LUFKIN
JUNE, 1983

ROUNDUP

Education and Modern Technology
See BACK TO THE CLASSROOM, page 4

From the President's Desk

"This is not an easy time to sit in the corner office."

During this period of poor business, there has been much talk about how Lufkin Industries is handling the situation. Everyone seems to have his or her opinion about the best ways to stimulate business and keep our employees working.

Answers don't come easy and solutions are not as simple as they might seem. There are many factors to consider when solving a problem that involves so many people. Many of you may not agree with all of the decisions that have been made during these difficult times, but I can assure you that much thought and care were put into each one.

We've had many discussions on our pricing policies. There are those who think we ought to cut our prices drastically because many of our competitors have done this. I personally believe that if our prices were fair during the boom days, they are still fair during the depressed times. We sell not only our products but our service and parts, and we say to our customers, "we'll be here when you need us again."

A price war is not the answer to a good sustaining business operation. We can not sell below cost and remain strong. However, we should never stop looking for more efficient ways to manufacture our products nor means of increasing productivity. This is the real way to decrease prices.

There have been extensive discussions with heads of all departments concerning layoffs and other alternatives. We felt we should preserve as many jobs as possible in the hope that a turnaround in business would be sooner than was predicted by economists, so we went to three-day workweeks in most areas. Managers of our plants created work, such as painting, repairing and refurbishing the various work areas. Repairs and maintenance jobs which had been postponed during the boom times were completed.

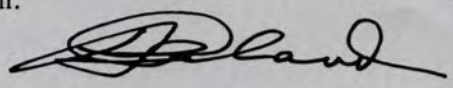
But eventually we had to come to grips with the fact that we had too many people for the orders we were receiving, and we had to have additional layoffs.

We are beginning to see a slight upturn in business. We are not certain that this means a trend or that it will continue to move up without any setbacks.

We are trying to increase our market share in our product line. Our sales personnel have been given new literature describing our facilities for new kinds of work such as castings, machining and fabricating. We are not laying back waiting for the good times to come again.

This is not an easy time to sit in the corner office. Since I accepted the presidency of this company in 1967, it has been my goal to build Lufkin Industries into a strong corporation. With the help of a lot of good people, we have experienced phenomenal growth and have contributed greatly to the community.

I remain confident of the future. We will survive these times and will grow and prosper again.



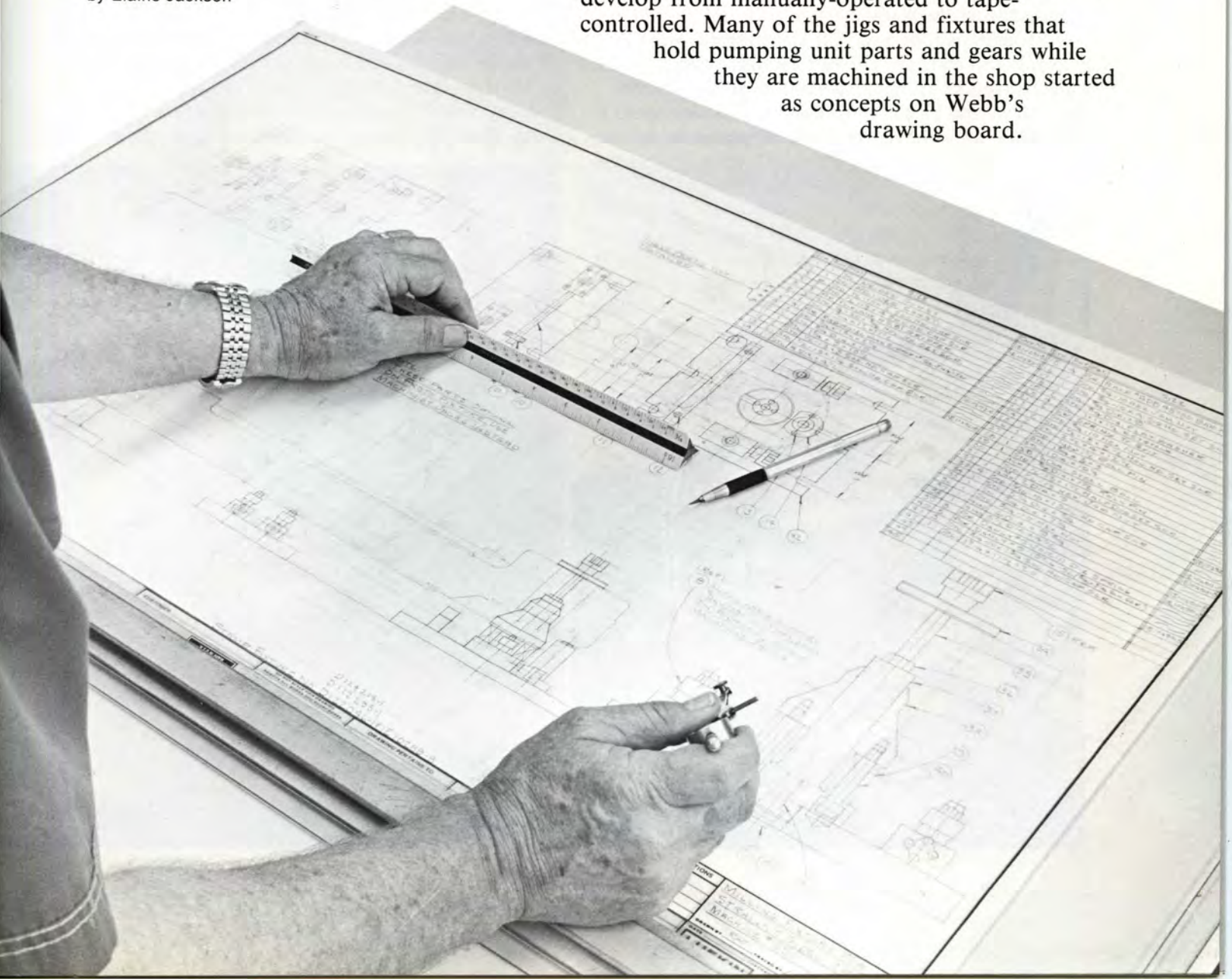
From The Drawing Board...

by Elaine Jackson

Most people want to relax and get away from the job when they go home, but Riley Webb's hobby is an extension of his work.

