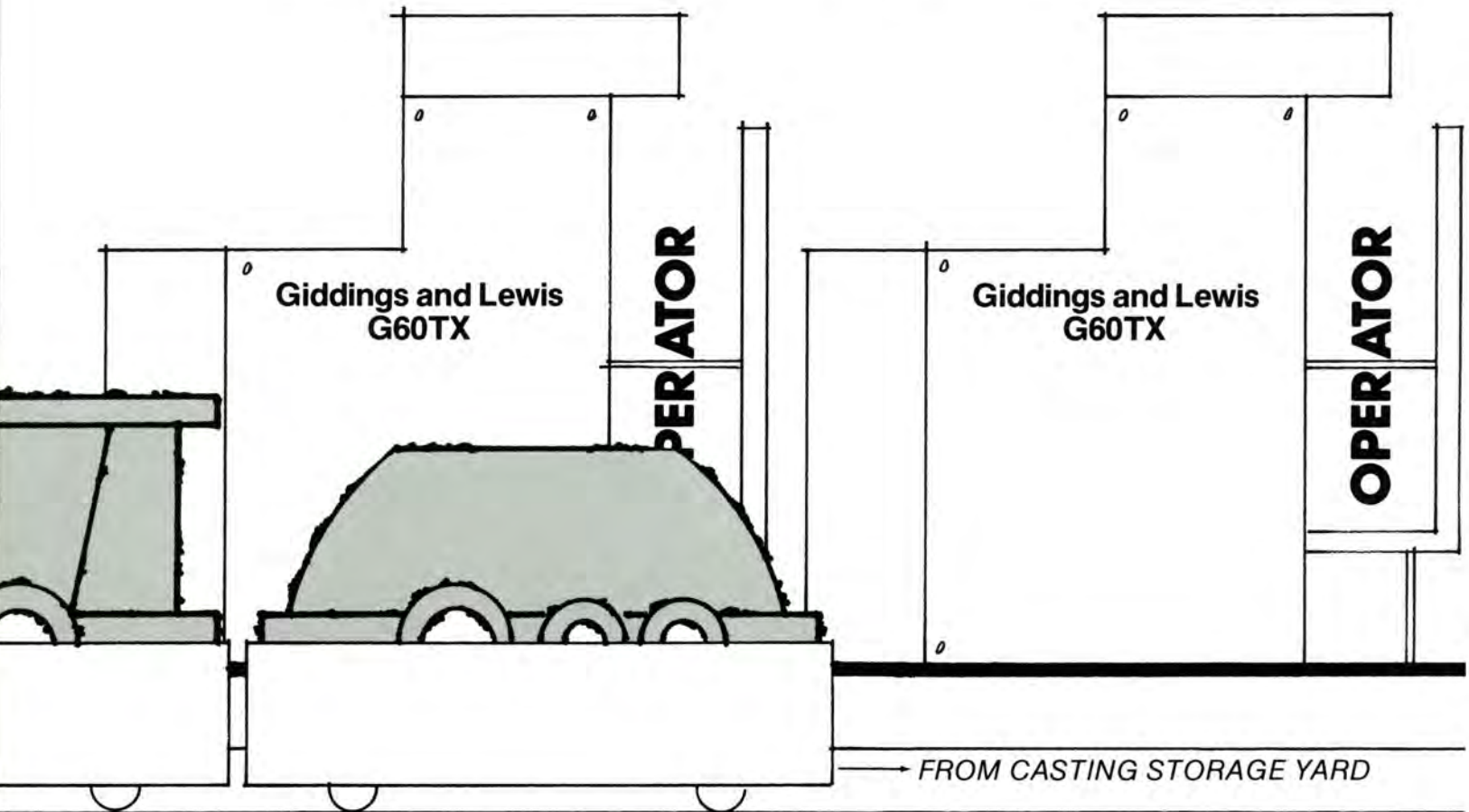
"Concept planning for a new method of manufacturing the gear reducer began more than four years ago," says Joe Simmons, assistant manager of manufacturing engineering. "We worked with six major machine tool companies to arrive at an optimum machining method that would suit the projected volume requirements for pumping unit housings."

