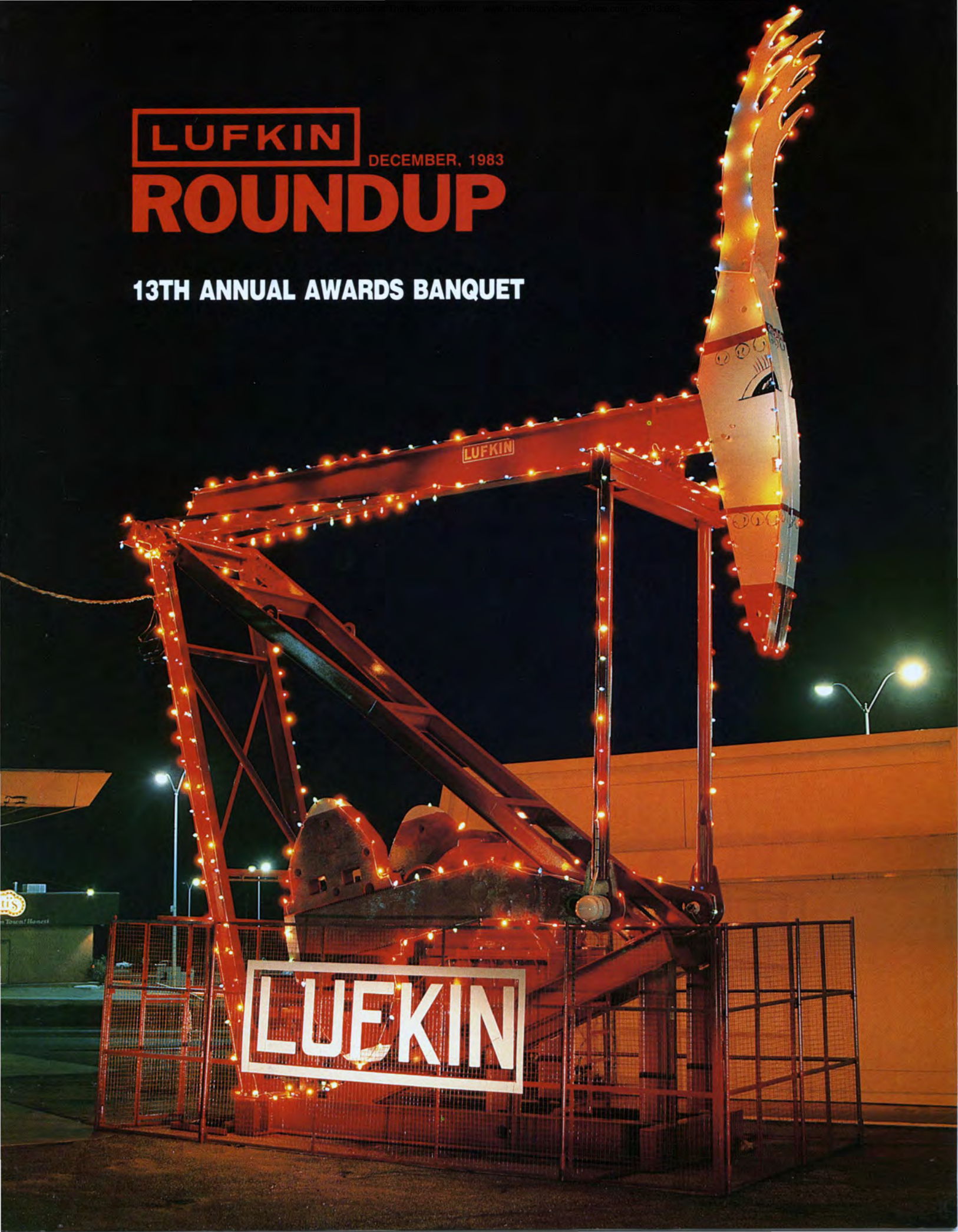


LUFKIN DECEMBER, 1983
ROUNDUP

13TH ANNUAL AWARDS BANQUET



The President's Annual

(Editor's Note: The 13th Annual Service Awards Banquet was held at the Lufkin Civic Center Saturday, December 3, 1983. Employees honored at this occasion were those marking their employment anniversaries in increments of five years and those who retired during 1983. During this occasion each year, the President speaks on the state of the company during the past year and what is anticipated for the coming year. For those who were not celebrating an anniversary in the prescribed five-year increments, some of Mr. Poland's remarks are recorded herewith.)

Ladies and Gentlemen:

I do not know of anything more pleasing to me than to meet with our employees and friends each year at Christmas time at our Annual Awards dinner and to talk about Lufkin Industries.

No other holiday has meant so much to mankind as Christmas. It is a time to remember our Deity; to celebrate the birthday of the Christ-

Child in a Christian manner; and to worship Him sincerely and with dignity. It is also a time to rejoice and be thankful for the good things that have come our way during the year; a time for giving and sharing a portion of our bounty with friends and loved ones. It is also a time to stop and take stock of ourselves; to see where we have been this year and where we are going next year.