Fixtures, models and machines, which began as designs on Riley Webb's drawing board, can be found in the machine shop, in museums and in fishing tackle manufacturing shops.

For more than three decades, Webb has designed fixtures and machinery for machine shop production areas. He has seen machine tools develop from manually-operated to tape-controlled. Many of the jigs and fixtures that hold pumping unit parts and gears while they are machined in the shop started as concepts on Webb's drawing board.



So what does he do in his leisure time? He designs and builds pumping unit models and fishing sinker-tying machinery in the hobby shop in his garage. Webb learned the skills he uses in both his trade and his hobby at Lufkin Industries.

"The company raised me," says the senior tool designer, who started working in the pattern shop 36 years ago. "I served my apprenticeship there for about four years. After I took a mechanical drafting course through the mail, I asked if I could have a chance to work in drafting. And, I'm still at it."

Most of his work has been in the Machinery Division, but in 1967 Webb was loaned to the Trailer Division when the new plant was built. There, he worked with the expansion and modernization of trailer manufacturing machinery.

That same year, he and W.T. Pennington, vice president and manager of structural fabrication, final assembly and shipping operations, received a $3,000 award from the Lincoln Foundation for designing a large welding positioner. In 1967, the positioner was a new concept for holding parts while they were welded. Today, this machine is rarely used; it has been replaced by newer versions.

One of Webb's more recent ideas, a horizontal drill and tapping machine, has been in operation less than two years. Webb feels that the sophisticated fixtures that he designed for the new Giddings and Lewis tape-controlled machinery are a whole new ball game for him. "I grew up with manual machines," he recalls.

Webb has designed machines that were not available anywhere else. "He is truly a mechanical genius," says Frank Stevenson, executive vice president. "Riley's designs and concepts have helped LUFKIN attain a position of leadership in the manufacturing industry."

Whether he is designing a fixture for the machine shop or a one-inch-to-the-foot scale model of a LUFKIN pumping unit, Webb takes an ample measure of skepticism with him to the drawing board. His job is to solve possible difficulties during the designing process. Years of experience have taught him that many things can go wrong, and he watches for

problems. Then when the design works, he shrugs his shoulders and says modestly, "I got lucky."

At home, he always puts everything on paper first. After he gets the pumping unit models down to scale, the work begins.

The company was responsible for him developing this hobby in 1977. When a major oil company requested a working model of a LUFKIN conventional pumping unit for a museum in Germany, Louis Fincher, who is retired from the product design engineering department, asked Webb to build it. "I had to do a lot of thinking about it because the model had to be durable. I knew it would be expensive," he said.

Riley Webb tests his latest fishing sinker-tying machine (far left). He adjusts this model Mark II pumping unit (middle). He checks a fixture he designed for new Giddings and Lewis taped-controlled machinery (below).

Finally, Webb agreed to build the model in his hobby shop. In fact, he built two models. The first one went to Germany, and later, the company purchased the second model. Then the company requested two Mark II models and two air-balanced models. Since then, Webb has built 15 models, which are displayed in museums and exhibited at oil shows. One of his Mark II models is in the lobby of the old main office building.

"I use solid brass for these models," says Webb, "because of its machineability and because it is better for joining the parts together with solder. Brass makes a strong unit, and it looks nice."

While Webb's work for the company is done at the drawing board, his hobby gives him an opportunity to perform the various machining jobs that lead to the finished product. "My hobby has helped me a lot in my work," says Webb. "At home, when I am running the milling machine and I see that it is not easy to machine something I have designed, I start looking for a better way to do the job." The practical experience has made Webb more sympathetic to machine operators in the shop.