Initially, the area will house four Giddings & Lewis G60TX N.C. horizontal machining centers. The centers completely machine the main components of the gear box, the housings and cover, and

are arranged as to allow work pieces to be moved to and from the machining center by automatic material transporters.

"We are in the process of installing two of the machines now," adds Kent James, manufacturing engineering and project engineer, "and they should be operational by the first of the year. Two additional machines are scheduled for delivery in June and August of 1982, and should be operational by the fall."

The machining center production concept manufactures housings and covers in a less costly manner and in greater quantities. The production method has been tested in the machine shop, and cuts in half the time



F THE FUTURE

n concept that will revolutionize pumping unit manufacturing

current machining methods require. One machining center alone can machine 1,000 average size reducers per year.

The second phase of the building module to house more machining centers was started in October. Planning is underway for a building to house manufacture of other reducer component parts such as bearing carriers, oil seals and inspection covers. This facility will be located adjacent to the gear box machining area.

"The heart of this concept is the assembly operation of the gear reducer," explains Simmons. "All reducer related parts flow efficiently to the assembly operation from the various manufacturing shops feeding it,

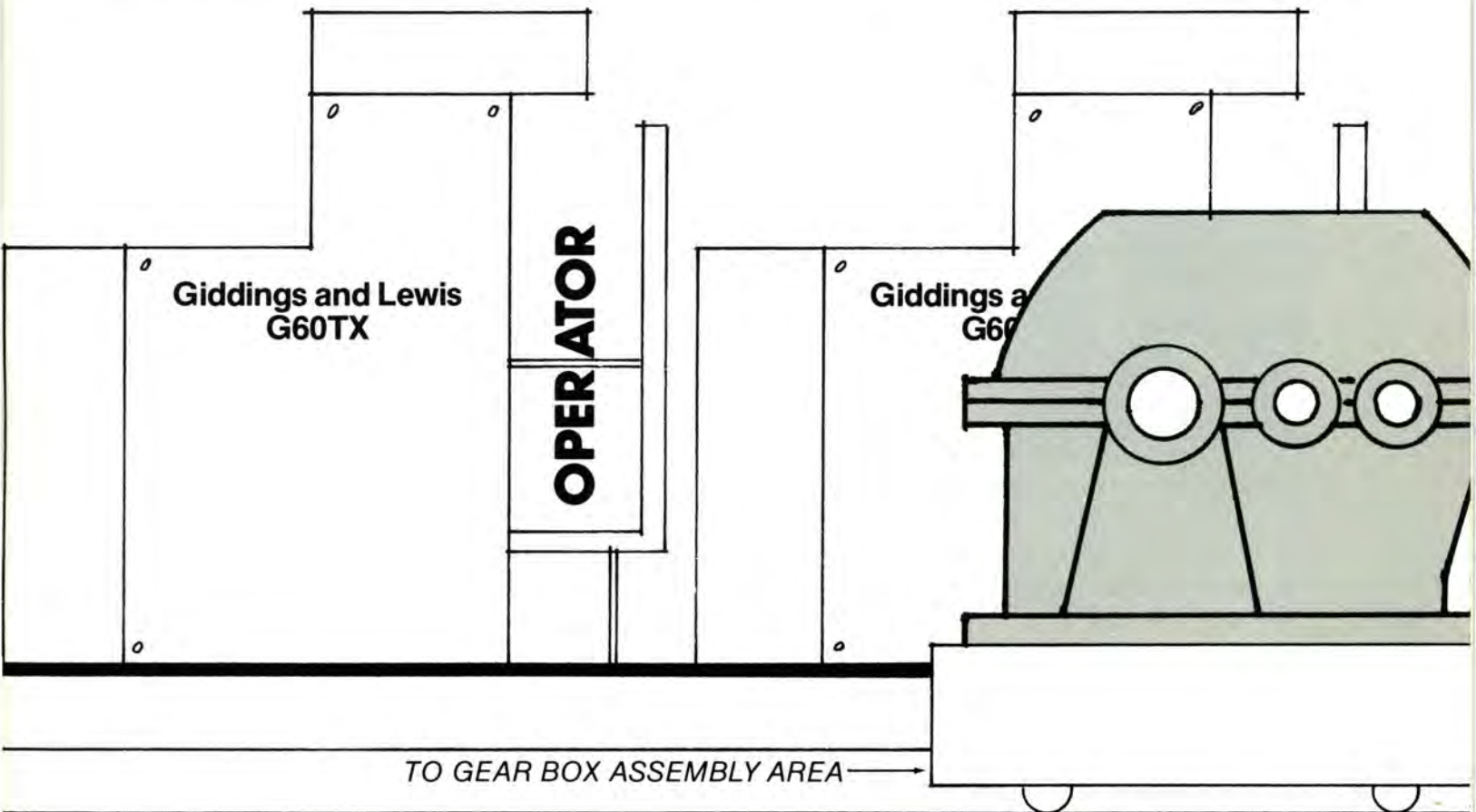
without detours to central inspection or warehousing areas. Manufacturing facilities are built around or adjacent to the assembly line so that parts enter the line as in the required sequence for assembly. Inspection and any necessary storage is in process as opposed to separate central areas. After initial machining, the upper and lower components are bolted together, and finish machined in one operation."