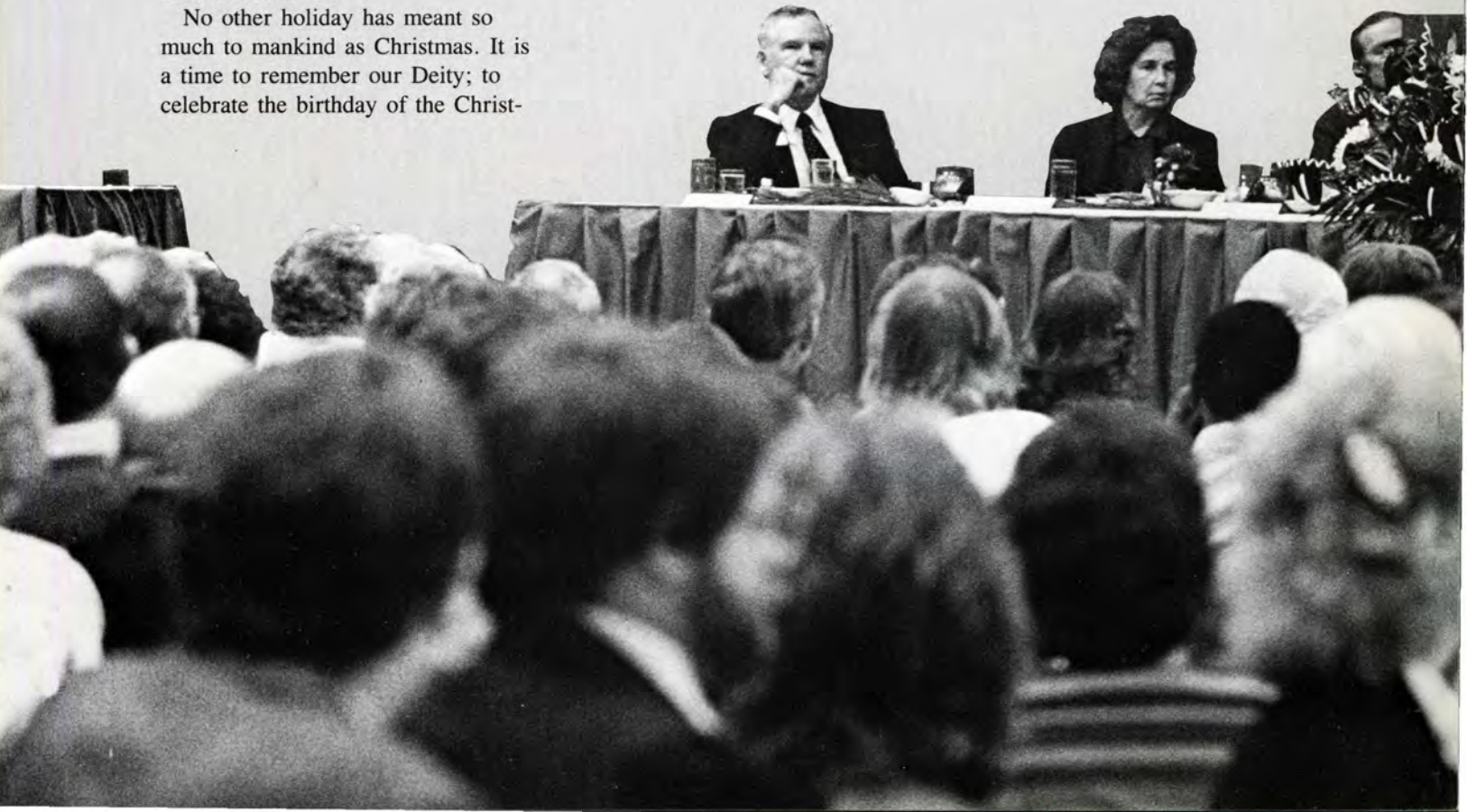
A lot of water has flowed under the bridge at Lufkin Industries during the last two years. During my 38 years with this company, I have seen many ups and downs, but never such a drastic change in such a short time as we experienced in 1982 and 1983.

To set the background for a report on 1983, let's backtrack to March, 1982. In that one month we shipped

1060 pumping units from our plant, the largest number in one month that this company has ever produced. We also had the largest backlog of orders in hand that we have ever had. Within a two-week period, the majority of these orders were cancelled, and everything came to a screeching halt.

Inventory went out of sight before we could bring it under control, and work days were cut from six and seven days per week to three. The work force was reduced to one-half and expenditures and expenses were cut to the bone.

We found out that LUFKIN was made of pretty tough stuff, and was financially strong enough to weather



Message To Employees

that storm. Many of our competitors and a lot of other good companies went bankrupt or fell by the wayside.

We struggled through and survived 1982 as you will recall the report that was made at this time last December. And now it is time to look at what we did in 1983 to enhance our position with our customers and make our jobs better and more secure at Lufkin Industries.

Our people in leadership positions began to search for new and innovative ways to cut costs,

increase production and upgrade the quality of each individual's work. Some of what was put into action was a program whereby a tag with the employee's name stamped on it was attached to an industrial or marine gear, if the product was found to be of top quality. This is a very popular program and we are extremely pleased at the pride our employees take in their production.

Another program is called "Productivity Plus" and is a means of recognizing employees who discover a better way to perform their jobs.

