



## FROM THE PRESIDENT'S DESK

**T**

his edition of Lufkin Industries' 1985 Employee Annual Report is dedicated to each and every employee with grateful appreciation for your efforts in helping to make Lufkin Industries a better place to work.

We have millions of dollars in assets, sophisticated machine tools, computers, and machinery of all types, but by far, our most important asset is our people---the employees of Lufkin Industries.

Every day our products are getting more complicated and the equipment on which we produce the products is getting more complicated.

One of the most impressive things about our whole organization is the way our people have responded to the challenge and have continued their education.

One of the primary objectives of the company is to help our employees develop their full career potential, and in 1985, we provided tuition reimbursement to 90 individuals who undertook educational and training programs offered by outside educational institutions. In addition, 1,049 employees participated in our internal training programs. These included blue-print reading, machine shop mathematics, trigonometry, and foundry prin-



*"...We are proud of the commitment to career development demonstrated by members of the company. We see our support of their efforts as one of our best investments..."*

ciples, plus courses taught by instructors from the Industrial Education Department of the University of Texas.

We are very proud of the commitment to career development demonstrated by the members of the company, and we see our support of their efforts as one of our best investments.

We are committed to staying on the leading edge of technology and this requires that each of us continually improve and upgrade our skills and learn new ways of doing things.

The suggestion systems that are in place throughout the plant have been very beneficial to our overall productivity improvement. We need each and every idea about how to improve everything that we do.

The severe drop in the oil prices at the beginning of 1986 has sent an advance warning to us that business in the oilfield will definitely be more difficult this year.

The oilfield industry has always been extremely cyclical, but with the LUFKIN teamwork and with our efforts to continually give the customer a better product and better service, we will definitely weather the storm.

So, thanks again for all of your efforts in 1985, and we are sure that any challenge can be overcome by the LUFKIN team working together as we continue our search for excellence.

Frank B. Stevenson

### MARCH COVERS

Just as teamwork brings about success in athletic endeavors, it is also vital within the industrialized work place. Our front and back covers of this month's **ROUNDUP**, photographed by Viron Barbay and Kurt Martin, illustrate some of Lufkin Industries' necessary employee communication for improved teamwork. **FRONT COVER**, l-r: Neil Bowman of accounting, Zeferino Cruz, foundry, Kim Frels, structural steel, and Colbert Rittgers, engineering, compare notes. **BACK COVER**, l-r: Pam Thornton, personnel, Ann Allen, company nurse, and John Cole, machinist, communicate.

### THE ROUNDUP

Volume 43, Number 3, 1986

Published monthly by Lufkin Industries, Inc. P.O. Box 849, Lufkin, Texas, 75902-0849 for active and retired employee and their families. Produced by the Corporate Communications Department.

Rick Pezdirtz, Director  
 Diana Hill, Assistant Editor  
 Mary Beth Kinner, Layout/Graphics Designer  
 Kurt Martin, Mgr. AV/Photographic Services  
 Viron Barbay, Photographer  
 Jo Ann Anderson, Advertising Coordinator  
 Terry Free, Photographic Technician  
 Kim Matchett, Clerk/Typist

# 1985 EMPLOYEE ANNUAL REPORT

## ...FOR SUCCESS THROUGH TEAMWORK

JOINING FORCES ...

**F**or Lufkin Industries Inc., 1985 wasn't the best of years. Nor was it the worst of years.

Final year-end company sales figures climbed to \$241.8 million, off 6.25 percent from 1984 total net sales.

Although 1985 sales were the fifth highest in the 84-year history of Lufkin Industries, company secretary-treasurer C. James Haley points out: "Of the first six years of the 1980s, only 1983 was lower in sales than was 1985."

- Pumping unit sales fell 9.2 percent from \$168 million in 1984 to \$152.6 million in 1985.

- Gear sales, at \$21.2 million, remained almost the same as 1984 figures, improving by \$181,000.

- Trailer sales dropped only slightly, from \$61.7 million in 1984 to \$61.3 million in 1985.

- Industrial Supplies sales to outside customers decreased 6.3 percent from \$7.2 million in 1984 to \$6.7 million in 1985.

"Last year was not a bad year considering the oil industry's situation, but by LUFKIN's standards 1985 was not a very good year," Haley says. "Although there have been significant cost reductions and major improvements in the shop, the loss of sales is still greater. However, even with the drop in volume of sales, our profit margin hasn't decreased considerably."

**H**ere is how LUFKIN sales revenue has stacked up during the 1980s in order of annual performance:

- 1981 --- \$364.4 million
- 1982 --- \$309.6 million
- 1980 --- \$273.9 million
- 1984 --- \$258.0 million
- 1985 --- \$241.8 million
- 1983 --- \$170.4 million

"We are not taking the current market conditions sitting down," says company president Frank Stevenson. "We are fighting back."