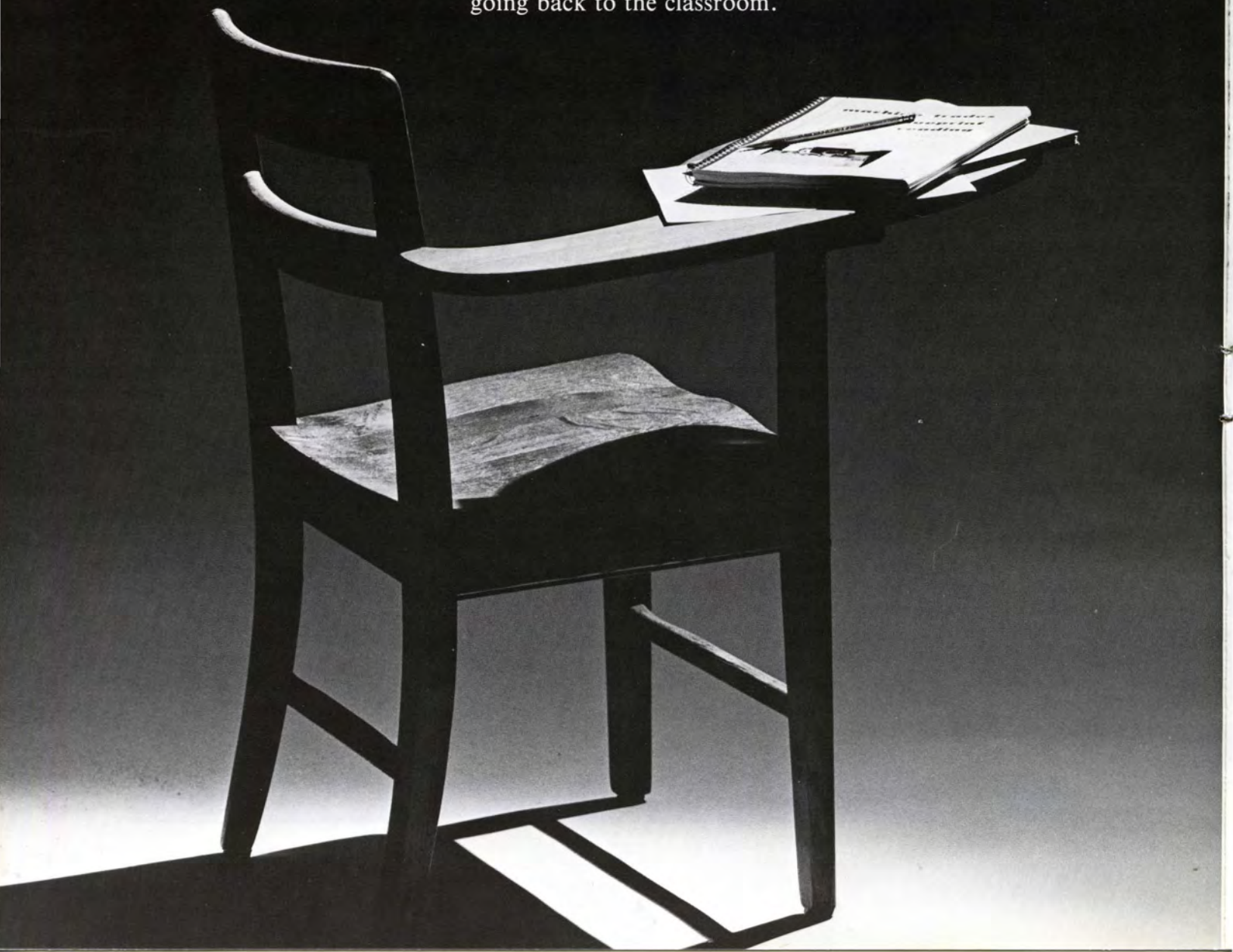
In his hobby shop, Webb also designs and builds fishing sinker-tying machines. He developed his first two machines for a local tackle manufacturing company. Operators at B & B Tackle Company load sinkers and swivels into these machines every three seconds, producing more than 6,000 sinkers a day. Webb has made some modifications on the sinker-tying machines and continues to produce them for fishing tackle manufacturers across the country.

Riley Webb is a man who enjoys his occupation—so much so that his hobbies are an extension of his work. "My job is all with heavy equipment, big machinery," he says. "I enjoy tackling something different. The problems with the models and the sinker-tying machines are not quite as sticky as some I encounter at work. But it is fun to solve them."

In his garage, Webb is not only the designer, he is also the machinist. Here his work comes full circle. His varied skills transform his drawings into miniature pumping unit models or machines that tie sinkers for the fisherman's line. But it all started on the drawing board.

BACK TO THE CLASSROOM

The job market is changing.
Modern technology is affecting the types of jobs that are available and how these jobs are performed. Many jobs are disappearing in the face of increasing automation, yet at the same time, new jobs are being created by this technological revolution. Career advancement in the 80s will depend more on knowledge, information and communication than on traditional skills.
So what are employees doing to prepare for the industry of tomorrow? They are going back to the classroom.



Lufkin Industries offers several educational opportunities to develop and further job skills. As more employees take these programs, they are realizing advantage of that education can enhance and enrich their lives, both at home and in the workplace.

Since 1979, the company has provided tuition reimbursement for successful completion of accredited college or vocational courses. Through the tuition aid program, many employees are returning to the college campus to expand their training or learn the new technologies. The list of subjects that LUFKIN employees are studying reflects today's changing job market.

"More employees are signing up for computer-related courses," says James Horton, personnel officer, who coordinates the program. "The computer has revolutionized the working environment, and people want to feel comfortable with the new technology."

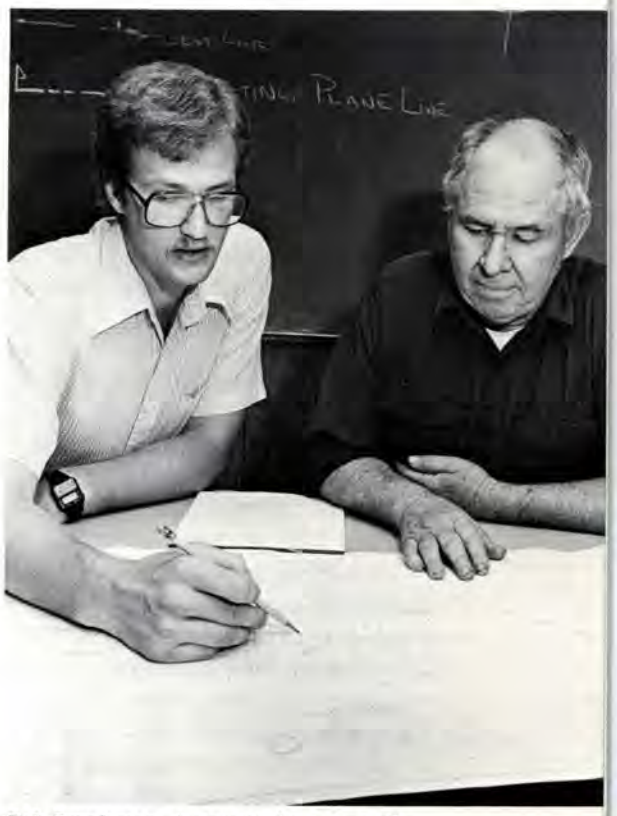
All areas of the company have felt the impact of the computer, especially machinery operations. Manually-operated machines are disappearing from the plant, replaced by numerically-controlled tape machinery. This type of equipment soon will be replaced by even more sophisticated, computer-controlled machines. Several of these types of machines already are in use.