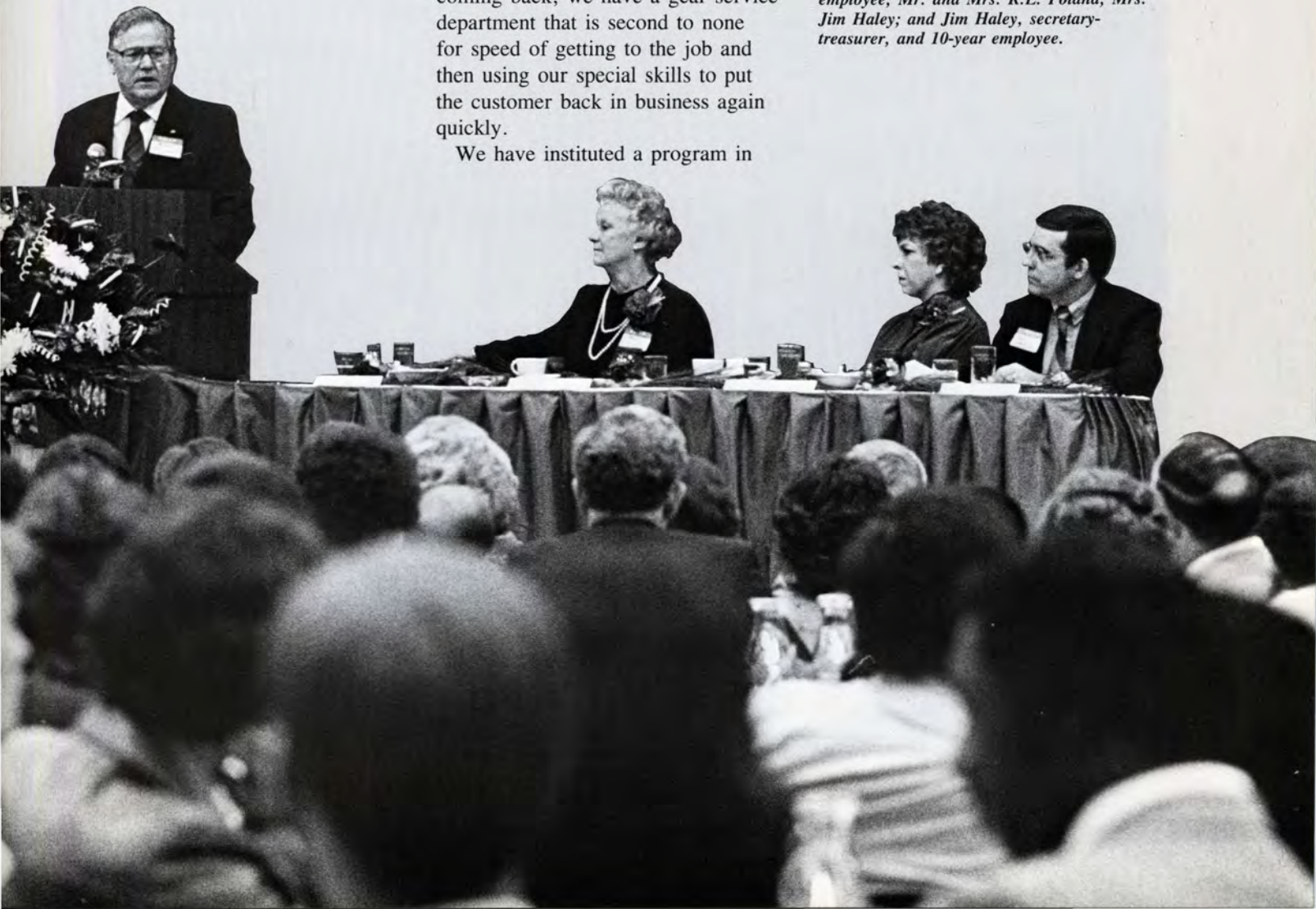
To keep our gear customers coming back, we have a gear service department that is second to none for speed of getting to the job and then using our special skills to put the customer back in business again quickly.

We have instituted a program in

the foundry operations this year to improve both the quality and appearance of our castings. Already we are reaping good results from these efforts.

To zero in on service to our pumping unit customers, a program was begun to ensure that our products reach the customer in first class condition. To help attain this goal, during the past year when a pumping unit was to be delivered and erected at a location within a

Special guests at the head table were: (l-r) Ben Queen, vice president, machinery sales, 25-year employee; Mrs. Johnny Long; Johnny Long, personnel director, 30-year employee; Mr. and Mrs. R.L. Poland, Mrs. Jim Haley; and Jim Haley, secretary-treasurer, and 10-year employee.



two-hour drive of Lufkin, employees from different departments went to the location to observe the installation of the unit. They learned first-hand the problems that occur when a bolt was missing, or holes did not match up or something had to be pried to make it fit.

This program was successful in two ways. Employees learned the importance of even the smallest job in the whole scheme of production, and the necessity to prevent delays in assembling a unit. It was quite evident to those who took the trips to the installation sites that anything an employee can do to prevent costly delays to our customers will enhance his job at Lufkin Industries. And secondly, as a result of this program our customers have been most impressed that we would send

“Although pumping unit sales have been low, sales of trailers and industrial supplies have been good all year.”

a van-load of employees to see if there were problems during the installation of their LUFKIN units.

To further serve our customers, we enlarged our service facilities at Odessa to perform repairs there on pumping unit gear boxes rather than sending them to Lufkin, thereby reducing down time. We also opened sales offices in Abilene,

Texas and Williston, North Dakota to more readily service our customers in those areas.

Let's look for a moment at what's been done to make Lufkin Industries a better place to work. We have a very aggressive health and safety-on-the-job program aimed at ensuring employees a safe place to work as well as healthful conditions in which to work.

At the same time, we are working continuously to preserve our environment for those of us who live in close proximity to our manufacturing plant as well as for those who will come after us to work at Lufkin Industries. We receive good marks regularly from regulating and monitoring agencies on our efforts in this respect.

Our corporate attention also has



The warm glow of Christmas decorations at the Lufkin Civic Center greeted those attending the company's annual employee banquet.

been directed to areas other than production and selling. In spite of the tough financial times of 1983, we continued to assume our responsibilities as a corporate good citizen. We contributed tens of thousands of dollars to countless projects by schools in a 75-mile radius of Lufkin, volunteer fire departments throughout the county, youth programs of many varieties, civic projects to make our communities better places in which to live and rear our families, and countless other worthwhile endeavors, including shouldering our share for the United Way drive for funds for the several agencies which do such good work in our communities.

