

LUFKIN

MARCH 1982

ROUNDUP





FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

We have just completed our annual sales conferences, and I am very impressed with the caliber of salesmen we have, both in our Machinery Division and our Trailer Division.

The marketing and sales departments are a very vital and important segment of our operations. They are our direct contact with our customers, and they represent LUFKIN in our worldwide trade.

The customer is the first link in the chain of any business. It makes no difference how good a product; if it can't be sold, then it is a millstone around your neck.

Until you build a reputation and become strong enough financially, you must rely solely on obtaining an order and build to specifications. After you have established a reputation in the market place on quality, service and price, then, and only then, can you afford to build for inventory—unless you have a complete buyers market.

We saw about 50 competitors in the recent World Oil and Gas Show in Dallas, who exhibited their pumping units. Due to a buyers market, they are making an effort to get on the "band wagon", and are copying a lot of our products in an effort to get here quickly with very little design and research experience.

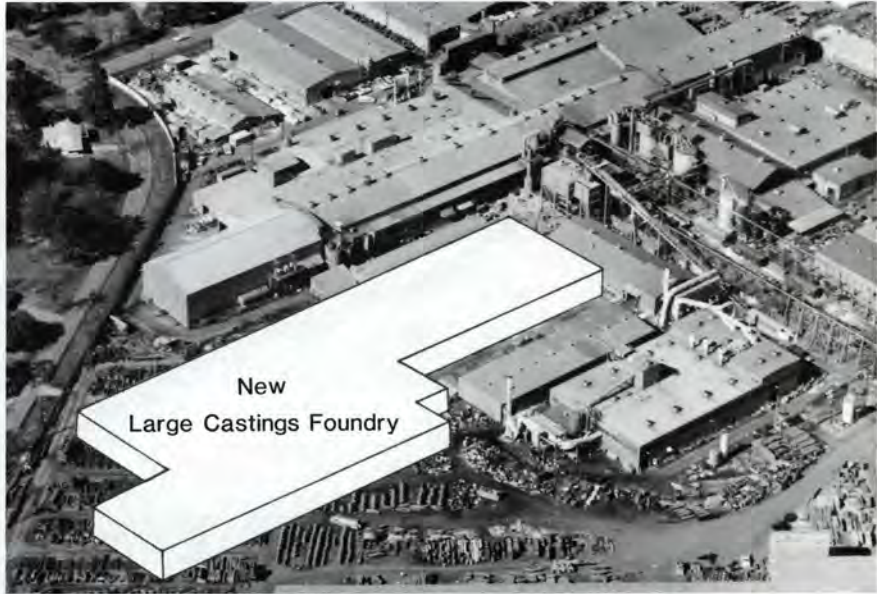
This is why it is so important for us to maintain our creditability in the marketplace, and produce the best quality product at the least possible price. But just as important to us is to have the best representation in the field that we can get to serve our customers. Our sales and service organizations fit that responsibility, and they are a big factor for LUFKIN in keeping us number one in the business.

It is estimated now that there are about 200 companies building pumping units in the United States. Naturally LUFKIN is concerned, but we are not alarmed for we believe it could be a healthy situation for us. It keeps us on our toes.

Whenever I visit one of these shows in which we exhibit our products, I get the feeling that LUFKIN projects its image extremely well as the world leader in pumping units. Our exhibits are first-class, and our salesmen are "Johnny on the spot" in meeting our customers and explaining our products.

Even though our business is good, our sales and service personnel are faced with a very tough job in keeping our customers happy. But so long as we have salesmen who are loyal and dedicated to their job as our present force, and we can furnish them with a good product to sell, we see no way to go but forward in our business. Even though we may have an abundance of competitors, our future looks bright.

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



(Left) Chief foundry engineer Clayton Jircik and foundry production manager Ernest Lord examine a replica of the new \$20 million large castings foundry and cleaning department under

construction by the company. (Right) The new facility will be located between the foundry main bay and the final assembly and shipping building.

THE BUILDING CONTINUES...

The company is embarking on the largest single construction project in its history—a new foundry for large castings

Construction crews are back in the foundry.

After spending much of last year installing a new melting system in the main bay of the foundry, construction crews have returned again. This time their mission is to build a \$20 million foundry for the manufacture of large castings and a new cleaning department—the largest single construction project in the company's 80-year history.

The 98,000-square-foot facility will basically produce pumping unit crank castings with molding, coremaking, iron pouring and casting cleaning areas. It will create additional production area in the main bay of the foundry for casting gear housings and covers. The building will be located between the main bay and the counterweight foundry.

"The demand for pumping unit castings has increased to such a level that we had to purchase nearly half of our castings last year," says E. G. Pittman, vice president, foundry operations. "The new facility will initially cast only cranks, increasing our productivity. With molten metal supplied by our cupola system and the new facility, we will be able to supply a much larger percentage of our casting requirements."

Of the total cost, some \$3.2 million will be spent for environmental equipment that will improve working conditions in the building. The foundry will feature a punch-out system instead of a shake-out system to remove sand from the molds. The system will reduce wear-and-tear on the flasks, as well as greatly reduce the amount of dust in the air. The cleaning department will be highly mechanized, greatly reducing hand grinding resulting in better dust control.

"In our present shakeout operations, flasks are placed on a vibrating table and the sand is literally pounded out of the flask," explains Clayton Jircik, chief foundry engineer. "With the punch-out system, a hydraulic ram punches the sand out of the flask in a few quick motions. We know of no other foundry in the world with any comparable system. The sand is removed in large lumps rather than granules, permitting us better control of dust generated from the process.

"Although mechanized cleaning has been used in the automotive industry for years, this is the first time the system will be utilized for cleaning castings as large as our cranks," he continues. "Some of these castings weigh up to 13,000 pounds so we are pioneering this field of mechanized cleaning. The principals we learn in this venture will be later applied to our existing cleaning room. Every effort is being made to provide the cleanest possible working environment."

Construction of the foundry and cleaning department should be complete sometime near the end of the year. Lester B. Knight & Associates, Inc., Chicago, Illinois, is designing the facility. Temple Associates of Diboll is general contractor for the building.

The massive building project is not the only construction designated for the foundry this year however. Plans are underway to convert the present counterweight foundry to a gear foundry. The \$4 million project will begin later in the year. Construction crews will remain a familiar sight in the foundry for some time to come. □

These three families
are not unusual at Lufkin Industries.
Like many other families, they all work
or have worked for the company.
Like others, they have...

COMPANY ROOTS



Some family names have appeared on the company payroll for generations. Often, several members of the same family have earned their livelihoods at Lufkin Industries.

Fathers and sons. Fathers and daughters. Husbands and wives. Sometimes grandfathers, sons and daughters, grandchildren and even great grandchildren have worked for the company.

As Lufkin celebrates its centennial year and the company observes its 80th anniversary, many of the surnames of early employees can still be found on the company's personnel list.

Among these names are the Gaults, the Stones, and the Jacksons.

The first time the company issued a paycheck to Charlie Gault was in 1918. Today his son, Charlie Gault, is the warehouse working foreman at the trailer plant.

The late Travis Houston Stone went to work for the company during World War II. His son, Travis Stone, started as a machinist helper in 1950. Last year, the third generation of the family, Lonnie Stone, began working in the structural steel plant.

Charlie Jackson, Sr., who retired with 12 years service in 1981, has six children employed by the company. They are Charlie Jackson, Jr., trailer plant; Gennett Taylor, Terry Jackson, Jerry Jackson, Jimmy Jackson, all in the structural steel plant; and Marilyn Ann Jackson, final assembly and shipping.