"In time, much of our machinery will have a capability of being downloaded from a central computer area. Tapes will no longer be needed," says Mike Penn, vice president and manager of machining and assembling operations. "Our machine operators will have to be more technically inclined. There will be fewer laborious or physical activities. It will be to an employee's advantage to know as much as possible about computer operations and their capabilities."

And, the day is not too far away when many employees will utilize personal computers in their work. "Our data processing department is training people now to use our ICCF system. It allows them to treat a terminal like a personal computer," says Jim Haley, secretary-treasurer, who oversees computer operations. "Employees can write their own computer programs to use in their jobs and run them through our main computer system. Of course, this requires a knowledge of computers that only can be gained through further education."

Another popular course among employees is word processing. A word processor is an electronic office system with a keyboard and display screen that permits an operator to input and edit text, store, retrieve and distribute information. Three departments in the company use the system, and other departments are considering adding it to their office equipment.

"The word processor is changing the look of the office," continues Haley. "In our accounting and data processing departments, it is an extremely useful tool. We use it to draft financial documents that require a number of changes. Our documentation for computer programs is stored in the system which allows us to retrieve the information easily. Although our operators are self-taught, it would be much easier for a person to learn to operate the system in the classroom. We are delighted that local colleges are offering the course."



Bob Pennington, instructor for industrial education classes, assists mechanical maintenance employee Kenneth Brashear with a blueprint reading assignment.

But not all of the college classes that employees are completing are computer-oriented. Many of them are enrolling in business classes, such as accounting, finance, management and business communication. "The business world is very competitive, and a knowledge of how it works is important to success," says program coordinator James Horton. "Such courses are very important if an employee is interested in a supervisory career."

The company educational programs do not ignore the basics, however. One of LUFKIN's earliest efforts to provide job training for its employees was the introduction of industrial

education classes. The courses include shop math, trigonometry, blueprint reading, foundry practice and welding. They are offered twice a year by the company free of charge.

The math courses are designed as a review of the basic mathematics skills, and they teach employees how to read the precision measuring tools used in a manufacturing environment. The blueprint reading course explains how to interpret blueprints, while the welding classes are lessons in basic welding techniques. The foundry practice course, offered for the first time this spring, introduces the principles of foundry operation to employees.

Supervisors throughout the company encourage involvement in the classes. Most of them took the courses when they were beginning their own careers in the plant. One such supervisor is Phillip Lowery, first shift general foreman of the machine shop.

"I realize how important the industrial classes are because I know what they have done for me and other employees," he says. "For example, we had a person who was having problems on the job because he could not read a scale or convert his fractions to decimals. After he completed the math courses, his problems ended. He advanced all the way to the top of his classification, becoming a class A machine operator."

Lowery believes that the reason the courses are so successful in improving an employee's job performance is the individualized treatment the students receive. "The classes are small, and there is a great deal of one-on-one

Upper Left, Foundry practice course instructor Frank Martin explains pattern shop techniques to students Everett Rhodes and James LaRue. Above, Supervisory training instructor Joe Penn (left) discusses some of the principles of employee satisfaction with students (l-r) Phillip Lowery, machine shop, MaeBelle Hearne, trailer offices, and Randy Murray, foundry. Left, Some of the LUFKIN employees who participated in word processing courses this semester were (clockwise) Louise Melton, manufacturing engineering, Wanda Wankan, industrial engineering, Sandra McMullen, corporate offices and Sue Massingill, trailer offices, (back table, l-r) Suzy Barker and Connie Townsend, product design engineering.

instruction," he explains. "A student learns at his own pace. We even have instructors ask us what an employee's weaknesses are so that they can concentrate study in that area."

Recognizing employees as individuals plays an important part in another company education program. Supervisory training classes are offered to managers on a regular basis. These classes assist them with the difficult job of managing and motivating personnel.

"Ideas for handling people are really the same as they were 2,000 years ago," says Joe Penn, foundry production control manager and instructor for the classes. "We are not teaching any new concepts; we are reminding employees to utilize the principles they already know. Supervising people effectively means treating a person like you would want to be treated. If you do something wrong, you want to be told and encouraged to do better. You don't want a lecture or to be constantly reminded of the mistake. That is not good for your morale or productivity."

The two-hour classes meet twice a week for seven weeks. Between 25 to 28 supervisors take the course each semester. Topics for the classes range from motivation to free enterprise, from manufacturing techniques to leadership. "The company believes strongly in an on-going supervisory training program," continues Penn. "We recognize the need to develop our people for the future."

And the future is the reason for the educational opportunities offered by the company. We are living in a time of unprecedented change. These changes are necessitating closer ties between industry and education. The key to the future is knowledge. For a better tomorrow, it is back to the classroom today.

AS BIG AS DAL

LUFKIN's trailer sales and service branch office is located in Big "D" not as competition for Neiman Marcus or the Dallas Cowboys but to provide truck-trailers to haul goods to and from this metropolitan city.