We continued the Lufkin Industries Foundation program of

“We find ourselves today facing the greatest competition in our history from foreign producers...”

awarding 14 college scholarships to employees' children.

Thus, we continued—although in a reduced amount—our participation in enhancing life within and without our Company.

We believe the worst of the recession is over and that business in general will improve in 1984.

However, there are still more than 10,000 surplus pumping units on

yards and in storage across the United States today. Practically none of them are LUFKINS, since our units are the first to be sent to the oilfield.

Today, prices of pumping units are at rockbottom. Our competitors are trying to sell their surplus units at 10 to 20 percent under us. Common sense tells us that the quickest way to go broke is to sell our product below cost. However, we understand their philosophy. They should know more than anyone else what their product is worth.

Although pumping unit sales have been low, sales of trailers and industrial supplies have been good all year. Our backlog of trailer orders go into March, 1984. Industrial and marine gearing have held up fairly well.



Approximately 665 were in attendance at the banquet which the company hosts each year for employees and their spouses.

We find ourselves today facing the greatest competition in our history from foreign producers in steel, electronics, shipbuilding, automobiles, refining, machine tools, clothing, and yes, even gears and pumping units. This is why it is becoming more important each day for us to be more efficient and mindful of production costs and of just doing business in general.

Recently, one of our biggest steel suppliers, Armco, announced that it was closing its huge steel plant in Houston, putting 2500 people out of work. Britain is shipping steel to the United States at a price below what it costs companies here to produce. Just look what Japan and Germany have done to the market of all American products—not only here but throughout the world.

“We will come out of this leaner and tougher than ever before, and we will become more efficient...”

Even though we probably will face this kind of competition for several years, I believe both our country and Lufkin Industries will weather the storm, and be strong again. This recession has not been all bad. Everything was going at such an inflated rate that the bubble had to burst sometime, or we all would have gone down the drain sooner or later, like Brazil or Mexico. We will

come out of this leaner and tougher than ever before, and we will become more efficient in the long run.

This last quarter should be your company’s best this year, but in general, 1983 will be our lowest year since 1976. We believe that the pumping unit business will continue to pick up in 1984 and gradually increase through 1985. We expect trailers, gears and industrial supplies to remain fairly strong through 1984.

I am optimistic about our future on a long-range basis. I think we have a good management team that will work together to keep our quality high and our costs under control. We are making some long-range plans for growth and diversification.

We have invested over \$100



(Above) Luda Belle Walker, secretary to three company presidents during her 45-year career, admires her service award, a lady’s ring with two diamonds and a ruby, as Mrs. Grady Campbell looks on. (Left) Mr. and Mrs. R.L. Poland welcome Mr. and Mrs. Jerry Hathorn to the banquet. Jimmy Hathorn, machine shop, received a 20-year service award.

million in new tools and expansion during the last three boom years, and we now have the most modern machine shop, foundry, fabricating plant and trailer facility in the country. We plan now to exert more of our efforts toward research and development; to improve our line of products in quality and service; and to explore new products that we can produce and sell profitably.

We will be prepared in case of a national emergency to devote our facilities toward defense projects if needed, just as we did in World War II. We have the people and the facilities to build heavy equipment whenever it might be needed, and we have the capital to support our growth for this future challenge.

Tonight we are favored with having a good number of "old

"We believe that the pumping unit business will continue to pick up in 1984 and gradually increase through 1985."

timers" with us who are retiring this year after having served a lifetime of work with Lufkin Industries. These are the people who helped make this company and have been "guiding lights" for many of us. I would like to refer to them as bridge builders, because they have helped many a young employee over "troubled waters." We would like

to pause and salute you and hope you will have a happy and healthful retirement.

We are here to "rub elbows" and enjoy this fellowship together with our spouses, friends and fellow-employees. We want to present an award to you representing years of loyal and dedicated service. It is not a gift as such and it can not be bought or bargained for. It must be earned, and I take great pride in presenting it to you. I hope you will wear it with equal pride.

Our thoughts and prayers are with you as you gather in your homes and with your friends to celebrate the holidays. The management of Lufkin Industries wishes for you and your family a very Merry Christmas and a most Prosperous and Happy New Year.



Poland congratulates James Loving, structural steel plant, celebrating 15 years with the company, as Jerry Cortines, material control, prepares to accept his 15-year award. They were part of 39 employees celebrating 15-year anniversaries with the company.



(Above) Personnel employee Ann Allen, right, pins a corsage on Cedric Hunt, a guest of Ronald Swint, a five-year employee in the structural steel plant. (Below, left) Mrs. Lavan Watts pins her husband's service award to his lapel. Watts, a 15-year employee of the trailer plant, received a pin with three golden sapphire stones. (Below, center) Poland congratulates Charles Steele, structural steel plant, one of 30 employees receiving 20-year service awards. Assisting Poland with the presentations were Johnny Long, master of ceremonies, at lectern, and Leelana Orr, both of the personnel department.

AN EVENING IN THE LIFE

Company recognizes the employees at annual

Once each year, the company recognizes those employees who celebrate special anniversaries or end their work careers during the year, by inviting these employees and their spouses to an evening of tribute and fellowship.

The 13th Annual Service Awards Banquet was held Dec. 3 at the Lufkin Civic Center honoring these local employees and 64 retirees who end long careers during 1983.

A total of 338 LUFKIN employees celebrated anniversaries in five-year increments during 1983. Collectively, they represent 3,370 years of service with Lufkin Industries.

Also honored were the 64 employees who retired from the company during the year, representing a total of 1,966 years of service to the company.