Like Father, Like Son

Fifteen-year-old Charlie Gault fibbed about his age when he dropped out of school to help send his brother to school in 1918. He went to work helping Chester Mantooth in the molding department.

"Molders have a nice job now compared to back then," Gault recalls. "We did everything by hand back then."

Looking for greener pastures the following year, he built log wagons for Martin Wagon Company, which would become Lufkin Trailers in 1939. Gault returned to Lufkin Foundry and Machine Company (the company's name at that time) in 1922 to assemble sawmill equipment.

In the 1920's, he helped build the early worm geared pumping units. "I laid out cast iron bases for the first pumping units," Gault recalls.

Still looking for greener pastures, this time in Houston, Gault left the company for a month in 1926. He returned in 1927 and stayed for the next 41 years.

During World War II, he was in charge of packing, crating and loading the company's products for shipment. The last decade before he retired in 1968, Gault ran the pumping unit assembly and shipping department.

He never worked with his son who went to work in the trailer plant warehouse in 1964. Even though his

father told him there was a job opening, the younger Charlie got the job on his own merits. He feels he has made his own way in the company.

Like his father, he has seen changes in the company. When he started working in the trailer plant warehouse, there were no forklifts for handling materials. First the materials were unloaded from railroad cars onto trailers and hauled to the warehouse where they were unloaded by hand and stored.

In 1966, he became assistant foreman of the warehouse. When the trailer plant moved to its new facilities in 1967, Charlie Gault was the first person to move to the warehouse at the new plant. In January, 1982, he was named foreman of the trailer plant warehouse.

He and his crew are responsible for issuing all the materials needed to build trailers. In this capacity, he works closely with the purchasing department.

Both generations of Gaults have seen tremendous growth during their years with the company. The older Gault remembers when a few buildings by the railroad in downtown Lufkin housed all the company facilities. His son recalls when the trailer plant was sandwiched between the Machinery Division manufacturing facilities in downtown Lufkin before the new trailer plant was built.

A photograph of all employees in 1935 brings back memories for Charlie Gault (right), a retiree who worked 49 years for the company. He reminisces with his son, Charlie, who is employed in the trailer plant, about the old days.



Three Generations

Three generations of Stones have worked for the company.

The late Travis Houston Stone was the maintenance foreman in the old foundry during World War II.

Tired of the long hours that the war work demanded of all the company's employees, Stone quit the day that Japan surrendered.

However, he returned to work in the late 1940's. At that time, he was the only man building industrial gear boxes. Average production then was one or two gears a week.

Since Stone was the only man doing the work, many of the young engineers worked with him during their training periods.

In 1950, Stone asked Guy Groom, the shop superintendent, about hiring his son, Travis, as the night shipping clerk. When Groom inquired if the son could type, Stone replied no, not realizing that his son had learned to type in high school. Travis Stone has wondered what direction his life might have taken if his father had known he could type.

The son was influenced more by retiree Ghent

Smelley, general foreman of the machine shop, who worked with him at D.H. Walker's Grocery Store when there were short workweeks at LUFKIN, than by his own father. At Smelley's encouragement, he went to work as a machinist helper on the second shift in 1950. Today, Stone is general foreman of the machine shop.

His son, Lonnie Stone, is employed for the machinery manufacturing administration in the structural steel plant where he works with the Mac-Pac program. He and his father work in different areas of the company.

Often during his years in the machine shop, Travis Stone has worked and supervised family members who worked for the company. Many times employees recommend members of their families to fill vacancies.

"We try to place family members in different work areas and avoid situations where a father would be his son's supervisor," Stone said.

While there are no set rules governing relatives working for the company, the system is as old as the company.

"Through the years, this policy has been encouraged by the company," says Johnny Long, personnel director.



(Left) The late Travis Houston Stone started a family tradition when he went to work in the machine shop during World War II. **(Middle)** His son, Travis Stone, machine shop general foreman, is a second generation employee. Pictured with Stone is Phillip Lowery, second shift machine shop general foreman, who also has several members of his family employed with the company. **(Right)** Lonnie Stone has followed in his father's and grandfather's footsteps, and is employed for the machinery manufacturing administration in the structural steel plant.

All In the Family

Unlike most families where the father encouraged his son to work for the company, Charlie Jackson, Sr. came to work several years after his son, Charlie Jackson, Jr. was employed by the company. This family is living proof that many family members can and do work for the company. When Charlie Jackson, Sr. retired in 1981 after 12 years with the company, six of his 10 children continued to work for LUFKIN.

Before his retirement, Jackson ground belt covers for pumping units in the structural steel plant.

"Lufkin Industries is a fine place to work. I made it better here than any other job I ever had. I never went to work a day that they sent me back home," Jackson said.

With his large family, regular work was important to him. Before coming to LUFKIN, he had experienced short workweeks in the sawmill industry.

His son, Charlie Jackson, Jr., who works in the set-up crew at the Trailer Division, has been employed by the company since 1966.

The other Jackson children followed in their

brother's and father's footsteps when they came to work for LUFKIN. The fact that their father and mother insisted that they work for what they received as children helped prepare them for their jobs.

The parents always stressed working hard and staying on the job with their children. In their retirement years, Mr. and Mrs. Charlie Jackson, Sr. are proud that their children work for a dependable company.

With pride in his voice, Charlie Jackson, Sr. says, "They are all crazy about their jobs. They never say a harsh word about their work."

Gennett Taylor is on the cleanup crew in the structural steel shop, and her brother Terry Jackson is a drill press operator in the structural steel plant. Jerry Jackson and Jimmy Jackson drive forklifts in the structural steel plant. Marilyn Ann Jackson paints crank guards in the final assembly and shipping department.

The Charlie Jackson, Sr. family carries on the tradition of family members working for Lufkin Industries. Together, they have amassed 38 years of service with the company.

When Charlie Jackson, Sr. retired in 1981, he left six of his children who are LUFKIN employees. With Jackson in the front row are his daughters, Gennett Taylor (left) and Marilyn Jackson. His sons from left are Charlie Jackson, Jr., Terry Jackson, Jerry Jackson and Jimmy Jackson.



Does this system work? For years, Lufkin Industries, which was founded by several families, has been a family-oriented company. As it has grown, it became possible for family members to work for the same company and never see each other. For the most part, LUFKIN has found that when one

member of a family is a hardworking employee, the chances are good that other family members will make good employees, also. Time and again, many of the families that have worked for the company during the past 80 years have demonstrated that the system does work. □

PORTRAIT OF A SALESMAN

For the past 24 years,
David Bishop has lived the life of a salesman —
representing LUFKIN gear products
to a variety of customers



He begins his week just like anyone else. He rises early Monday morning, dresses and eats breakfast with his family. After feeding his horses and other animals, he drives to the office, listening to his favorite radio station.

Once behind his desk, he pours himself a quick cup of coffee and checks his messages with the receptionist. A glance at his watch warns him that it is time to be leaving... the week of a salesman has just begun.

The salesman is David Bishop, division manager for the Southeastern Division of machinery sales. For 24 years, he has represented LUFKIN gear products to a variety of industries.