When the reducers are completely assembled, containing the shaft gears, bearings and covers, they are delivered to the final assembly and shipping area, where they are mated with structural components.

The new machining production

concept also represents a new versatility in pumping unit machining. The centers allow for complete flexibility in product design changes, and can be utilized for production of industrial gear reducers within the size limitations of the equipment.

"We are very excited about this new concept in pumping unit manufacturing," says Frank Stevenson, senior vice president. "These machining centers will improve our productivity, and will allow us to meet the increasing demand for our product and to serve our customers better with a higher quality product. They also create new and better jobs for our people." □



IN FOCUS



Frank Stevenson

Directors Name Frank Stevenson Senior Vice-President

Frank Stevenson was named senior vice president of Lufkin Industries, Inc. during the fall meeting of the board of directors Wednesday, November 4.

In 1956, he joined the manufacturing engineering department and was named chief industrial engineer in 1960. He was promoted to superintendent of the machine shop department in 1974, and in 1975, was named vice president and manager of manufacturing for the Machinery Division.

A native of Caddo Mills, Texas, Stevenson is a graduate of

Southern Methodist University with bachelor of science in mechanical engineering and bachelor of science in industrial engineering degrees. He is a member of the Society of Manufacturing Engineers, the National Society of Professional Engineers and the Texas Society of Professional Engineers.

A member of St. Cyprian's Episcopal Church, he and his wife, Jerry, live at 1204 Reen. They are the parents of two sons and one daughter, Chuck, Mark and Lori.

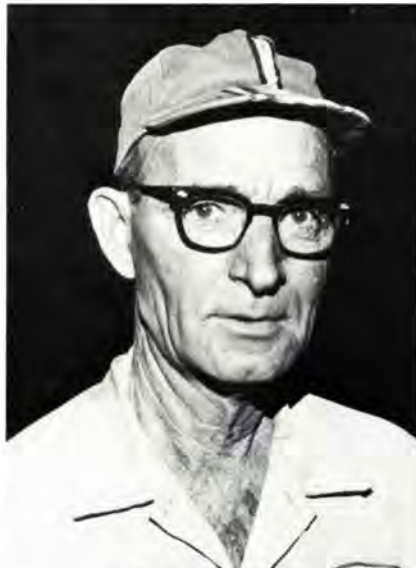
Retirement Marks 19 Years of Service

Oscar Bridges has retired from the utility maintenance department of the Machinery Division after 19 years of service with the company.

Known to everyone in the plant as "Foot Log," a name retired utility maintenance foreman Sherman Williams dubbed him years ago because he said Bridges was about the size of a foot log, he was the metal man for the utility maintenance department. He handled sheet metal construction and repair, such as roofing and guttering, for the company. He also assisted in fork truck repair, winterizing fork trucks by installing metal tops, windshields and doors.

Bridges and his wife, Lois, live near Lufkin on 40 acres of land. Their retirement plans include more time for gardening and ranching. They also hope to spend some time traveling.