"Dallas is one of the biggest trailer markets in the nation," says Baine Adams, manager of the branch office. "Dallas is a major distribution area. Where there is a lot of moving freight, naturally there will be a lot of trailers bought and sold."

Several major trucking companies and many smaller ones are home based in the Dallas and Waco areas. Private carriers are in abundance here. They need new trailers for their fleets and are the branch's main customers.

Construction keeps steel dumps a bread-and-butter item for the Dallas trailer salesmen. "Customers love the LUFKIN steel dump," Adams commented. "We've got people who say they wouldn't own anything but our steel dumps. They are definitely our best sellers. They've got a reputation as being solid, well-built trailers."

Adams and two salesmen, Floyd Bailey and Jim Alexander, cover a sales territory from Wichita Falls to Tyler and from Southern Oklahoma to Waco. Adams became branch manager in 1980. He began his career with LUFKIN in the Jackson, Mississippi, branch office. He also worked in the Atlanta, Georgia, and Shreveport, Louisiana, offices before moving to Dallas.

Service manager Fred Jordan and four mechanics, Billy Springfield, Antonio Perez, Ed Woodall and Nestor Hernandez, are employed in the service department. Their business has increased during the recession since many trailer owners have decided to repair their equipment and get more mileage out of it before they buy a new trailer.

Dallas trailer branch facilities offer the area a five-bay repair shop with equipment to sandblast and factory paint trailers of any description. New sodium lighting and a forklift to move the trailers in the shop

LAS

The second largest city in Texas is a major center of banking, fashion, manufacturing, trade and transportation.

Dallas trailer branch employees include: (left) Fred Jordan, service manager; (right) Marilyn Ivy, secretary; (middle) Baine Adams (seated center), branch manager, with Floyd Bailey (left) and Jim Alexander, salesmen; and (bottom) Jeff Wilson, parts manager; and Martin Hernandez, who has been transferred from the parts department to the Houston trailer branch.

area are recent improvements in the service department.

In 1982, the branch was number one in parts and service sales in the Trailer Division. Parts sales tripled over the previous year's sales.

Jeff Wilson, parts manager, runs the branch's parts department. His assistant, Martin Hernandez, was transferred to the Houston branch office in April as the parts manager.

Marilyn Ivy has been the branch secretary for 20 years. "Marilyn probably knows as many customers as our salesmen do," says Adams. "They talk to her on the phone. She takes care of all of us. We would be lost without Marilyn."

Adams feels that trailer business will continue to be good in the Dallas area. "We're just breaking into something new for the Dallas branch," he says. "We're selling trailers to companies that bid on contracts to haul the mail for the U.S. Post Office. These trailers take special specifications, but this business is going to be something big in our future."

During the 25-plus years that the branch office has been located at its present site, it has become a landmark. Since Adams became branch manager, the employees have remodeled the office. They put up paneling and rebuilt the parts counter. The lobby was enlarged. "We did all the work ourselves, and we are real proud of the way it looks," says Adams.

The Dallas trailer branch is well established in the diversified Dallas economic community. Its employees continue to do what they have done for a quarter of a century—sell and service LUFKIN trailers in Big "D".

FOCUS

EMPLOYEES COMPLETE INDUSTRIAL EDUCATION CLASSES

Forty-eight employees completed industrial education classes this spring. The group received certificates of graduation at a recent banquet hosted by the company. R.L. Poland, president, presented the awards.

Students completing industrial blueprint reading classes were Kenneth Brashear and Carl Phillips, mechanical maintenance; Henry Alexander, Bennie Chisenhall, Larry Edwards, and Johnny Mote, trailer plant; and Russell Gauman, structural plant.

Shop math graduates included Rick Huckabee, structural steel plant; Ramona Rice and Roy Burns, machine shop; and Leo Molandes, trailer plant. Frank Oder, structural steel plant, and Bruce Johnson, trailer plant, completed the trigonometry course. Bob Pennington, plant engineering, taught the classes.

Graduating from the first foundry practice class offered were foundry employes R.D. McClendon, Woody Peavy, Everett Rhodes, Billy J. Richardson, Johnny Stott, Larry Thigpen, Mattie Wilson, James LaRue, Bill Royce McClendon, Roger Sowell, George Darden, Ben Sallas, Randall Norsworthy, Ronnie Stanaland, Terry Carter, Eneree Cranford, James Duirden, Jr., Odis Garner, Rex Jones, Kathi Jordan, Rodney King, James Lord, Charles Mark, Wilkin Mickey and Willie Mitchell.

Foundry practice graduates from machinery operations were Ronnie McMullen, Mike Shuell, John Halsell, E.L. Newton, Clifton Foster, Bobby Allen, Gary Boyd, Ralph Jones and Charles Jones.

RETIREMENTS END CAREERS

Five employees have retired recently from the company, including Haywood Henderson, Jesse Garcia and Kenneth Murrell, all in foundry operations; A.G. Hollis, heat treat department, and Lewis Denman, machine shop.

Haywood Henderson

Haywood Henderson spent the past 30 years of his life as a chipper-grinder in the cleaning room of the foundry. It was a job that he performed faithfully.

Since 1953, Henderson drove from his home in Kennard to and from work each day. Despite the 74-mile round trip, he was never late for work. "When I first started in the cleaning room, the work was hard. But I needed a job, and I was grateful for the chance to work," he explains. "I am proud of my work record. I always believed that if you were willing to put in a good day's work for the company, there would be a place for you."

Henderson had planned to work several more years before retiring but because of health reasons, he opted for early retirement. "I'll have a garden, and I'll fish and hunt a bit. I've got seven children scattered about, and I'll spend some time visiting with them."