Today, he is off by car to visit several customers in the Atlanta, Georgia area. Tomorrow morning,



For gear salesman David Bishop, days that are not spent on the road begin and end behind an office desk. Much of his time is devoted to sizing and pricing gear inquiries, confirming and making written quotations.

he catches an early bird flight to Birmingham, Alabama to meet with a steel mill customer. Later in the day, he travels on to West Palm Beach, Florida to finalize the sale of a marine gear, and to inspect several gear installations. Back in Atlanta late Thursday night, he heads home and a good night's sleep before being back in the office on Friday.

It is not an easy life but Bishop likes it. It has been his first and only job since graduating from Texas A & M and completing his military service in the mid 1950's.

"I'm a LUFKIN boy through and through," say Bishop. "I was hired by and entered the sales training program under Mr. L. A. "Pete" Little back in 1957. I spent 14 months in training, learning what LUFKIN could do and do best. At

"In sales, you have to discipline yourself and be mentally tough."

that time, we were in a rather limited area of gearing. Our largest gear cutter was a 10T Sykes which LUFKIN had just purchased, and everyone was so proud of it."

His first sales assignment was in the Houston office of the Gulf Coast Division. He remembers his first sales conference after moving to the office, and his report on marine gears. "I was so pleased because we could finally present an installation list showing at least one marine gear unit operating with every major engine builder. That meant there were less than a dozen LUFKIN manufactured units operating at the time."

In September, 1959, with gear sales increasing, Bishop was moved to Cleveland, Ohio to open a gear sales office there. "I was the first local boy sent north of the Mason Dixon line," he recalls, "and don't think that first cold winter wasn't a shock to me. My wife, Barbara, and I were expecting our first child, and we did not know a living soul in Cleveland.

"On top of that, the LUFKIN name was unknown to the area. We did not have any customers as such, plenty of potential customers, but no one actively giving us gear business. I literally just drove down the road, and every time I saw a smokestack, I would stop and make a call. One of my most important tasks was to find gear unit applications for the type of units LUFKIN could build."

The years in Cleveland were spent expanding the company's gear installation list into several different industries. "Each industry, has its own particular applications and specifications. A number of units operating in the paper industry does not make you acceptable to the rubber industry," Bishop explains. "Marine units in harbor tugboats does not make you acceptable for marine units



Many sales representatives of manufacturers associated with the gear industry are located in the Atlanta area. Bishop spends many of his days visiting with representatives of these companies, designing gear packages for potential customers. Here, he is pictured with Elliott Company representatives (l-r) Floyd Humphrey and Robert Betsill.



On the road again, Bishop visits with Carlos Alonso, a consultant for Osceola Farms Sugar Company, a sugar mill located in the Lake Okeechobee area, the heart of Florida's sugarcane country. The pair are verifying the certified print of a sugar mill gear the company has ordered from LUFKIN.

“The true work of a good salesman is to get a second, third or fourth order.”

in Lake Erie oil carriers— and vice versa.”

In 1967, he made one more move for the company, opening the Southeastern Division branch office in Atlanta, Georgia. His sales territory covers Georgia, Florida, Tennessee, South Carolina and a portion of North Carolina.

“The Atlanta area is an excellent location for LUFKIN,” he says. “For instance, many gear applications require a turbine, a gear and a pump. Many of those type manufacturers have sales offices located in Atlanta, so we are able to work together in developing packages

for potential customers. The Atlanta area also offers an excellent system of transportation so it is easy to reach customers in the various states.”

Bishop estimates he spends more than 100 nights a year away from home, and that figure can be misleading because he returns from many of those trips late at night. It is a schedule his family learned to live with long ago. “I have the nicest family, I really do. They never questioned my job responsibilities. This has been the only job Dad has ever had, and we’ve done what ever had to be

done to adjust.”

He finds sales work challenging and rarely boring. “In sales, you have to discipline yourself, and be mentally tough. You cannot take it personally when a customer is not interested in the product you are offering. You have to realize that you cannot sell what your company builds to everyone in the world. You have to keep making call after call until you find that customer that needs your product and services.”

And he adds, the first sale is not always the most difficult. “To me, the true work of a good salesman is to get a second, third or fourth order — continuing orders. Once a first order is complete and installed, it is obvious whether or not the salesman has misrepresented his product in any way. A good salesman keeps the orders coming by delivering what the customer needs.”

Although the year 1981 was not a memorable year for the Southeastern Division as far as gear sales, Bishop is confident about the future of his division and the company’s position in the gear industry. “We have made so much progress the last few years in our gear manufacturing capabilities. It has been a gear salesman’s dream. I am very excited about our commitment to gearing.”

Does he find it difficult working in a one-man office representing a company that is 750 miles away? Bishop laughs, “Oh, no! Like I said I am a LUFKIN boy through and through. I enjoy the personal freedom of being on my own in an office, but I never feel left out of the company’s operation. I talk with engineering and office personnel in Lufkin or other branch offices on almost a daily basis. I feel very much a part of LUFKIN.” □



Bishop and West India Shipping Company marine superintendent C.C. Carter inspect the gear wear pattern of a LUFKIN marine unit installed on the ship, The Inagua Beach. Bishop periodically inspects LUFKIN units that are operating in his territory. This installation was sold in 1969.

Sales conference comments reflect a renewed spirit of cooperation and teamwork

'It all begins with a sale ...'

The order sparks a chain reaction. Products that once were only ideas on a drawing board come to life. Machines begin to hum, production lines begin to flow. A new product is created. And with it, a company prospers bringing new jobs and opportunities to a growing community.

Lufkin Industries and its products are represented all over the United States and the world by 84 salesmen. Periodically, they gather at the home manufacturing plant and offices for a sales conference. Often, these meetings are their only opportunity to visit the company they represent each day. They share stories and experiences with each other. They discuss common problems and goals. They exchange ideas and suggestions with local personnel.

This year, the annual machinery sales conference was held January 6, 7 and 8 at the Lufkin Civic Center. The trailer sales force met January 21 and 22 at the trailer plant.

These occasions are always interesting and informative affairs for everyone attending. However, this year, a new enthusiasm, a new spirit, a new optimism about Lufkin Industries and its products seemed to prevail.

The feelings were evident in many of the comments made during the conferences. Oklahoma City machinery sales representa-

tive Buford Thomas and Billy Don Atchley were only two of the speakers whose remarks reflected this new attitude.

"I represent the best manufacturer of pumping units, and believe it or not, I don't have to tell anyone. Somehow they know when I mention LUFKIN," said Thomas. "The oil field is full of pumping unit manufacturers who boast and herald their pumping units are better than a LUFKIN. My reply to their boast is: 'When you work for the best, you do not have to settle for less.'

"It is an honor to be a part of this great organization," he continued. "We are truly unique, a class organization. The name LUFKIN is well-known and respected in different aspects of industry worldwide."

Atchley recalled his excitement at being selected to represent Lufkin Industries as a salesman after working as a warehouseman for six months. "Recall with me the thrill of being hired... the excitement of receiving your first telephone call from a customer... the satisfaction of running a successful dynamometer card... the pride of providing service for a customer on location..."

"It is hard for me to find words to express my joy at being able to represent LUFKIN on location. This is my opportunity to communicate with customers in

person. It is my chance to actually express and exemplify all of the knowledge I have attained while in the warehouse."

Bill Trout, vice president and assistant to the president, used a story to describe the current spirit of the Lufkin Industries sales staffs. "During the Jazz Age, there was a famous pianist named Fats Waller. On one occasion, after a performance, a lady approached Fats and asked him what jazz and rhythm really was. Fat's reply was, 'Lady, if you have to ask, you'll never know what it is!'"