They are the parents of four children, Garvin Bridges, Karen Barringer, Leon Bridges and Melvin Bridges. Garvin is employed in the machine shop electrical, group and Karen is employed in the data processing department.



Oscar Bridges

Company Joint Sponsors Holiday Ballet

Tschaikovsky's ballet "The Nutcracker Suite" has been called a holiday tradition in America. The enchanting fantasy about a nutcracker doll magically transformed into a brave and handsome prince has captured the imagination of young and old alike.

To celebrate the holiday season, Lufkin Industries joined with the Stephen F. Austin State University Guest Artist Series and local citizens to bring the Christmas classic to East Texas. The Dallas Ballet presented "The Nutcracker Suite" Wednesday, December 9, on the university campus.

The ballet was part of the 1981-82 SFA Guest Artist Series. The Guest Artist Series is a joint effort between the university and area citizens to bring a thriving arts calendar to this region of the state. LUFKIN supports the program by offering financial support to one event each season.

Company Promotes Eight Employees

Eight promotions have been announced by company officials during the month of November.

In the foundry department, Betty Largent and Howard Stone have been promoted to shop floor controllers in the shop floor reporting group. This group has been formed with the responsibility of accurate production reporting for the foundry.

Largent was employed by the company earlier this year. She previously worked as a coresetter in the main bay on third shift.

A graduate of Lufkin High School, she is the mother of three children, Donald, Melissa and Brian.

Stone joined the company in March of this year. Prior to his promotion, he served as a molder's helper. He is a graduate of Conway High School and a member of the Knights of Columbus.

In the data processing department, Jimmy Byrd has been promoted from entry-level programmer to programmer. A graduate of Lufkin High School, he has been employed by the company for two years. He and his wife, Lou, are the parents of two children, Toshia and Christopher.

In the welding & structural shop, four promotions have been announced. James Carlile has been promoted to lead controller for the department. Claude (Bo) McDonald had been promoted to second shift assistant lead controller. Judy Talton, Robert Brazeal and Frank Oder have been promoted to shop floor controllers. The shop control system was established to monitor the flow of materials at various production stages.

Carlile was employed by the company one year ago. He is a graduate of Hudson High School and attended Stephen F. Austin State University. He previously worked as expeditor for the structural shop. His wife, Becky, is

employed in the material control department. They are the parents of three children, Jamie Carlile, Kelly and Michael Winkler.

A graduate of Zavalla High School, McDonald has studied electronics at Angelina College and the Arms Service Institute in San Diego, California. He joined the company last year as a storekeeper. He is a member of the Masonic Lodge and Ham Radio Operators of the World. He and his wife, Elizabeth, reside in Zavalla.

Talton is a 15-year employee of the company. She is a graduate of Lufkin High School, and attended Massey Business College

and Angelina Junior College. Prior to her promotion, she was a production clerk for the structural department.

A one-year employee of the company, Brazeal is a graduate of San Augustine High School. He has studied electrical engineering and carpentry. He worked previously as a machinist helper. He and his wife Sherry are the parents of one son, Shannon.

Oder also was employed by the company last year as a class B welder. He attended Rockdale High School, and studied drafting at Massey Business College. He and his wife, Inez, are the parents of two sons, Jeremy and Jeffery.



Betty Largent



Howard Stone



Jimmy Byrd



James Carlile



Claude McDonald



Judy Talton



Robert Brazeal



Frank Oder

In the news...

Trailer plant employee **J. F. Bourrous** was honored recently in ceremonies conducted by the New Bethel Baptist Church in Lufkin. Bourrous received a pin signifying 24 consecutive years of perfect attendance in Sunday School...

Bourrous is supervisor of the van finishing department, and has been employed by the company for 35 years. He and his wife are the parents of three children, **Betty Dufner, Pat Baird** and **John Frank Bourrous**...

Four of their grandchildren also received pins. **Julie Baird** received a pin for seven years of perfect attendance. **Michael** and **Jeffery**

Baird received six-year pins, and **Christina Baird** received a five-year pin. They are the children of **Mike** and **Pat Baird**...