LUFKIN will continue to improve its business position by:

- (1) reducing non-value adding costs
- (2) holding down/reducing the cost of purchased materials
- (3) improving all employees' productivity
- (4) improving facilities
- (5) expanding and improving products
- (6) entering new markets

These efforts will be accomplished by continued teamwork, cooperation and education, Stevenson indicated.

"Beyond mere cooperation, inspired teamwork is the level at which progress and real innovation happens," Stevenson says. "When we are enthusiastic about our jobs and excited about opportunities for learning and surpassing yesterday's accomplishments,



# 1985 EMPLOYEE ANNUAL REPORT

## ...FOR PROFITABILITY

It wasn't the best of times;  
it wasn't the worst of times. And, we are fighting back.

JOINING FORCES ...

when we offer suggestions and actively help each other solve problems, only then does a true sense of caring about every job we perform, and about the worth of each individual at LUFKIN come to fruition," he says.

"The successful employee displays the following characteristics: dependability, generator of inspired teamwork, life-long learner, value-added oriented and enthusiastic communicator."

Although Lufkin Industries' 1985 financial condition remained fairly consistent with that of 1984, the overall company picture varied. The year 1985 was a time of change --- primarily a change in personnel.

R.L. Poland retired with Stevenson advancing to the position of chief executive officer. In addition, to the change in leadership, 126 people retired from LUFKIN, taking with them an accumulative total of 7,578 years work experience.

With retirements came further changes in management.

Jim Riggs was named vice president and manager of structural steel, final assembly and shipping. Herb Green was named vice president and manager of the foundry, in addition to his responsibilities as manager of materials and information systems. Jim Partridge was named vice president and chief engineer of the Machinery Division. Vice President E.G. Pittman was named manager of machinery sales. James Horton was named personnel director.

A vital area of improvement in productivity and cost reduction occurred through Machinery Division support groups. Customer order processing,

inventory management techniques and additional information systems were introduced, says Green.

The purchasing department worked closely with vendors to remove costs from the supply chain. "Significant cost reductions were achieved without compromising the quality of purchased materials," Green says.

The traffic department greatly reduced transportation costs to both LUFKIN and customers by obtaining more competitive freight rates. Also computerized traffic systems were placed in service. "These systems greatly improved our ability to manage our cost of freight," Green says.

A continuing goal of Lufkin Industries' management is to help all employees succeed. One of the primary avenues of accomplishing this goal is through educational opportunities offered by Lufkin Industries. "The response to our in-house classes and our tuition aide