"I thought of this story when I began to think of the intangible spirit that is present throughout the LUFKIN organization that is lacking in our competitors.

"A great deal has been written and said about how many companies are making pumping units, and how tough the gear and trailer markets are at present," Trout concluded. "Much has been advertised and promoted about the tangible assets such as plant, design concepts, technology and the like. But I say it does not take a lot of ability to make tangible things go together. Man has struggled for centuries for the intangibles — teamwork, cooperation, pride, workmanship and respect for each other. I am gratified we have found these intangible assets at LUFKIN and made them work." □

IN FOCUS

Company Announces Promotions

Eight promotions have been announced by company officials in the Machinery and Trailer Divisions.

In the Machinery Division, Mike Penn has been promoted to manager of all machine shop operations. Penn has been with the company for 17 years, working in many areas of the plant as a service representative, service manager, assistant quality control manager, general foreman of first and second shifts and special projects manager. A graduate of Sam Houston State University with bachelor and master of science degrees, he is a member of the Society of Manufacturing Engineers. He and his wife, Janice, are the parents of three children, Shawn, Jennifer and Kody.

Hugh McWilliams has been promoted to manager of gear sales for the machinery sales department. McWilliams has over 18 years of experience with the company, serving as a design engineer, gear salesman, gear service manager and test stand supervisor, second shift general foreman and production control pumping unit coordinator. A member of the Texas Society of Professional Engineers, he holds a bachelor of business administration degree from the University of Texas and a bachelor of science degree in mechanical engineering from John Hopkins University. He and his wife, Susan, are the parents of two children, Stacey and John.

In the machine shop, Doyle Robertson has been promoted to second shift general foreman. Herman Parrish has been promoted to first shift pipe house supervisor, and Travis Amie has been promoted to supervisor of industrial gear assembly.

Robertson joined the company in 1967, and prior to his promotion worked as second shift assistant

general foreman and machine shop supervisor. A graduate of Central High School, he and his wife, Kitty, are the parents of two children, Dale and Carmen.

Parrish is a 30-year employee of the company, and previously served as first shift lathe shop supervisor. He and his wife, Lucille, are the parents of three children, Betty Murphy, Donald and Jason. Jason is employed in the gear cutter department, third shift.

Amie was employed by the company in 1980 in industrial gear assembly, and is a graduate of Stephen F. Austin State University. He and his wife, Sybil, are the parents of one son, Damien.

In the structural steel plant, Wayne Doss has been promoted to supervisor in the structural steel plant. A 15-year employee of the company, Doss had risen to the classification of structural worker class A. He and his wife, Vicky,

are the parents of three children, Ronnie, Barry and Kelli.

In the Trailer Division, Dennis Rice has been promoted to foreman of pumping unit assembly, second shift, and J.W. Watson, has been promoted to foreman of pumping unit structurals, second shift.

Rice attended Alto High School, and joined the company in 1966. Prior to this promotion, he worked as a trailer builder. He and his wife, Evelyn, are the parents of one daughter, Heather.

Watson is a 20-year employee of the company, and graduated from Lufkin High School. He has participated in the industrial education program through the company, taking classes in industrial blueprint and shop math. He previously worked as a welder specialist and assistant foreman. He and his wife, Martha, are the parents of two sons, Jimmy and Eric.



Mike Penn



Hugh McWilliams



Doyle Robertson



Herman Parrish



Travis Amie



Wayne Doss



Dennis Rice



J. W. Watson

Scholarship Applications Due April 1

Graduating seniors applying for a Lufkin Industries Foundation scholarship must complete their applications and return them before April 1 to Virginia Allen, secretary of the foundation, in the public relations department.

Applications for four-year scholarships are available through the personnel and public relations departments, any sales branch or LUFKIN manufacturing facility and at the principals' offices in Lufkin and other area high schools. Applications for the two-year Angelina College scholarships are available through the Financial Aids Office of Angelina College.

Scholarship applications must include a transcript from grades 9-11 and the first semester of grade 12. Lufkin High School students only should request that a transcript be sent to the Lufkin Industries Foundation, Public Relations Department, P. O. Box 849, Lufkin, Texas 75901. Four-year scholarship applications must include the student's report from the Admissions Testing Program of the College Board containing the Scholastic Aptitude Test (SAT) scores.

Applications without SAT results cannot be considered for four-year scholarships. Students who have completed the SAT test are encouraged to apply for both the four-year and two-year Angelina College scholarships.

An unmarried, high school senior with an overall high school grade average of 80 or more, whose parent was employed by the company at least one year immediately prior to the date the student registered for his senior year, is eligible to apply for a



Former President Gerald Ford was guest speaker during the Angelina County Chamber of Commerce awards banquet held recently. R. L. Poland, company president, and his wife were seated next to Ford during the event. Poland was recognized for his achievements during 1981 as Chamber of Commerce president.

scholarship.

If a member of a senior's family has received a four-year scholarship in the past, the student is ineligible to apply for the four-year scholarship, but can apply for the Angelina College scholarship. If a member of the family has received a past Angelina College scholarship, the student is ineligible to apply for the two-year scholarship, but can apply for a four-year scholarship.

Selections are based on academic achievement, character and citizenship. The winners are selected by a committee disassociated with Lufkin Industries. Children of officers of the company are ineligible to compete.

The Lufkin Industries Foundation was established in 1965 to emphasize the company's continuing interest in the higher education of the sons and daughters of its employees. Since that time the foundation has awarded 154 scholarships totaling \$382,000.

Credit Union Holds Annual Meeting

The annual meeting of officers and members of the LFM Federal Credit Union was held January 16 at the Angelina County Courthouse. A total of 195 persons gathered to hear financial reports and approve officers for the year.

A statement of financial condi-



(l-r) Leonard Avery, president of the credit union, presents Bill Cantrell, industrial engineering, with an electric clock, one of 20 prizes awarded after the meeting.

tion was presented to the group. As of December 31, the credit union showed assets of \$4,067,409.34, a \$601,717.18 increase over 1980. A total of \$3,593,398.57 was reported in outstanding loans. Total shares on deposit amounted to \$2,883,325.36. An additional \$317,755.69 is held in money market certificates.

Directors elected for two-year terms were Billy Ray Harris, foundry offices; Hubert Lankford, Jr., gear cutters; Lil Ethridge, engineering; and James Thomas, pumping unit gear box assembly.

Officers for the coming year are Leonard Avery, president, gear test and service department; John O. Quinn, vice president, gear cutters; and Austin Freeman, secretary-treasurer, security retiree.

Elected to serve a two-year term on the credit committee were Cletis Fuller, engineering retiree; Mike Cloyd, material control; and Billy Gardner, machine shop.

Following the meeting, a drawing was held for 13 door prizes and seven cash prizes. Winners of door prizes included Billie

Thomas, 12-inch television; Bill Cantrell, electric clock; Clevon Harper, coffee maker; Billy Collmorgen, broiler toaster; Carl Ross, electric heater; Carl Barnes, electric fry pan; Margie Lankford, electric rollers; Julie Baird, jewelry box; Terry Baird, make-up mirror; Lora Thomas, steam iron; Charles Trey Allen, pocket calculator; Tim Beamon, men's cologne; Faye Johnson, women's cologne.

Winners of the \$25 share prizes were Jeffery Baird, Sam Adams, Clifford Trevathan, Joshua Havard, Wallace Lankford, Evelyn Jumper and Betty Lankford.