Yolanda Mendoza, the wife of **Damian Mendoza**, welding & structural, first shift, recently was honored by the Lufkin chapter of the American Red Cross. She was awarded the American Red Cross-Extraordinary Personal Action citation for offering immediate first aid to an accident victim...

On June 21, 1981, Mendoza responded to a cry for help from **Willie Riverra** of San Augustine, who had been involved in an accident resulting in battery acid in his eyes. Utilizing her training from a Red Cross first aid course, Mendoza took prompt action to

administer the prescribed first aid treatment for chemical burns to eyes...

Dr. Curtis Haley of San Augustine Memorial Hospital confirmed that if it had not been for the on-the-spot first aid received by Riverra, he could have had serious or permanent damage to his eyesight...

Trailer engineer **Wallace Davison** has been awarded an honorable mention in the Excellence in Design Competition sponsored by *Design News*. He entered the design for a LUFKIN, Model TAD Aluminum Dump Trailer. A total of 365 entries were submitted in the competition, and selection to the honorable mention category placed his entry among the elite...



J. F. Bourrous



Yolanda Mendoza is presented an award from local Red Cross representatives, Guy Davis (left) and Nick Maselli (right).



Wallace Davison



Nineteen-month-old Ashley Lynn Shoemaker is the daughter of Delwin and Vicky Shoemaker of Hudson. Her grandfather is Floyd Jones, machine shop.



Six-year-old Whitney White and six-month-old Courtney Bush are the grandchildren of Bill Ford, engineering, and Jackie Ford, order entry department. Whitney's mother, Pam White, is employed in the accounting department.



Kristina Henning is the ten-month-old daughter of David and Madeline Henning. Her father is a machinery salesman in the Chicago branch office.



Tamekia Malone is the one-year-old daughter of Mr. and Mrs. Wadette James Malone. Her father is employed in the cleaning room, first shift. Her uncles are Patrick Malone, structural plant, first shift, and Clyde Gilmore, cleaning room, first shift.

Campaign exceeds goal by 30 percent United Way Fund Drive Tops All Records

The 1981-82 Lufkin Industries United Way fund drive has ended as the most successful campaign in the company's history. The company presented a check to the Angelina County United Way last month for a record amount of \$53,082.34, 30 percent more than the \$40,000 company goal.

Angeline County United Way campaign chairman James Kerbo termed the company's response to the fund drive as "tremendous." The contribution represents almost half of the industrial division's total goal for the county.

Employee contributions this year totaled \$26,541.17, and the company matched those contributions dollar for dollar. A total of 138 employees contributed a day's pay.

"The response we received to United Way this year was amazing," says Bob McCarroll, systems and programming manager who served as drive chairman. "The volunteers who contacted our many employees should be commended. It was their efforts to contact every employee that made the drive so successful."

Those employees serving as volunteers for the 1980-81 United Way fund drive were Edith Arnold, industrial supplies; James King, engineering and print shop; Pat Merriwether, corporate offices; Donna Parish, material control; Janice Aston, public relations; Joan Griffin, personnel; Jimmy Huntress, order entry department and Gene Stewart, Jr., machinery manufacturing administration. Trailer Division representatives were Ruby Gilbert, Betty Niosi, Thomas Windom and Marie Blackburn. Machine shop volunteers included Sandra McMullen, A. D. Jumper, Gayland Wallace, Doc Grimes, Cecil Berry, James Pate, Robert Stokes, W. C. Watson and Jimmy Cook.

In the final assembly and shipping department, representatives were Rex Womack, Billy Russell, Freddy Hensley, Sandria Woods and Earl McGallion. Jo Ann Teer, W. Z. Hutson, Ron Swint, Jacob Marquez, T. V. McClendon and Bobby Guthery were volunteers from the welding & structural shop. Foundry volunteers included Linda Robb, Jewel Hale, George Castillo, Rex Jones, Johnny Stott, Terry Carter, Betty Largent, Ralph Jones, Linwood Dubose, John Wade, Judge Burrell, Donnie Dudley and Calvin Cooper.