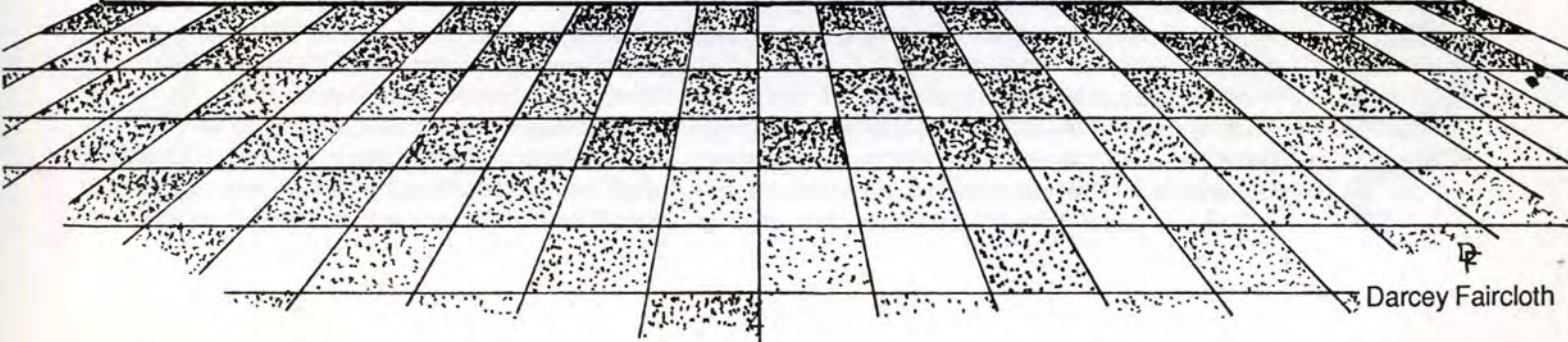
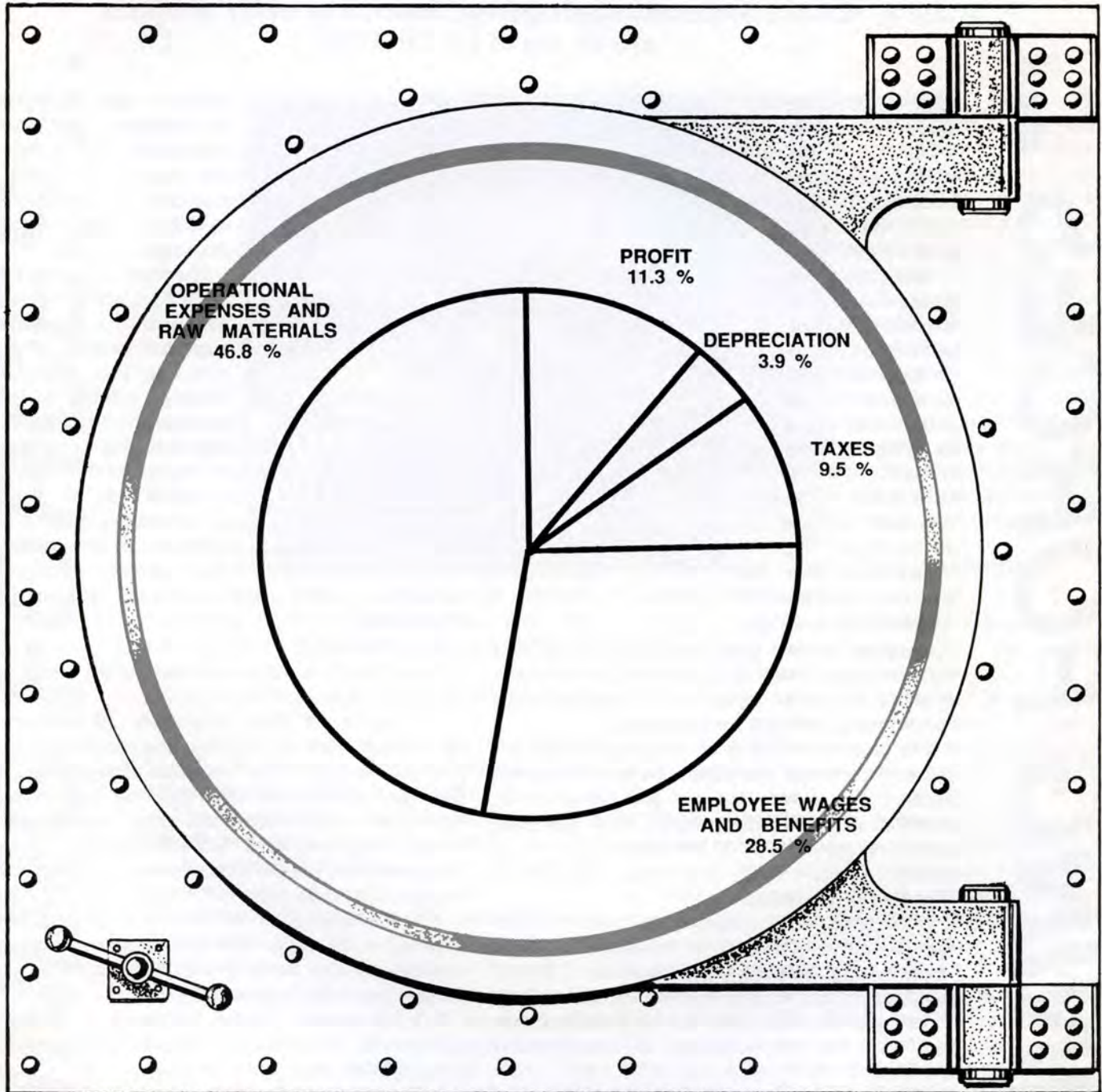
program has been tremendous," Stevenson says.

In 1985, 1,139 employees took advantage of in-house and tuition aide courses --- 871 employees (University of Texas Industrial Education); 127 employees (LUFKIN's foundry principles, shop math, blue print reading); 90 employees (Stephen F. Austin State University or Angelina College); and 51 employees (LUFKIN's supervisory management).

"Everything in our industry is becoming so complicated," Stevenson says. "We must continue to improve our knowledge. Learning is the only way we can continue to manufacture superior products, maintaining our superior reputation for quality and dependability."