Trailer Employees Win Welding Awards

Five trailer employees were honored recently for winning cash prizes in the James F. Lincoln Welding Foundation National Contest. Lufkin High School students compete in the school shop award program each year.

Entries competed in the Region II division which covers 13 states, including Puerto Rico and the Virgin Islands, and were judged on practicality, skill, imagination, clarity and completeness.

Roy Mote won first place honors for his entry, a hydraulic log splitter. He received \$200 in prize money. Phillip Wells and Kenneth Sanches took a third place award, \$100, for their entry, a customized tool box. John Burnett received a fifth place award of \$50 for his project, a car ramp, and Mike York won sixth place and \$25 for entering a welding and fabrication table.

The 1981 Lufkin High School graduates are employed in the trailer plant as welders. The five completed the

two-year LHS welding program under the instruction of Jerry Taylor. Leon Walker, manager of welding technology, serves as advisor to the program.



Pictured at banquet ceremonies honoring winners of the James F. Lincoln Welding Foundation National Contest were (l-r) John Burnett, Phillip Wells, Kenneth Sanches, Mike York and Ray Mote.



An awards banquet was held during the annual machinery sales conference to recognize sales personnel celebrating anniversaries with the company in five-year increments during 1981. Receiving awards were (left photo, l-r) Chuck Davis, division manager, Bakersfield, California, Pacific Coast Division, 15 years; Charles Skinner, Lufkin machinery sales offices, 20 years; R. L. Poland, company president who presented the awards; Pat Stanley, manager, Latin America, Houston, Texas, International Division,



15 years; and Bob Butler, district manager, Metairie, Louisiana, Gulf Coast Division, 30 years. (Right photo, l-r) Five-year service award recipients were Bob Burrelli, sales representative, Northeastern Division; Cleveland, Ohio; Wayne Stuckey, sales and service department, San Antonio, Texas, Gulf Coast Division; Poland; Bill Williford, district manager, Tulsa, Oklahoma; Mid-Continent Division; and Rick Hughes, sales representative, Kilgore, Texas, Central Division.



REMINISCENCES *by Guy Croom*

Retiree Christmas Party

On December 10, 1981, the retired employees of Lufkin Industries held their annual Christmas party at Lufkin Bar-B-Q. There were 101 men and women that enjoyed the festivities.

Ole Buck Stringer, the proprietor, did a fine job handling the situation. Buck is a retiree himself having worked in the structural shop for 35 years. We had as our guests: R.L. Poland, president (his wife was not able to attend); R.E. (Mutt) Barr, executive vice president, and his wife, Bodine; W.W. Trout, Jr., vice president and assistant to the president, and his wife, Wanda. Virginia Allen and Janice Aston attended from the public relations department.

I happened to sit across the table from a lady, Mrs. Mitchell, who I did not know about. She told me she was Joe Storey's sister, and that she was the daughter of Claude Storey, whom I knew before I went to work for the company.

Claude owned a small machine shop on Third Street. One summer's day, he asked me to go with him to Rusk on a visiting tour of places there that he knew about. One of the places was a nice little shop owned by a Mr. Pryor. Incidentally, we obtained two good employees from Pryor, namely, C.C. Ruby and Nat Bivins. We visited several places and pretty well spent the day. We were in a Model T Ford car, and the headlights were powered from a magneto which meant if we traveled at a good speed the lights were good, but when we came to a bad place in the road (and there were many) and had to slow down, we almost had no lights right when they were needed most. At times I felt as though I should strike a match to see if we had any lights.

Well! I left the party and went off up to Rusk with Claude Storey, didn't I? Back to the party—

Cowboy Starrett's wife was a lot of help to him in handling the register, and Cowboy would be hard to replace. Harold Westbrook gave the invocation and I don't think a professional could have done any better job. Our president, Mr. Poland, told us a lot about what we could expect of the company in the future. Mutt Barr

let us know that after this year he is going to join up with us retirees. I hate to see Mutt retire. He has and is doing a real good job for the company. Bill Trout said he could not add anything to what had already been said, and I doubt if anyone could. Our public relations crew showed a film by Chuck Stevenson about what had already been done by the company, and it was enjoyed by all.

I saw several people that I had not seen in quite a while. There was A.W. Midgley that I am always glad to see in a shop. Ole "Midg" and I cut a keyway in a blind end steel sleeve in record time. I could not have done it without his help. He may have done it without me, but I doubt it.

Then there is ole Staub Thompson. I haven't seen him since I retired. I did meet his wife out at Leisure Lodge a time or two—fine lady Staub has. Bill Cater acts like he is glad to be alive. Pete Largent gets an A for attendance. Herman Helberg is another almost stranger.

I am glad we had the party on a night that Leah Wolford could be there, and she kept ole Ray in line. You can depend on J. J. McDougald being there. It is always good to see him and his wife, too. I saw her in a doctor's waiting room once and knew I was acquainted with her, but I could not place her until she made herself known.

Seymour Curtis says the best sleeping pill is a good day's hard work. Someone signed in for Mr. and Mrs. Vernon Largent in such small script you could hardly read it without a reading glass—but I happen to have a good one.

For a long time Hubert Dorsett did not come to our meetings, but I believe he enjoys them now. I haven't seen M. M. Fonetenot in several weeks. I hope nothing is wrong.

Several people told me they had tried the recipe for black-eyed peas and they all seemed to like it.

I would probably have to stay at home if it were not for the graciousness of my lady friend, Mae Smith, who drives for me after dark.

The search is on....

The public relations department is seeking several back issues of the LUFKIN ROUNDUP from the 1950's and 1960's. These issues will become

part of a permanent collection on file with the department.

The issues that are needed are November 1950, November 1952, October 1958, December 1958 and September 1960. If you have any of

these issues you might like to contribute, please call Elaine Jackson, 634-2211, ext. 786, or bring them by the public relations department next door to the personnel offices.

ANNIVERSARIES **10 Years or More**



RICHARD ENGLISH
Trailer—Engineering
20 years



ROBERT CHAPMON
Traffic
31 years



LESSIE ROBERSON
Foundry—Melting
29 years



JAMES MAINER
Trailer—Brake & Axle
30 years



WILLIAM COLE
Foundry—Main Bay
19 years



ANDY MODISETTE, JR.
Machine Shop—Electrical
34 years



ROYCE MODISETTE
Gear Cutters
14 years



MARLIN WILLIAMS
Structural Steel Plant
23 years



JESSE RAY, JR.
Security
11 years



FERRIS STURROCK
Trailer—Repair
14 years



JAMES SOWELL
Final Assembly & Shipping
10 years



JAMES HORACE
Foundry—Side Bay
12 years



ANCLE ARMSTRONG
Trailer—Floats
16 years



HUGH McWILLIAMS
Machinery Sales
13 years



BOBBY SHORT
Structural Steel Plant
12 years



BILL TEMPLE
Computer Manufacturing
Systems
28 years



BENNIE WALLACE
Structural Steel Plant
45 years



JANICE BROOKS
Structural Steel Plant
11 years



GRADY CAMPBELL
Quality Control
41 years



CHARLES STEELE
Traffic
19 years



JAMES WOLFE
Gear Cutters
10 years



ARCHIE HOLLIS
Heat Treat
20 years



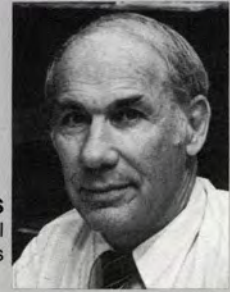
SAM TURNER
Industrial Gears
20 years



GENE VINSON
Order Entry Department
20 Years



JAMES HORN
Trailer—Sales
25 years



JOE PERKINS
Personnel
28 years



JIMMIE COLE
Machine Shop
16 years



DALE WIGLEY
Machine Shop
12 years



R. G. GRAY
Material Control
20 years



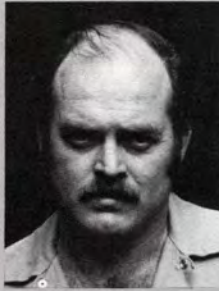
GEORGE BROWN, JR.
Trailer—Yard Crew
26 years