The company's contribution to the Angelina County United Way will help to fund 15 different community services serving every segment of the population. The money will be used to support local youth and senior citizen groups, fund area libraries and treatment centers and provide emergency food, medicine and shelter.

In addition, ten percent of the company's total



(l-r) James Kerbo, campaign chairman of the Angelina County United Way, accepts a check for \$53,082.34 from Lufkin Industries representatives, Bob McCarroll, drive chairman, R. L. Poland, company president, and Fred Griffin, United Way industrial drive chairman.



During a United Way organizational meeting held in late September, machine shop volunteers (l-r) Sandy McMullen, Doc Grimes, A. D. Jumper and Gayland Wallace prepare United Way pledge cards for distribution to employees.



Leah Johnston, data processing and secretary for the company fund drive, explains the pledge card system to final assembly & shipping solicitors, (l-r) Earl McGallion, Sandria Woods and Freddy Hensley.

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. The fund is administered through the personnel department.

Industrial Education Graduates Attend Banquet

Employees participating in fall industrial education classes were honored at a graduation banquet Thursday, November 19, at Lufkin Bar-B-Q. A total of 40 persons were presented certificates for completing courses in industrial blueprint reading, trigonometry, welding and shop math.

The classes are offered twice a year by the company free of charge. They are designed to assist employees with technology that will prove useful on the job. The classes meet for two hours twice a week for 12 weeks.

The industrial education program is coordinated through the plant engineering department. Registration dates for upcoming spring classes will be posted on bulletin boards.



Welding (l-r) A. L. Christina, machine shop; Tom Burnett, welding and structural; William Haynes and Mark Gilmore, welding and structural—electrical; Royce Green, final assembly and shipping; and Billy Jones, utility maintenance and course instructor.



Industrial Blueprint Reading (l-r) Berta Gilbert, machine shop; Frank Myers, plant engineering and course instructor; Lois Berry, machine shop; Wayne Ramsey, mechanical maintenance; Lupita Lerma, welding and structural; Pat Edwards and David Hammac, machine shop; Jose Garcia, foundry; Jerry Crain, machine shop; and James Crain, utility maintenance.



Trigonometry (l-r) Robert Fenner, machine shop; Steadman Young, foundry—electrical; Robert Fredricks, Glenn Havard and Greg Dawson, machine shop; Marvin Stubblefield, manufacturing engineering and course instructor.



Industrial Blueprint Reading (l-r) Frank Myers, plant engineering and course instructor; Ralph Cartwright, welding and structural; Larry Hill and Jerald Fencl, machine shop; Robert Davidson, foundry; Martin Vallance, Thomas Malone, welding and structural; Martha Bennett, material control; Ed Dugas, machinery sales and service; Lona Casey, machine shop; Joseph Valentino and Felipe Lerma, welding and structural.



Shop Math (l-r) Billy Reynolds, Jr., machine shop; Marvin Stubblefield, manufacturing engineering and course instructor; William Gann, welding and structural.



REMINISCENCES *by Guy Croom*

A History of Angelina County

Recently on a visit to Dr. Peyton Denman's office, the doctor showed me a paper, and pointed out the name of the original Denman of the family in Angelina County. The paper turned out to be a short history of Angelina County compiled by Joe Carter Denman (Tody) of Diboll. So all the facts, dates, names, etc. in this article are copied from his paper which has been xeroxed from the original.

He writes, "The Jones and Richardson families came to Angelina County about 1850 in all probability in the same wagon train that brought the Denmans since their names are associated with the development of the county." Evidently Joe Carter wrote a genealogy of the Denman family because he went on to say in the article, "I thought I would include a little of the history of the county before continuing with genealogy."

My deceased wife's grandmother was a Richardson, and very likely, a descendent of the original family that came to this county about 1850.

"The Texas legislature designated Angelina County as such on April 26, 1846. Prior to that time, it had been a part of Nacogdoches County. The first meeting of the commissioners court was held April 12, 1847, in a new building rented from John F. Richardson for three dollars per month. The first courthouse was built of logs at a cost of \$700. The dimensions of this building were 36 feet long by 24 feet wide. A man by the name of John Evans was awarded the contract." "Tody" failed to tell us where this edifice was located, but I presume it was at old Marion.