Jesse Garcia

Another long-time employee of the foundry was Jesse Garcia. He joined the company as a finishing core setter 37 years ago on May 8, 1946. He married the next day.

"I started young with the company," he reminisces. "I just had left the service after the war,

and I wanted to come back home. I was originally from Alto, Texas."

Garcia witnessed many changes in the foundry during his years. "Machinery does the work that we used to do by hand. I used to tell the guys that compared to those early years, we had it made now."

Garcia is the father of four sons and two daughters. One of his sons, Jesse, Jr., is employed in the machine shop. "My family was anxious for me to retire. I want to rest and relax—to enjoy this time. I'll garden, fish, hunt and help around the house."

Kenneth Murrell

Kenneth Murrell also was a finishing core setter for the foundry. He and Garcia worked alongside each other during many of his 32 years with the company.

"I was ready to retire," says Murrell. "But as the date came closer, I began to wonder if I was making the right move. I believe it was. When a person works all his life, he ought to be able to retire."

Murrell plans to spend much of retirement hunting and fishing near the clubhouse he owns on the river in Trinity County. "It is our second home. I am looking forward to having lots of free time to spend there."

A.G. Hollis

In an issue of the ROUNDUP three years ago, A.G. Hollis was described as one of a vanishing breed. He served as a blacksmith—a trade that is disappearing from our society—for the heat treat department.

"I learned how to blacksmith more than 40 years ago," he remembers. "I hired on with LUFKIN as a maintenance man in 1962. Later, when the department needed a blacksmith, I was elected."

Hollis enjoyed his job because it brought him into contact with all parts of the company. "I always had a good relationship with everyone I worked with," he says, "and I appreciate that. My supervisors also have been excellent through the years."

His retirement will be spent on his ranch outside of Groveton where he gardens and raises cattle. "There are a few things that I have neglected around the place. Retirement is just a new philosophy for me. I'll still be working—but working for myself."

For 36 years with Lufkin Industries, Lewis Denman ran a production machine in the machine shop. It was the first and only job he ever had.

"I came here right out of the service and never cared about going anywhere else," he says. "I believe there is no better place to work than this company. I always had a good working relationship with all of my foremen and fellow workers, and it was because they were all good people."

Lewis Denman

A native of Huntington, Denman and his wife still live there and are active in their community and church. The former machine operator now hopes to spend more of his time serving others. "I have been blessed in this life, and I know it. I want to spend the rest of my time helping others."

Denman is the father of three children. His daughter, Anita, was awarded an Angelina College two-year scholarship from the company in 1976.

To celebrate his retirement, friends and relatives held a party in Denman's honor. The highlight of the evening was when Denman

and his wife arrived in a chauffered limousine. "Some of them had gotten together and rented it for the evening," laughs Denman. "I told them I always can say I went out in style!"

REMINISCENCES

MANUFACTURING IN THE 1900s

by Guy Croom

In a previous article, I mentioned the small town of Doucette that stirred a little interest in the place. At that time I knew very little about the sawmill town. But recently my friend and a retired employee of Lufkin Industries, Johnnie Stewart, gave me a 1982 Tyler County Dogwood Festival brochure. In this booklet was some of the history of Tyler County and a good synopsis of Doucette's background.

The community was started by a small sawmill in 1890. The next year, Fred Doucette bought an interest in the mill and that's how the place got its name.

Doucette did not progress much until Thompson Brothers bought it out in 1906. Then Long Bell Lumber Company bought out Thompson in 1911, and the town started really growing. Long Bell operated the sawmill there until 1945. During that time they put in a commissary and drug store.

But Doucette also had a railroad depot, a cafe, post office, hotel, cotton gin and bank. J.H. Fain operated a general merchandise store there from 1906 to some time in the 1950s.

The town also had its religious life—Baptist, Methodist and Presbyterian. Incidentally, Joe Z. Tower, father of our present day senator, was the Methodist minister there at one time. Another point of interest may be that R.A. Shivers, father of ex-Governor Allen Shivers, once was school superintendent at Doucette.

There is a group picture in the brochure of some of Long Bell employees and Johnnie Stewart's father is easily identifiable. I am going to see that Johnnie gets the book back again because he is justly proud of this little bit of history and of the picture in particular.

Now to continue where we left off in the last issue. In 1904, my family and I moved to another sawmill town. Moving was innovation to us. While I lived with the family until 1916, I can remember 14 different houses in which we lived. I worked in the shop at this place, too.

The mill owners here did not buy nuts that you screw on the end of a bolt already threaded. Instead they bought square forgings with a hole punched in the center. They had in the shop an old machine that could be used for threading bolts, but they had it rigged up for tapping or threading the square nuts and that was my job.

They had a combination reamer and tap. The reamer sized the hole for threading. It was followed by the tap that cut the threads. The thing had a long shank, and I could do about six nuts before I had to empty the tool. The machine did not have a pot that dripped the cutting oil. I had to dip the oil out of a pot beneath and pour it in the reamer and tap it by hand with a long handled spoon the blacksmith had made. Mama said she believed that I got more oil on my clothes than I did on the work piece.

Square nuts in those days were quite common. You never see one commercially now, except on small screws like stove bolts and on some farm machinery. The reason they can be found on farm machinery is that they can be fairly tightened or loosened with a hammer.

If you wanted to change the speed of the lathe you had to shift the flat belt from one pulley to another. They all were driven with a flat belt from over head. And if you wanted to change the rate of feed or chase a certain thread, you had to take off a gear in the back and replace it with a gear that had the proper number of teeth to produce the desired effect. You usually had a chart to go by, but if the chart got lost or torn up, you had to calculate the proper gear. And it was not everyone who could calculate it. Sometimes you had to call on the boss or a friend to help you out.