BOB WESTBROOK
Trailer—Parts
13 years



FREDDIE SULLIVAN
Structural Steel Plant
17 years



TERRY BAIRD
Foundry—Maintenance
11 years



HUBERT LANKFORD, JR.
Gear Cutters
19 years



RAY MONTES
Machine Shop
23 years



BUSTER STRAIT
Trailer—Engineering
28 years



STEVE MCKINNEY
Foundry Offices
28 years



JOE ALLEN
Structural Steel Plant
17 years



EULEN PARRISH
Accounting
35 years



BILLY REYNOLDS
Foundry—Main Bay
14 years



MARTIN CORTINES
Accounting
23 years



GAYLAND WALLACE
Lathe Shop
28 years



IRA BROWN
Industrial Gears
15 years



ANDREW BARGE, JR.
Machine Shop
17 years



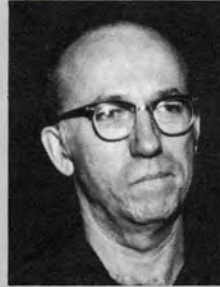
10 Years or More



J.V. NASH
Machine Shop
30 years



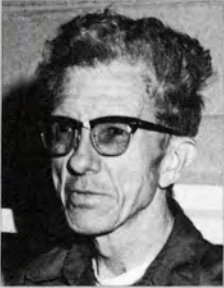
FRED NASH
Trailer—Vans
30 years



REX BERRY
Gear Cutters
28 years



DONALD JONES
Structural Steel Plant
27 years



JOHN COFFIELD
Material Control
12 years



ED PILLOWS
Industrial Gears
13 years



IVY COLLINS
Machine Shop—Timekeeper
13 years



COY OLIVER
Trailer—Pierce Rivet
32 years



JERRY FERGUSON
Trailer—Vans
10 years



ELBERT BAILEY
Trailer—Floats
32 years



GRADY DUE
Final Assembly & Shipping
16 years



MIKE CHAMPION
Material Control
15 years



JAMES JOSHUA
Truck Shop
12 years



RAYFORD WRIGHT
Machine Shop
19 years



GRANT MITCHELL
Structural Steel Plant
23 years



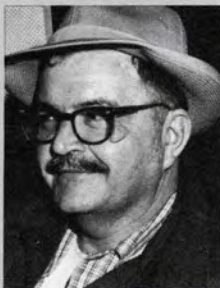
ORVELL MOLANDES
Trailer—Inspector
20 years



M. D. HANCOCK
Gear Cutters
12 years



BOB MALNAR
Trailer—Vans
20 years



JESSE BROOKS
Trailer—Belt Covers
17 years



BILLY SMITH
Machine Shop
13 years



MELVIN BROCK, JR.
Trailer—Belt Covers
12 years

FOUNDRY OPERATIONS

| | Employment Date | Years With Co. |
|--------------------------|-----------------|----------------|
| Noble Stringer | March 20, 1947 | 35 |
| Lessie Roberson | March 3, 1953 | 29 |
| Steve McKinney | March 22, 1954 | 28 |
| William Cole | March 18, 1963 | 19 |
| Billy Reynolds, Sr. | March 11, 1968 | 14 |
| James Horace Terry Baird | March 30, 1970 | 12 |
| Eugene Hodge | March 9, 1971 | 11 |
| Elton Menefee | March 7, 1972 | 10 |
| Lee Alexander | March 8, 1973 | 9 |
| Truman Fussell | March 25, 1974 | 8 |
| Henry Mack | March 3, 1975 | 7 |
| Autry Tennyson | March 5, 1975 | 7 |
| Walter Culpepper | March 10, 1975 | 7 |
| Walter Oder | March 9, 1977 | 5 |
| Charley Martin | March 14, 1977 | 5 |
| Eduardo Castillo | March 21, 1978 | 4 |
| Johnny Ingram | March 5, 1979 | 3 |
| Richard Evans | March 12, 1979 | 3 |
| Clinton Poole | March 22, 1979 | 3 |
| Tommy Russell | March 26, 1979 | 3 |
| Jose Luna | March 4, 1980 | 2 |
| Jose Silva | March 4, 1980 | 2 |
| Gill Barlow | March 4, 1980 | 2 |
| Emilio Lopez | March 10, 1980 | 2 |
| Monte Ramsey | March 17, 1980 | 2 |
| Armando Duran | March 18, 1980 | 2 |
| Pedro Cruz | March 18, 1980 | 2 |
| Jebneebdiel Alaniz | March 20, 1980 | 2 |
| Alfonso Mendoza | March 21, 1980 | 2 |
| John Pearson | March 25, 1980 | 2 |
| Robert Goss, Jr. | March 1, 1981 | 1 |
| Ronald Dumas | March 1, 1981 | 1 |
| Lupe Aldaba | March 1, 1981 | 1 |
| Dorothy Wade | March 2, 1981 | 1 |
| Roger Harbuck | March 5, 1981 | 1 |
| Isaiah Ramirez | March 8, 1981 | 1 |
| Clint Phillips | March 9, 1981 | 1 |
| Ronald Ayres | March 11, 1981 | 1 |
| Prudencio Florez, Jr. | March 12, 1981 | 1 |
| Anthony Ferrell | March 13, 1981 | 1 |
| Roberto Segura | March 16, 1981 | 1 |
| Delmon Green, Jr. | March 17, 1981 | 1 |
| Howard Stone | March 18, 1981 | 1 |
| Leandro Hernandez, Jr. | March 18, 1981 | 1 |
| Ricky Smith | March 19, 1981 | 1 |
| Winnel Agent | March 23, 1981 | 1 |
| Betty Largent | March 25, 1981 | 1 |
| Nathaniel Blackburn | March 25, 1981 | 1 |
| Paul Lakey | March 26, 1981 | 1 |
| Dorothy Robinson | March 29, 1981 | 1 |
| Thomas Jackson | March 30, 1981 | 1 |

LITTLE ROCK FOUNDRY

| | Employment Date | Years With Co. |
|----------------|-----------------|----------------|
| Howard Hunter | March 20, 1978 | 4 |
| Gerry Young | March 24, 1980 | 2 |
| William Walker | March 5, 1981 | 1 |
| Jackie Ashley | March 10, 1981 | 1 |
| Doyle Whitney | March 13, 1981 | 1 |
| Brian Farley | March 16, 1981 | 1 |
| Virgil Ward | March 17, 1981 | 1 |