"The second courthouse, built at Marion, was a two-story frame building 30 feet long by 20 feet wide, and the cost was only \$500. John Aldridge was awarded the contract and agreed to complete it by November 1, 1849."

I dare say, there are some people in Angelina County that do not know where Marion was. According to the map I have of Angelina County, it was two or three miles upstream from the highway where 103 crosses the river. We are talking about Highway 103 east and the Angelina River.

Before there were any paved roads in the county, there was a public road called Lufkin Inn & Marion Ferry Road. Incidentally, that was the only route from Lufkin to Nacogdoches. If you were going from here

to Nacogdoches, you had to cross the river on a Marion ferry boat.

There was so much dissatisfaction among the people about the location of the county seat, it was decided it should be more centrally located. Jonesville was selected as a fitting location. In 1854, an election was held. Jonesville received 116 votes, and Marion got 36. The legislature appointed Francis Hill, Colonel W. L. Denman (forefather of the Denman family), H. Parker, Joel Hill and Martin Jones as town commissioners to lay out, sell and transfer lots, and to receive a suitable building for court purposes.

On December 22, 1854, the above commissioners notified the court that suitable offices were prepared at Jonesville for sheriff, district and county clerks of Angelina County. Neither a courthouse nor a jail ever were built in Jonesville. Today, just south of Huntington on Highway 69, there is a historical marker designating the location of Jonesville, giving the dates when it was the second county seat. The town was named for the Martin Jones family.

There was so much unrest and dissatisfaction over the election that brought the county seat to Jonesville that the legislature called another election on August 11, 1856. This time it was Jonesville and Homer in the race. When the election returns were canvassed, they were found to be illegal, and were rejected by the court. Therefore, the chief justice ordered another election to be held on December 4, 1856. In this election, Jonesville had a majority on the first count, but a second count was ordered and this time Homer received a majority.

After considerable wrangling, the county seat was moved to Homer. A self-appointed number of men went to Jonesville and brought the court records to Homer. Homer then became the third county seat.

There was still such animosity and unrest about this bold act that on May 10, 1858, the legislature ordered still another election. This time Homer received 221 votes and Jonesville got 130. So Homer became the official county seat of Angelina County. But in Austin, the community was not known as Homer but was referred to as Angelina. This was so designated by a legislative act of February 3, 1858. It was not officially called Homer until 1862.

(to be continued)

Employees ask questions and get answers

FEEDBACK

Q. What steps are required in obtaining an automobile loan through the LFM Federal credit union? What factors are considered when approving or disapproving a loan? Does the credit union anticipate an increase in interest rates soon?

A. To obtain a loan from the employee credit union, a person must have been employed by the company for one year and a member of the credit union for six months. A loan application, available at the credit union offices, must be completed and returned to the credit union. Once an application is received, it is referred to the credit committee, a group of employee members who serve two-year terms. The committee reviews the application and determines if a credit check is necessary. If so, a credit check is run on the application through the local credit bureau. If there are no problems with the credit check, and the person seeking the loan does not have an unreasonable amount of outstanding bills, the loan is approved.

Austin Freeman, secretary-treasurer of the credit union, adds that the credit committee considers several factors before approving or disapproving a loan of any kind. First, a member's financial condition is taken into consideration. Often, if a member owes several major bills, the credit committee feels it would be doing a disservice to that member if it permitted him to borrow more money. If a credit check is deemed necessary by the credit committee, a member must pass a credit check before the loan can be approved. Freeman stresses the importance of maintaining a good credit record to all members. Other factors taken into consideration by the credit committee before

granting a loan are a member's length of service with the company and a member's past history of business with the credit union. In the case of an automobile loan, the committee also examines the automobile purchased and considers its value on the market.

Freeman reports that the credit union will increase interest on a loan from 12 percent annually to 15 percent annually beginning January 1. This increase will enable the credit union to raise the dividend rate paid on share accounts from seven percent to nine percent. The credit union feels that it must increase the dividend rate in order to remain competitive with other financial institutions. The only way to do this is to increase the amount of interest charged on a loan.