R.L. Poland, company president, presented jeweled service awards and gold retirement watches to those



ENING MELIGHT

contributions of retirees
service awards banquet.

attending the event in recognition and appreciation for their years of service.

He also addressed the audience on the state of the company and its future plans (see page 1). Following his comments, a multi-image audio-visual presentation commemorating the company's growth and progress during its 81-year history was presented by the public relations department.

For the 665 persons who gathered at the Lufkin Civic Center, it was an evening to relax and enjoy a barbeque dinner with all the trimmings. Johnny Long, personnel director, served as master of ceremonies for the banquet. Bonnie Eakin provided music during the meal and Elie Smith, assistant personnel director, led the crowd in popular Christmas songs after the meal.

Arrangements for the affair were handled by the personnel department, which has been responsible for the banquet since its inception in 1970.



(Above) Mr. and Mrs. Bill Durham enjoy the buffet-style barbeque dinner, a tradition at the awards banquet. Bill Durham is a 15-year employee of the trailer plant. (Below) Mr. and Mrs. Jack Chastain and Mr. and Mrs. Lee Burnette admire one of the rings presented at the banquet. Both Chastain and Burnette are 1983 retirees.



FOCUS

COMPANY ANNOUNCES PROMOTIONS

Four promotions were announced recently by officials in the Machinery and Industrial Supplies divisions.



Herb Green

In the Machinery Division, Herb Green was named manager of materials and information systems and will be responsible for the purchasing, order-entry, and material control departments as well as manufacturing information systems.

Formerly with Arthur Andersen & Company, Green served as a manufacturing systems consultant to LUFKIN prior to joining the company in 1981.

Green attended Wakita High School, in Wakita, Oklahoma and is a graduate of Oklahoma State University.

He and his wife Vicky, reside in Lufkin, with their three children, Angela, Aaron, and Anna.

Jim Hudiburgh, John Purvis and James Curry have been promoted in the Industrial Supplies Division.

Jim Hudiburgh has been promoted to electrical sales representative, to replace Bob Burroughs, who is



Jim Hudiburgh

retiring. Hudiburgh was employed by the company in 1981 and had served previously in the plumbing department and as a counter salesman.

He is a graduate of Silsbee High School. He and his wife, Tina, live in Lufkin and are expecting their first child.



John Purvis

John Purvis has been promoted from receiving clerk to industrial sales representative, replacing Earl Davis, who is retiring. Purvis was employed by Lufkin Industries in 1978.

Purvis is a graduate of Lufkin High School and attended Angelina College. He and his wife, Betty Jean, live in Lufkin and have two children, Justin and Seth.

James Curry has been promoted to receiving clerk in the receiving

department. Employed by the company in 1980, Curry was formerly an employee in the shipping department.



James Curry

He is a graduate of Lufkin High School and attended Angelina College. He and his wife, Angie, live in Lufkin and are expecting their first child.

NEW SERVICE DEPARTMENT DECALS REMIND CUSTOMERS OF FAST SERVICE

Employees in the company's gear service department have been leaving a flashy, silver decal on equipment they serviced in recent months hoping to make the most of their reputation for fast service.

According to Gene Tate, manager of industrial and marine gear manufacturing, the company's more aggressive approach to service is bringing additional business.

"We're getting a reputation for our ability to rebuild any gear box, in addition to our reputation as a quality gear manufacturer," says Tate.

He says LUFKIN's gear service department is being called on more



(Above) The service department's new decal. (Right) Industrial gear department employees add finishing touches to one of five 80,000-pound LUFKIN sugar mill gears in for repair.

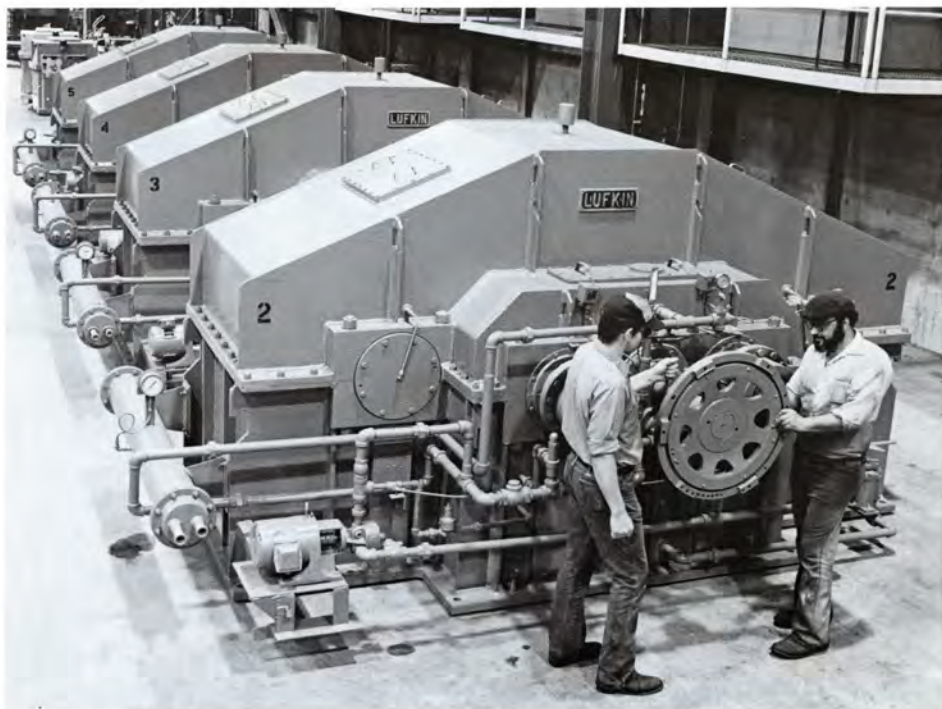
and more for "special rush work," a service many manufacturers cannot offer.