MACHINERY OPERATIONS

| | Employment Date | Years With Co. |
|----------------------|-----------------|----------------|
| Grady Campbell | March 12, 1941 | 41 |
| Andy Modisette, Jr. | March 1, 1948 | 34 |
| Robert Chapmon | March 19, 1951 | 31 |
| J. V. Nash | March 20, 1952 | 30 |
| Anthony Christina | March 2, 1953 | 29 |
| Bill Temple | March 16, 1954 | 28 |
| Rex Berry | March 22, 1954 | 28 |
| Gayland Wallace | March 24, 1954 | 28 |
| Doyle Lunsford | March 2, 1959 | 23 |
| George Montes | March 2, 1959 | 23 |
| Ross Nash | March 6, 1959 | 23 |
| Sam Turner | March 23, 1962 | 20 |
| Archie Hollis | March 30, 1962 | 20 |
| Hubert Lankford, Jr. | March 4, 1963 | 19 |
| Rayford Wright | March 20, 1963 | 19 |
| Charles Steele | March 27, 1963 | 19 |
| Andrew Barge, Jr. | March 5, 1965 | 17 |
| Jimmie Cole | March 22, 1966 | 16 |
| Ira Brown | March 14, 1967 | 15 |
| Royce Modisette | March 20, 1968 | 14 |
| Edward Pillows | March 4, 1969 | 13 |
| Billy Smith | March 10, 1969 | 13 |
| Ivy Collins | March 11, 1969 | 13 |
| Hugh McWilliams | March 25, 1969 | 13 |
| Jesse Garcia, Jr. | March 25, 1969 | 13 |
| James Joshua | March 12, 1970 | 12 |
| Dale Wigley | March 26, 1970 | 12 |
| May Hancock | March 31, 1970 | 12 |
| Gary Boyd | March 28, 1972 | 10 |
| James Wolfe | March 30, 1972 | 10 |
| August Kulms | March 14, 1973 | 9 |
| Cecil Primrose | March 15, 1973 | 9 |
| Wilbur Bruton | March 27, 1973 | 9 |
| William Redd | March 8, 1974 | 8 |
| Palmer Arnold | March 3, 1975 | 7 |
| David Hensarling | March 11, 1975 | 7 |
| Leroy Mooney, Jr. | March 26, 1975 | 7 |
| Winfred Watson | March 30, 1975 | 7 |
| Ernest Young | March 15, 1976 | 6 |
| Emory Kennidy | March 6, 1977 | 5 |
| David Harkness | March 7, 1977 | 5 |
| Robert Evans | March 9, 1977 | 5 |
| Jack Essary | March 10, 1977 | 5 |
| Tommy Harwell | March 14, 1977 | 5 |
| Gerald Germany | March 14, 1977 | 5 |
| Woodrow Lewis | March 15, 1977 | 5 |
| James Bryant | March 17, 1977 | 5 |
| James Chmielewski | March 21, 1977 | 5 |

| | | |
|----------------------|----------------|---|
| Dennis Justus | March 22, 1977 | 5 |
| Charles Bove | March 22, 1977 | 5 |
| Charles Hodges | March 28, 1977 | 5 |
| Sergio Rodriguez | March 1, 1979 | 3 |
| Lee Bullock | March 6, 1979 | 3 |
| Robert Harper | March 7, 1979 | 3 |
| Charles Butler | March 19, 1979 | 3 |
| Donna Hightower | March 26, 1979 | 3 |
| David Landrum | March 2, 1980 | 2 |
| Mark Schaeffer | March 3, 1980 | 2 |
| Anderson Breed | March 5, 1980 | 2 |
| Wilbur Martinez | March 6, 1980 | 2 |
| Robin Turney | March 7, 1980 | 2 |
| Arthur Ricks, Jr. | March 9, 1980 | 2 |
| Jeff Park | March 10, 1980 | 2 |
| Tommy Powell | March 10, 1980 | 2 |
| Ernesto Lopez | March 13, 1980 | 2 |
| Ivory Hollis | March 13, 1980 | 2 |
| Reynaldo Torres | March 17, 1980 | 2 |
| Benny Fajkus | March 20, 1980 | 2 |
| William Quimby | March 23, 1980 | 2 |
| Neva Jones | March 24, 1980 | 2 |
| George Pillows | March 24, 1980 | 2 |
| Dennis Owens | March 25, 1980 | 2 |
| Bobby Mosby | March 25, 1980 | 2 |
| Buford Frederick | March 25, 1980 | 2 |
| Freddie Turner | March 27, 1980 | 2 |
| John Daniels | March 27, 1980 | 2 |
| David Amerson | March 30, 1980 | 2 |
| Peter Vankirk | March 31, 1980 | 2 |
| Christopher Traylor | March 2, 1981 | 1 |
| Phillip Bryan | March 2, 1981 | 1 |
| Jerry Moore | March 4, 1981 | 1 |
| Jonathan Bagley | March 5, 1981 | 1 |
| Willie Fisher | March 9, 1981 | 1 |
| Patric Sheffield | March 9, 1981 | 1 |
| Walter Peden | March 11, 1981 | 1 |
| Philip Blackburn | March 12, 1981 | 1 |
| Clarence Spaine | March 15, 1981 | 1 |
| Scott McNeill | March 17, 1981 | 1 |
| John Lazarine | March 26, 1981 | 1 |
| Vincente Moreno, Jr. | March 30, 1981 | 1 |

ORDER ENTRY DEPARTMENT

| | Employment Date | Years With Co. |
|-------------|-----------------|----------------|
| Gene Vinson | March 26, 1962 | 20 |
| Debra Chunn | March 29, 1978 | 4 |

MATERIAL CONTROL

| | Employment Date | Years With Co. |
|-------------------|-----------------|----------------|
| Rufus Gray | March 8, 1962 | 20 |
| Mike Champion | March 6, 1967 | 15 |
| John Coffield | March 9, 1970 | 12 |
| Paul Tuscana | March 18, 1975 | 7 |
| William Redd, Jr. | March 21, 1977 | 5 |
| Mark Wright | March 9, 1978 | 4 |
| Melba Johnson | March 17, 1980 | 2 |
| Donna Williams | March 19, 1981 | 1 |

STRUCTURAL STEEL PLANT

| | Employment Date | Years With Co. |
|-----------------------|-----------------|----------------|
| Bennie Wallace | March 17, 1937 | 45 |
| Donald Jones | March 28, 1955 | 27 |
| Marlin Williams | March 3, 1959 | 23 |
| Robert Mitchell | March 16, 1959 | 23 |
| Freddie Sullivan | March 11, 1965 | 17 |
| Joe Allen | March 30, 1965 | 17 |
| Bobby Short | March 16, 1970 | 12 |
| Janice Brooks | March 19, 1971 | 11 |
| James Burse | March 12, 1973 | 9 |
| Thomas Flowers | March 3, 1975 | 7 |
| Jose Jimenez | March 14, 1977 | 5 |
| Andrew Shoffitt | March 17, 1977 | 5 |
| Arthur Young, Jr. | March 28, 1977 | 5 |
| James Adams | March 30, 1977 | 5 |
| Thomas Burnett | March 14, 1978 | 4 |
| Carl Coutee | March 20, 1978 | 4 |
| Elmer Anderson | March 22, 1978 | 4 |
| Ronald Klem | March 21, 1979 | 3 |
| Hipolito Tierrablanca | March 22, 1979 | 3 |
| Raymundo Espinoza | March 27, 1979 | 3 |
| Daniel Smith | March 7, 1980 | 2 |
| Herbert Woods, Jr. | March 16, 1980 | 2 |
| Samuel Cooper | March 18, 1980 | 2 |
| Milton Warren | March 19, 1980 | 2 |
| Jose Hernandez | March 20, 1980 | 2 |
| James Johnson | March 20, 1980 | 2 |
| Viel Cooper, Jr. | March 23, 1980 | 2 |
| Pedro Rodriguez | March 24, 1980 | 2 |
| Bobby Mosby | March 25, 1980 | 2 |
| William Forsythe | March 26, 1980 | 2 |
| Donald Wampler | March 26, 1980 | 2 |
| Antonio Salar | March 28, 1980 | 2 |
| Alvaro Alvarez | March 31, 1980 | 2 |
| Thomas Murphy | March 4, 1981 | 1 |
| Raymond McBride | March 11, 1981 | 1 |
| Tim Cruse | March 12, 1981 | 1 |
| George Herrera | March 13, 1981 | 1 |
| Mario Moran | March 13, 1981 | 1 |
| Clifford Lewis | March 25, 1981 | 1 |
| Rodney Stokley | March 25, 1981 | 1 |
| John Bryan | March 25, 1981 | 1 |
| Charles Hinman | March 31, 1981 | 1 |
| Charles Stinson | March 31, 1981 | 1 |