Q. What steps are being taken to protect employee parking lots during working hours?

A. Johnny Long, company personnel director, and Sam Blair, Jr., security director, report that thefts from employee parking lots are decreasing. Currently, few thefts are reported to company security officials which represents a substantial decline over previous years.

The company owns a total of 18 parking lots. The majority of these parking lots are monitored by security guards located at various security gates on the parking lots. Parking lots out of the vision of a guard are patrolled by a mobile security patrol. All parking lots, with the exception of a new foundry parking lot which is not yet paved, are fenced. All parking lots are patrolled on a regular basis.

Blair encourages all employees to lock their vehicles when reporting to work. Most thefts occur

when a vehicle is left unlocked, or goods are left unattended in the back of a pickup truck. He also asks that employees do not leave anything of value in sight to tempt a potential thief. If a theft does occur, it should be reported to a security guard immediately.

One problem that hampers parking lot security is when employees park their vehicles in such a manner that the parking lot gates are blocked. These gates are locked 30 minutes after each shift begins, and unlocked 30 minutes before each shift ends. When the gates are blocked and cannot be locked, the parking lots are more difficult to monitor.

Long adds that the company realizes that often employees are forced to park in these areas because of crowded parking facilities. Several methods of alleviating congestion of parking lots, such as some form of carpooling, are currently under study. In the meantime, he asks that employees do their best to park in such a manner that gates are not blocked.

FEEDBACK is a two-way confidential communication program designed to answer employee's questions concerning 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!



ROBERT PHILLIPS
Machine Shop
9 years

OSWELL SMITH, JR.
Utility Maintenance
7 years



3-9 YEARS

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Trailer—Material
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3 years



CLEVON HARPER
Trailer—Vans
3 years



TED SLEMMONS
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3 years



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8 years



TOMMY SKINNER
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ROY WHITE
Foundry—Cleaning Room
3 years



CLOTEAL MALONE
Trailer—Van Subs
8 years



DIETRICH SCHOENNAGEL
Shaft Shop
3 years



JERRY MCGUIRE
Industrial Gears
9 years



HAROLD VAUGHN
Lathe Shop
7 years



JOHNNY ARMSTRONG
Gear Cutters
5 years



JOSE ROMO
Foundry—Cleaning Room
3 years



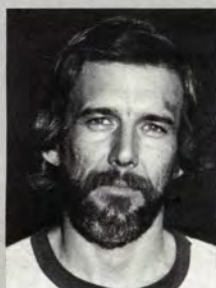
ROBERT JOHNSON
Machine Shop
3 years



DAVID ALLEN
Foundry—Electrical
6 years



LANGSTON MARTINES
Mechanical Maintenance
6 years



LARRY HAVARD
Trailer—Maintenance
9 years



TOM SQUIRES
Industrial Supplies
9 years



GARVIS EDWARDS
Trailer—Van Subs
8 years



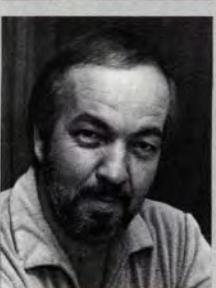
LEELANA ORR
Personnel
3 years



PAM WHITE
Accounting
3 years



GENE STEWART, JR.
Machinery Manufacturing
Administration
9 years



GARY UNDERWOOD
Material Control
5 years



JAMES STUCKEY
Material Control
6 years



J. A. WOFFORD
Lathe Shop
3 years

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The Covers:

Front Cover: Janis Selman and her daughter, Tiffani, pause from their Christmas shopping to enjoy one of the many holiday season displays. Janis and Tiffani are the wife and daughter of pattern shop employee Gary Selman. They also are the daughter and granddaughter of Bobby Tucker, machine shop.

— Photo by Tom Johnston

Back Cover: Stephnie Stephens, the six-year-old daughter of Ray Stephens, material control, and granddaughter of Clifford Stephens, security, enjoys a rare treat. She helps Santa stuff the Christmas stockings. For more on Santa Claus and one of his favorite helpers, retiree Oliver McKay, see page 8.

— Photo by David Freeze