The company recently re-built five giant TC-4824 gear reducers for a Mexican sugar mill in record time. Four of the 80,000-pound reducers were disassembled completely, re-worked and ready for shipment in only 32 days.

"The unusual thing about this job was the size of the units and the number we had going through the shop at the same time," Tate says. "It took complete cooperation between all the departments and very close, almost constant, supervision."

Another recent job which arrived by truck at one p.m. was completed by seven that evening and on its way back to Oklahoma.

"That was the second time we'd done a rush job for that company," adds Tate. "We're putting these decals on gear boxes wherever we go because we want our customers to know we want this work."



COMPANY MAKES CHRISTMAS CONTRIBUTION



Lufkin Industries Foundation president, Johnny Long, (left) presents Major R.E. Wortham, commanding officer of the Salvation Army, with a check for \$1200 to help start the organization's annual Christmas drive. According to Major Wortham, the funds will be used to purchase food and toys for local needy families during the Christmas season.

RETIRED EMPLOYEES CLUB HOLDS ANNUAL HOLIDAY BANQUET



During his remarks to the company's retirees, Poland praised their dedicated service to the company, citing their efforts as an important part of the company's growth. Looking on are special guests (l-r) Mr. and Mrs. Frank Stevenson, and Mrs. R.L. Poland.

Still showing their active interest in the company, the largest gathering ever of the Retired Employees Club of Lufkin Industries was on hand at the club's annual Thanksgiving/Christmas banquet last month.

The group of 160 retirees, spouses and special guests listened as R.L. Poland, president, discussed the state of the company, plans for the future and commended the retirees for their contribution to the company's growth.

Showing the company's appreciation for the group's past contributions and continued interest and support of the company, Poland announced that the company would

reimburse the club for the cost of the banquet.

Entertainment for the evening was provided by Harold Westbrook, retiree, and Mr. and Mrs. Russell



Structural steel plant retiree, Harold Westbrook, entertained the group with some of his favorite jokes and stories.

Sweatland. Westbrook, a retiree of the structural steel operations, entertained the group with a collection of jokes and anecdotes collected during his 42-year career. The Sweatlands provided music for the evening.

The special guests were: Mr. and Mrs. R.L. Poland, Mr. and Mrs. Frank Stevenson, Mr. and Mrs. Johnny Long, Virginia Allen and Tom Johnston.

While the club hosts two annual meetings for both retirees and spouses, the annual meetings, like the monthly meetings, are open to all retirees and the attendance at the meeting is representative of the strong interest in the club.

Organized in 1979 by a handful of retirees, the club's regular monthly meetings now have more than 80 in attendance. In fact, the club outgrew its first meeting place and now meets at the Lufkin Bar-B-Que Annex.

The club has no officers, no dues and is open to everyone says G.C. (Cowboy) Starrett, a retired machine shop employee who unofficially organizes the club's meeting places, finances and annual meetings.

"Every retired employee of Lufkin Industries is invited to come drink coffee with us at 9 a.m. on the first Wednesday of each month," says Starrett.

"Everybody pays for his own coffee and Buck Stringer, who owns the restaurant, is a retired employee of the company, so he doesn't charge us for using his building."

CHANGES IN COMPANY INSURANCE PROGRAMS ANNOUNCED

Monthly premiums for the company's group insurance programs will be increased effective January 1. According to Johnny Long, personnel director, the monthly premiums of group plans for active employees will be increased 25 percent and premiums for company retiree plans will be increased by \$10 per month.

"The current benefits we enjoy will be continued with no changes in the coverages under the plans," says Long.

The increases were necessary due to the continued escalation of the cost of the company's insurance program, says Long. He cited increased employee usage, continued inflation in the medical care field which was 15 percent in 1982 and expected to climb by 15 to 20 percent in 1983, and new technology which has made claims of \$30,000 and higher more frequent.

The company's insurance program is self-insured, which means that all claims are paid out of the contributions by the employees and the company.

In an effort to contain costs to the programs, the insurance department now gives claims careful attention, comparing charges for local services to "usual and customary charges" compiled by major insurance companies. Long says unusually high charges must be justified to be covered by the program.

"We also ask employees to review both the doctor and hospital bills to make sure they received the

treatment for which they were billed," Long added.

In addition to recent premium increases, there have been some changes in the requirements

necessary to file insurance claims. The following procedures must now be adhered to when submitting claims to the insurance office of the personnel department.

ALL BILLS INCURRED IN ONE CALENDAR YEAR MUST BE SUBMITTED TO THE INSURANCE OFFICE BEFORE JUNE 1 OF THE FOLLOWING YEAR. This means bills incurred during 1983 must be submitted before June 1, 1984.

Originals of all charges are now required before a claim can be processed. The only exception to this is where our group carrier is the secondary carrier. In this case, copies of charges will be acceptable, but itemized charges must still be submitted. If any covered individual has primary coverage with another carrier (Medicare or another group policy) this information must be given to the insurance office. The insurance office must have a copy of the primary carrier's payment as well as a copy of each itemized bill.

Once charges on any covered individual have exceeded the \$100.00 calendar year deductible, the first claim may be submitted. Thereafter, please accumulate at least \$50.00 in charges before

submitting a supplemental claim. At the end of the year, you may turn in any extra charges in any amount to complete your claims for that year.

ALL CLAIMS MUST BE ITEMIZED. Each charge must include: full name of patient; name of provider (physician, hospital, clinic, pharmacy, etc.); date of service or treatment (not date of payment); diagnosis (must be provided by the doctor's office, hospital, — prescription drugs need not have the diagnosis, but should have the name of the drug and the prescription number); charge for each service performed.