CUSHING STRUCTURAL PLANT

| | Employment Date | Years With Co. |
|------------------|-----------------|----------------|
| James Baker | March 27, 1970 | 12 |
| Danny Adkins | March 2, 1979 | 3 |
| Alfred Davis | March 29, 1979 | 3 |
| Jimmie Hall, Jr. | March 9, 1981 | 1 |

FINAL ASSEMBLY AND SHIPPING

| | Employment Date | Years With Co. |
|----------------|-----------------|----------------|
| Grady Due | March 23, 1966 | 16 |
| James Sowell | March 14, 1972 | 10 |
| Eddie Mask | March 6, 1973 | 9 |
| Thomas Nash | March 20, 1973 | 9 |
| William Howard | March 21, 1973 | 9 |
| Louis Brock | March 27, 1974 | 8 |
| Lloyd For | March 24, 1975 | 7 |
| Jimmy Walker | March 21, 1977 | 5 |
| Sandria Randle | March 26, 1979 | 3 |
| Bobby Napier | March 27, 1979 | 3 |
| Irma Barlow | March 4, 1980 | 2 |
| Lloyd Day | March 17, 1980 | 2 |
| Daniel Massey | March 19, 1980 | 2 |
| George Napier | March 19, 1980 | 2 |
| David Jasso | March 20, 1980 | 2 |
| Rafael Guevara | March 31, 1980 | 2 |
| Jose Rodriguez | March 31, 1980 | 2 |
| Alvah Hankins | March 3, 1981 | 1 |
| Grose Kiel | March 3, 1981 | 1 |

CORPORATE OFFICES

| | Employment Date | Years With Co. |
|--------------------|-----------------|----------------|
| Eulen Parrish | March 3, 1947 | 35 |
| Martin Cortines | March 23, 1959 | 23 |
| Pat Merriweather | March 1, 1977 | 5 |
| Phyllis Little | March 27, 1978 | 4 |
| Jackie Weaver, Jr. | March 28, 1979 | 3 |
| Jean Eager | March 24, 1980 | 2 |
| Fred Beck | March 2, 1981 | 1 |
| Ronald Frazier | March 9, 1981 | 1 |

ENGINEERING

| | Employment Date | Years With Co. |
|------------------|-----------------|----------------|
| Emmanuel Fazzino | March 14, 1980 | 2 |
| Ronni Stefano | March 16, 1981 | 1 |

MACHINERY SALES AND SERVICE

| | Employment Date | Years With Co. |
|------------------|-----------------|----------------|
| Jack Gissler | March 24, 1947 | 35 |
| Keith Walters | March 1, 1973 | 9 |
| Rick Dombrowski | March 7, 1977 | 5 |
| Rebecca Godleski | March 9, 1981 | 1 |
| Joy Dell Poland | March 30, 1981 | 1 |

PERSONNEL

| | Employment Date | Years With Co. |
|----------------|-----------------|----------------|
| Joe Perkins | March 16, 1954 | 28 |
| Jesse Ray, Jr. | March 24, 1971 | 11 |

TRAILER PLANT

| | Employment Date | Years With Co. |
|-----------------------|-----------------|----------------|
| Elbert Bailey | March 2, 1950 | 32 |
| Coy Oliver | March 2, 1950 | 32 |
| Fred Nash | March 20, 1952 | 30 |
| James Mainer | March 25, 1952 | 30 |
| Fred Strait | March 1, 1954 | 28 |
| George Brown, Jr. | March 14, 1956 | 26 |
| Bobby Malnar | March 7, 1962 | 20 |
| Richard English | March 8, 1962 | 20 |
| Orvell Molandes | March 8, 1962 | 20 |
| Jesse Brooks | March 29, 1965 | 17 |
| Anclie Armstrong | March 31, 1966 | 16 |
| Ferris Sturrock | March 12, 1968 | 14 |
| Bob Westbrook | March 3, 1969 | 13 |
| Marlon Yarbrough | March 25, 1969 | 13 |
| Melvin Brock, Jr. | March 4, 1970 | 12 |
| Jerry Ferguson | March 14, 1972 | 10 |
| Norman Barlow | March 20, 1973 | 9 |
| Bobby Allen | March 26, 1973 | 9 |
| Marie Blackburn | March 4, 1974 | 8 |
| Deloyce Dodd | March 4, 1974 | 8 |
| Shirley Hadnot | March 4, 1974 | 8 |
| Earl Randolph | March 8, 1976 | 6 |
| Joseph C. Waller, Jr. | March 28, 1977 | 5 |
| Patricia Scogin | March 30, 1978 | 4 |
| David Bailey | March 15, 1979 | 3 |
| Jackie Nichols | March 3, 1980 | 2 |
| Billy Bynum | March 4, 1980 | 2 |
| Richard Graham | March 6, 1980 | 2 |
| Jo Ann Davis | March 10, 1980 | 2 |
| Charles Mack | March 10, 1980 | 2 |
| David Kirksey | March 31, 1980 | 2 |
| John Bullock | March 6, 1981 | 1 |
| Michael Higginbotham | March 9, 1981 | 1 |
| Walter Davis | March 30, 1981 | 1 |

TRAILER SALES AND SERVICE

| | Employment Date | Years With Co. |
|-----------------|-----------------|----------------|
| James Horn | March 18, 1957 | 25 |
| Joe Wade | March 29, 1965 | 17 |
| Ernest Benning | March 16, 1978 | 4 |
| Ronnie Jones | March 6, 1979 | 3 |
| Kenny Jackson | March 12, 1979 | 3 |
| Terry Blake | March 19, 1979 | 3 |
| Robert Polasek | March 24, 1980 | 2 |
| Randy Collins | March 17, 1981 | 1 |
| Ricky Shead | March 23, 1981 | 1 |
| Elmo Garza, Jr. | March 24, 1981 | 1 |

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

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
Houston, Texas
Permit No. 5340

INSIDE

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| Portrait of a Salesman | 6 |
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COVERS

Front: Since 1969, this LUFKIN RS1818 marine gear has been operating in The Inaqua Beach ocean-going specialty ship for the West India Shipping Company. It is only one of the many units David Bishop, Southeastern Division sales manager, inspects as part of his duties as a gear salesman. For the story, see page 6.

— Photo by David Freeze

Back: The winter of 1982 will be remembered as one of the harshest in the nation's history. A two-inch blanket of snow and ice covered Lufkin for two days in January. With the month of March comes hopes for warmer weather.

— Photo by Chuck Stevenson

LUFKIN ROUNDUP Volume 39, Number 3, 1982

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