The reason I know about this model lathe is because I operated one of these relics as late as 1917. The gears were not hard to change but the problem was knowing which one to use—and this old baby didn't have a chart either. At one time, I got a reprimand for leaving the sheet iron in the proper place over the gears that protected you from them.

ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

	Employment Date	Years With Co.
Clarence Mangus	June 8, 1951	32
Perry McKnight	June 18, 1968	15
Thomas Jones	June 2, 1969	14
Elmo Hightower	June 26, 1969	14
James Thompson	June 13, 1973	10
Jerry Jackson	June 29, 1973	10
Gene Hill	June 3, 1974	9
Robert Newton	June 10, 1975	8
Aaron Bluford	June 12, 1975	8
Paul Van Eman	June 23, 1975	8
Richard Nash	June 14, 1976	7
Tracy King	June 6, 1977	6
Calvin Evans	June 9, 1977	6
Janie Garner	June 27, 1977	6
Patrick Malone	June 1, 1978	5
James Glover	June 12, 1978	5
James Johnson	June 21, 1978	5
Deborah Deason	June 4, 1979	4
Robert Brumley	June 4, 1979	4
Bonnie Doyle	June 4, 1979	4
Donald Weatherly	June 14, 1979	4
Tim Landrum	June 27, 1979	4
Mark Gilmore	June 30, 1980	3

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
Franklin McKinney	June 27, 1950	33
John King	June 1, 1978	5
Little Burrell	June 2, 1978	5
Gary Penick	June 15, 1979	4

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
Lynwood DuBose	June 7, 1944	39
Mose Thompson	June 28, 1948	35
Frank Martin	June 12, 1951	32
Wilson Sparks	June 9, 1952	31
Charles Collins	June 17, 1955	28
Wayne McMullen	June 16, 1959	24
James Kegler	June 2, 1961	22
Billy McClendon	June 3, 1965	18
James Wiley	June 28, 1966	17
James Thompson	June 8, 1967	16
Artis Teal	June 16, 1969	14
David Hernandez	June 7, 1971	12
Bobby Cauley	June 5, 1973	10
Johnny Stott	June 3, 1974	9
Jimmy Johnson	June 13, 1974	9
James Lambert	June 11, 1975	8
Clyde Gilmore	June 16, 1975	8
James Duirden, Jr.	June 27, 1975	8
Linda Robb	June 7, 1976	7
Homer Kroeker	June 23, 1976	7
Jimmy Evans	June 6, 1977	6
Billy Richardson	June 10, 1977	6
Jimmy Brooks	June 20, 1977	6
Bernadino Acevedo	June 30, 1977	6
Gary McKinney	June 2, 1978	5
David Ayers	June 15, 1978	5
Manuel Padilla	June 4, 1979	4
Bobby McMullen	June 7, 1979	4
Jose Rodriguez	June 12, 1979	4
Gregorio Padilla	June 20, 1979	4
Rayford Randolph	June 9, 1980	3
Floyd Vinson	June 12, 1980	3
Roy Euper	June 17, 1981	2
Terry Carter	June 25, 1981	2
Cecil Jordan	June 29, 1981	2

MACHINERY OPERATIONS

	Employment Date	Years With Co.
Billy Collmorgen	June 19, 1950	33
Herman Parrish, Jr.	June 23, 1950	33
John O'Quinn	June 26, 1950	33
James Watson	June 7, 1951	32
Jim Sharp	June 9, 1951	32
David Massingill	June 9, 1951	32
David Cobb	June 21, 1951	32
David Card	June 23, 1954	29
Bill Cantrell	June 11, 1957	26
Betty Havard	June 23, 1959	24
Jerry Jackson	June 1, 1962	21
Hubert Bridges	June 5, 1963	20
Jimmy Hathorn	June 19, 1963	20
Charles Vinson	June 1, 1965	18
Joe Simmons	June 1, 1965	18
Roger Russell	June 29, 1965	18
Tommie Williams, Sr.	June 1, 1966	17
Jerry Vann	June 3, 1966	17
A.C. Hunt, Jr.	June 7, 1966	17
Clarence Smith	June 30, 1966	17
William Bryson	June 19, 1969	14
Jimmy Cook	June 6, 1972	11
John Doss	June 19, 1972	11
Ronnie McMullen	June 20, 1972	11
James Holiday	June 26, 1972	11
W.L. Bullard, Jr.	June 28, 1972	11
David Bowers	June 29, 1972	11
David Blanton	June 5, 1973	10
Frank Phillips	June 11, 1973	10
James Yount	June 12, 1973	10
Charles Burse	June 13, 1973	10
Lawrence Hunt	June 3, 1974	9
Larry Mayo	June 10, 1974	9
John Madden	June 10, 1974	9
Charles Dailey	June 17, 1974	9
Thomas Williams	June 25, 1974	9
Archie Chatman	June 2, 1975	8
Archia McDougald	June 10, 1975	8
Roger Mayes	June 23, 1975	8
Dean Durham	June 1, 1976	7
Robert Walsh	June 2, 1976	7
Arthur Prejean	June 21, 1976	7
Kenneth Hanks	June 10, 1977	6
Richard Alvis	June 14, 1977	6
James Weatherly	June 27, 1977	6
John Buschman	June 8, 1978	5
Ralph Alaniz, Jr.	June 9, 1978	5
David Dixon	June 21, 1978	5
Wayne Harbuck	June 30, 1978	5
George Bryant	June 4, 1979	4
Onetta Hamilton	June 4, 1979	4
Donald Randall	June 4, 1979	4
Gregory Garrett	June 4, 1979	4
Leo Parker	June 4, 1979	4
Michael Dowdy	June 4, 1979	4
Rodney Mitchell	June 10, 1979	4
Bobby Penson	June 11, 1979	4
Wanda Wankan	June 12, 1979	4
Paul Freeman	June 15, 1979	4
Brooks Russell	June 18, 1979	4
Woodrow Dalahite, Jr.	June 19, 1979	4
Larry Crustner	June 22, 1979	4
Carl Kegler	June 2, 1980	3
David Wright	June 4, 1980	3
Kyle Syler	June 9, 1980	3
Laura McClary	June 1, 1981	2
Jerry Crain	June 10, 1981	2
Billy Jones	June 12, 1981	2