Receipts or bills that do not include ALL of the above information will be returned so that the required information can be obtained. It is the employee's responsibility to see that all charges are itemized completely. The diagnosis must be provided by the doctor's office; we can no longer accept a verbal diagnosis, or one that is just handwritten across the bill.

EMPLOYEES USING LIFESAVING SKILLS

The importance of learning basic lifesaving skills such as Cardio Pulmonary Resuscitation (CPR) and the Heimlich maneuver, for choking victims, is not fully appreciated until one is able to use this skill to save a life. Even company employees who serve as CPR instructors seldom have a chance to use their skills.

But two employees, David Richards and Frank Martin, recently used their skills to save a life.

David Richards, a structural steel plant employee, had just recently completed CPR training classes conducted by the company's safety department when he had an opportunity to use his special skills.

He says he was at a local restaurant and noticed a man in the next booth who appeared ill. Richards asked if he was okay and the man said he was, but as he started to leave he collapsed near the door.

"I went over and stretched him out on his back as we were taught to do, then I felt for a pulse," Richards says. "When I determined he had a pulse, I checked to see if he was breathing. He wasn't breathing, so I positioned his head the way we had been taught in CPR classes and tried to clear an airway. Once I did, he started breathing again."

Richards stayed with the victim until emergency help arrived.

Only two weeks after seeing a film on the Heimlich maneuver at plant safety meetings, Frank Martin, foundry technical director, used the

maneuver to save his wife's life.

"There's no doubt she would have choked to death if I hadn't known what to do," Martin says. "She stood up and started turning darker and darker, trying to get her breath. I knew from the film that I only had four minutes."

Martin said he had never practiced the movements but followed the instructions in the movie, standing behind the victim, placing the fist in the solar plexus with the other hand on top of it, and jerking sharply upward. It took three attempts before the obstruction came free.

REMINISCENCES

by Guy Croom



CHRISTMAS IN THE 1900s

(Editor's Note: The following is reprinted from an earlier Croom column appearing in The Roundup.)

Christmas during the early 1900s was not so different in many ways than it is today. Santa Claus was the thing most anticipated. At our house we did not have a chimney down which Santa Claus was supposed to come. So we hung our stockings on the wall and they were our stockings too, not something bought for the purpose. Papa was as great a Santa Claus as a child ever had.

We did not have a Christmas tree. If we had one, it would have been just a plain tree because we had nothing to decorate it with and there were no electric lights at that time.

Apples, oranges, and pecans that are commonplace now were a Christmas treat to us kids. So fruit went a long way to fill the stocking. Of course, the girls got a doll and maybe I would get a Barlow pocket knife with a chain attached. This was to keep me from losing it.

To be sure, there was no law against celebrating with fireworks. Papa was real indulgent about this and we shot a lot of firecrackers, Roman candles, and sky rockets.

Mama was rather conservative about fireworks. She did not believe in burning money that way, and too, she did not believe that was an appropriate way to celebrate the coming of the Lord, but since she was out-voted, she held her peace.

At that time, there were some very big and dangerous firecrackers on the market. Some were not dangerous, but people would hold them too long or they would go off prematurely. Then a person would get a badly burned hand. One of my sisters was shooting a Roman candle and the thing backfired and it came near hurting her badly.

The big Cannon firecrackers were about three inches in diameter and 10 inches long. When these things exploded, they literally jarred the ground. Let me say here and now, we did not have any of those.

Papa bought a turkey so big we cooked it in the wash pot in the backyard. Since Papa loved stuffing filled with fresh oysters, we had that too, and about a six-layer cake with banana filling and another with pineapple filling.

Mama's sisters were at our house days in advance making cakes and pies, and in general, preparing food for the big event.

ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

	Employment Date	Years With Co.
William Thompson	December 14, 1950	33
Morris Hodges	December 18, 1956	27
Carl Barnes	December 4, 1961	22
Henry Schoubroek	December 6, 1961	22
Charles Anderson	December 13, 1961	22
Prentice Coleman	December 26, 1961	22
Ervin Reynolds	December 9, 1963	20
Otis Jenkins	December 4, 1964	19
Tommy Reynolds	December 4, 1969	14
Milton Houck	December 31, 1969	14
Frank Robinson	December 4, 1973	10
Paul Taylor	December 11, 1973	10
James Dalahite	December 4, 1974	9
Lottie Williams	December 9, 1974	9
Oswell Smith, Jr.	December 18, 1974	9
Perry Dixon	December 22, 1975	8
Tommy Skinner	December 20, 1976	7
Linda Lamas	December 20, 1976	7
Robby Williams	December 19, 1977	6
Michael Devereaux	December 6, 1978	5
Wayland Clark	December 6, 1978	5
Jerry Walker	December 14, 1978	5
Johnny Knaus	December 4, 1979	4
Dale Staten	December 11, 1979	4
Obie Havard	December 10, 1981	2
Larry Ward	December 11, 1981	2
Michael Edwards	December 31, 1981	2

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
Ide Russell	December 11, 1961	22
Eugene King	December 11, 1973	10
Earl Thomas	December 12, 1978	5
Gary Crustner	December 14, 1978	5
Arthur Back	December 3, 1979	4

MACHINERY MANUFACTURING ADMINISTRATION

	Employment Date	Years With Co.
Gene Stewart, Jr.	December 18, 1972	11
Timothy Stacy	December 21, 1981	2
Herbert Green	December 31, 1981	2

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
Arthur Moyer	December 18, 1961	22
Ben Sallas	December 29, 1969	14
Herman Horace	December 15, 1970	13
Leroy Reed	December 27, 1972	11
David Allen	December 8, 1975	8
Danny Martin, Jr.	December 8, 1975	8
Scott Semlinger	December 30, 1975	8
Donald Coutee	December 13, 1976	7

Jose Romo	December 4, 1978	5
Donald Bogany	December 10, 1978	5
Roy White	December 11, 1978	5
Curtis Grigsby	December 21, 1981	2
Ronald Hopson	December 28, 1981	2

MACHINERY OPERATIONS

	Employment Date	Years With Co.
Riley Webb	December 2, 1946	37
A.G. Black	December 17, 1946	37
Floyd Jones	December 11, 1961	22
Bryant Matthews	December 12, 1961	22
Darrel Powers	December 14, 1961	22
Franklin Kegler	December 9, 1963	20
Linwood Havard, Jr.	December 18, 1964	19
Harry Seale	December 9, 1968	15
John Brittain	December 21, 1970	13
Jerry McGuire	December 4, 1972	11
Robert Phillips	December 6, 1972	11
Ira Jones	December 11, 1973	10
Bill Pitman	December 11, 1974	9
Langston Martines	December 17, 1975	8
Kenneth Crawford	December 16, 1976	7
Johnny Armstrong	December 27, 1976	7
Vernon Whiteley	December 1, 1977	6
Dietrich Schoennagel	December 4, 1978	5
Linda Palomino	December 7, 1978	5
James Ward	December 14, 1978	5
Russell Hornbuckle	December 18, 1978	5
Samuel Hughes	December 11, 1979	4
Samuel Reneau	December 17, 1979	4

MATERIAL CONTROL

	Employment Date	Years With Co.
Jacob Meek	December 18, 1961	22
W.H. Crager	December 8, 1970	13
James Stuckey	December 15, 1975	8
Larry Caples	December 2, 1976	7
Jimmy Humbert	December 13, 1976	7
Gary Underwood	December 20, 1976	7
Jonny Eoff	December 4, 1978	5
Gene Williams, Jr.	December 18, 1979	4

CORPORATE OFFICES

	Employment Date	Years With Co.
Robert Poland	December 1, 1945	38
Jim Massingill	December 1, 1956	27
Fern Basey	December 28, 1959	24
Ethel English	December 27, 1965	18
Liz McDonald	December 20, 1966	17
Fern Athey	December 1, 1969	14
Pamela White	December 18, 1978	5
Janice Kupec	December 19, 1980	3
Scott Griffith	December 14, 1981	2
Bobby Bowman, Jr.	December 27, 1982	1

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Tom Squyres	December 1, 1972	11
James Curry	December 1, 1980	3

PRODUCT DESIGN ENGINEERING

	Employment Date	Years With Co.
Jim Mewbourn	December 17, 1962	21
Art Nelson	December 15, 1971	12
Ted Slemmons	December 26, 1978	5
Midge Cooney	December 14, 1981	2

MACHINERY SALES AND SERVICE

	Employment Date	Years With Co.
Lyle Carpenter	December 9, 1960	23
Charles Skinner	December 11, 1961	22
Chuck Davis	December 5, 1966	17
Louis Miceli	December 15, 1975	8
Rick Hughes	December 16, 1976	7
Rick Schlabach	December 26, 1978	5

PERSONNEL

	Employment Date	Years With Co.
Thomas Murphy	December 20, 1976	7
Leelana Orr	December 11, 1961	5
Jon Pennington	December 4, 1979	4
Carl Johnson	December 15, 1982	1
Rickey Thomas	December 15, 1982	1
Harlen Carter	December 20, 1982	1

TRAILER PLANT

	Employment Date	Years With Co.
John Short	December 7, 1945	38
Edgar Mills	December 3, 1956	27
J.W. Watson	December 4, 1961	22
Raymond Redd	December 3, 1963	20
Hoy Oliver	December 13, 1971	12
Thomas Windham	December 13, 1971	12
Vernon Morton	December 20, 1971	12
Clevon Harper	December 11, 1972	11
Larry Havard	December 11, 1972	11
Curley Jenkins	December 17, 1973	10
Ethel McClendon	December 17, 1973	10
Garvis Edwards	December 17, 1973	10
Essie Jenkins	December 17, 1973	10
Cloteal Malone	December 18, 1973	10
Polly Deason	December 18, 1973	10
David Jackson	December 12, 1977	6
Robert Waddell	December 19, 1977	6
Eugene Huntsman	December 23, 1977	6
Roland McGee	December 3, 1979	4
Maebelle Hearne	December 5, 1979	4
Ronald Meaux	December 17, 1979	4

TRAILER SALES AND SERVICE

	Employment Date	Years With Co.
John Schaeffer	December 7, 1953	30

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

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INSIDE

The President's Annual	
Message to Employees	1
An Evening in the Limelight	7
Focus	9
Anniversaries	14

LUFKIN ROUNDUP
Volume 40, Number 12, 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. David Willmon, Managing Editor; Tom Johnston, Photographer.

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COVERS

Front: "Rudolph," a giant Christmas greeting from the employees of Lufkin Industries, Inc., has become a favorite holiday attraction in East Texas. Rudolph, a LUFKIN M-640D-305-168, is located at the intersection of U.S. 59 South and Loop 287 and will be operating throughout the month of December.

Back: A \$1,524,750 collection of LUFKIN gearing representative of the wide variety of marine and industrial gears the company manufactures. Addressing the 13th Annual Awards Banquet, R.L. Poland, president, noted that the company's gear business should remain strong during the coming year. For the rest of Poland's comments, see pg. 1.