MATERIAL CONTROL

	Employment Date	Years With Co.
Jack Blackburn	June 3, 1947	36
Fred Kramer	June 1, 1978	5
Kenneth Estes	June 30, 1978	5

PRODUCT DESIGN ENGINEERING

	Employment Date	Years With Co.
Milton Walther	June 2, 1954	29
James Partridge	June 2, 1958	25
Jerry Crofford	June 1, 1966	17
John Ramey	June 10, 1968	15
Richard Jones	June 2, 1969	14
Louis Lloyd	June 10, 1970	13
Suzy Barker	June 21, 1973	10
Colbert Rittgers	June 5, 1978	5
Curtis Havard	June 8, 1978	5
William Swearingen	June 2, 1980	3
Howard McGill	June 16, 1980	3
Omid Karimnia	June 19, 1981	2

CORPORATE OFFICES

	Employment Date	Years With Co.
Genevieve Pruitt	June 8, 1962	21
Gary Day	June 11, 1963	20
James Blanton	June 17, 1969	14
Scott Heglund	June 12, 1980	3
Robin Nichols	June 25, 1981	2
Richard Conway	June 14, 1982	1

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Tony Modisette	June 1, 1976	7
Robin Phillips	June 1, 1976	7
Donnell Bradley	June 8, 1976	7
Lanita Loving	June 1, 1979	4

MACHINERY SALES AND SERVICE

	Employment Date	Years With Co.
Thomas Butler	June 14, 1951	32
John Finney, Jr.	June 6, 1955	28
Beryl Brevell	June 1, 1969	14
David Remich	June 1, 1970	13
George Adda	June 3, 1974	9
Karen Demeter	June 26, 1974	9
Scott Hunsinger	June 1, 1977	6
May Zieche	June 26, 1978	5
Ed Dugas, Jr.	June 8, 1981	2
Kathleen Word	June 15, 1981	2

PERSONNEL

	Employment Date	Years With Co.
Johnny Long	June 1, 1953	30
Jared Satterwhite	June 1, 1977	6
Sam Blair, Jr.	June 15, 1977	6
Charles Steptoe	June 27, 1981	2

PUBLIC RELATIONS

	Employment Date	Years With Co.
Chuck Stevenson	June 2, 1976	7
David Freeze	June 1, 1978	5

TRAILER PLANT

	Employment Date	Years With Co.
Billy Holcomb	June 18, 1946	37
Arden Jinkins	June 5, 1950	33
John Modisette	June 9, 1950	33
Hubert Murrah	June 26, 1950	33
Charles Kendrick	June 20, 1956	27
Donnie Chandler	June 14, 1966	17
Augusta Jones	June 27, 1968	15
Donald Dixon	June 12, 1974	9
Betty Wilson	June 17, 1974	9
John Graham	June 1, 1977	6
Nancy Nerren	June 1, 1977	6
Bennie Chisenhall	June 2, 1977	6
Glenn Lofton	June 13, 1977	6
Israel Deltoro	June 13, 1977	6
Robert Lambright	June 30, 1977	6
Lester Brown	June 5, 1978	5
David Ivy	June 5, 1978	5
Jerry Landrum	June 19, 1978	5
Gladwyn McDaniel	June 27, 1978	5
Jimmy Vann	June 29, 1978	5
Raymond Story	June 11, 1979	4
Frank Williams, Jr.	June 21, 1979	4
Ricky Haney	June 9, 1980	3
Bobby Christopher	June 1, 1981	2
Roger Ricketts	June 15, 1981	2
Pamela Gray	June 22, 1981	2

TRAILER SALES AND SERVICE

	Employment Date	Years With Co.
Marshall Dailey	June 25, 1946	37
James Crawford	June 2, 1969	14
Kenneth Massey	June 1, 1973	10
Ruben Cantu	June 19, 1973	10
Antonio Perez	June 6, 1979	4

LUFKIN INDUSTRIES, INC.
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Address Correction Requested

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LUFKIN ROUNDUP
Volume 40, Number 6, 1983

Published monthly by Lufkin Industries, Inc., for active and retired employees and their families. Produced by the Public Relations Department: Virginia Allen, Director, P.O. Box 849, Lufkin, Texas 75901. Janice Aston: Managing Editor/ Elaine Jackson: Staff Writer/ David Freeze: Manager, Photographic Services/ Tom Johnston: Photographer/ Ken Burke: Art Director.

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COVERS

Front: Giddings & Lewis G60TX numerically-controlled machining centers completely machine the main components of the gear box, the housings and cover. The centers are just one example of how modern technology is changing the workplace and sending employees back to the classroom to sharpen their job skills.

Back: The impact of the computer can be felt in every department of the company. Karen Nelson, personnel, Doug Williams and Rex Whitaker, material control, are three employees who recently returned to school to learn computer technology.

Photographs by Tom Johnston.