THE FINANCIAL YEAR IN REVIEW	
<b>DIVISIONAL SALES:</b>	
Machinery Division .....	\$ 173, 812, 000
Trailer Division .....	\$ 61, 349, 000
Industrial Supplies Division .....	\$ 6, 733, 000
<b>TOTAL NET SALES .....</b>	<b>\$ 241, 894, 000</b>
THE PRODUCTION YEAR IN REVIEW	
<b>PUMPING UNITS:</b>	
Conventional .....	3, 055
Mark II .....	1, 210
Air-Balanced .....	163
Low-Profile .....	33
<b>TOTAL .....</b>	<b>4, 461</b>
<b>GEARS:</b>	
Industrial .....	513
Marine .....	9
<b>TOTAL .....</b>	<b>522</b>
<b>TRUCK TRAILERS:</b>	
Vans .....	3, 045
Floats .....	466
Dumps .....	172
Specials .....	45
<b>TOTAL .....</b>	<b>3, 728</b>

# ...WHERE THE MONEY GOES



# 1985 EMPLOYEE ANNUAL REPORT

## ...TO REDUCE COSTS

Continuing goals of producing better, less costly products are on top of list for 1986.

JOINING FORCES ...

**B**e more competitive, now!

This was the primary 1985 goal of Lufkin Industries' Machinery Division, and is continuing as its top goal for 1986.

"Our objectives have always been to find ways and means of producing LUFKIN products *quicker* for improved deliveries, *better* for improved quality and *less costly* for reduced total manufacturing costs," says Mike Penn, vice president and manager of the Machinery Division. "Everything we do revolves around those three objectives."

### Manufacturing

Pumping unit and gear production during 1985 included 1,210 Mark II units, 3,055 conventional units, 33 low profile units, 163 air balanced units, 513 industrial gears and 9 marine gears.

The total cost of manufacturing any product can generally be broken down into three main categories: material cost, direct labor cost and manufacturing overhead cost. LUFKIN pumping units and gears consist of approximately 55 percent material cost, 10 percent direct labor cost and 35 percent manufacturing overhead cost.

"The machine shop, engineering, material control and purchasing departments continually work to lower material costs and direct labor costs --- both of which are related directly to producing the product," Penn says. "The main factor that we concentrated on in 1985 was the reduction of manufacturing overhead.

"We don't take a backseat to anybody in improved technology," Penn says. "The main area of improvement is in manufacturing cells."

A manufacturing cell is a group of machines and/or equipment logically arranged to produce and to assemble certain components or families of parts which require "like" operations on similar machines.

"There is nothing fancy or sophisticated, rather a



Walter Levine, machine shop assembler, operates a machine that removes metal burrs from between teeth on a Mark II slow-speed gear. Photo by Viron Barbay

common sense approach in bringing machines together in linked fashion instead of having machines of like types in different departments," Penn says.

"Another important method of achieving our objectives involved personnel training," Penn says. "This means thorough training of all people involved in the manufacturing operation to be able to do a quality job at all times."

Supervisors as well as operators are cross trained and given enhanced

training in work simplification and productivity improvement.

### Engineering

Several improvements were made in the design of LUFKIN pumping units during 1985.

- A two-point base design for all American Petroleum Institute catalog units was completed. "The purpose of LUFKIN's two-point design was to eliminate cracking at the base as experienced occasionally with conventional units," says Howard McGill, project engineer. "The two-point base design also permits use of front and rear metal fabricated pads in place of concrete pads."

- A new application for the low profile unit was achieved in the design and development of a trailer mounted portable pumping unit. This unit was built for Winchester Oil in Marshall, Texas.

"The low profile units continued to perform satisfactorily, and there are currently 75-80 operating units," McGill says.

- Five prototype slant hole units built by LUFKIN de Venezuela were set in June of 1985. Subsequently, 25 additional units were manufactured and set. Another 20 units have been ordered.

"Slant hole units permit clustering of several wells on a small area which reduces problems with surface rights --- a problem faced by oilfields in Venezuela and other South American countries," McGill says.

JOINING FORCES ...

# ...TO INCREASE QUALITY

We're all working together to produce a better product.

• The design and manufacturing of 10 prototype reducers with carburized pinions and austempered gears was completed in 1985. "The use of higher strength materials for the rotating elements permitted installation of these elements in a standard C160 size reducer housing and cover," McGill says.

• Small castings were redesigned to reduce costs. Bearing carriers were designed with a flat backed flange to allow LUFKIN's on the parting line of the flask. "With the use of this core we will be able to produce twice the number of castings per flask," says Colbert Rittgers, engineering designer. "The use of this core along with a set time for the cooling process will result in an annual savings of \$88,000."

Several improvements were also made in LUFKIN's gear department:

- LUFKIN employees designed and built a deburring machine. Horizontal and vertical brushes remove metal burrs between gear teeth.
- The pre-grind hob geometry has been changed to reduce both grinding and checking time.
- An automatic welder was purchased for lube system piping.
- Carburized spur gears are now used for extruder change gears.

## Foundry

Significant progress was made on several key capital projects during 1985. A new pollution control system for the foundry cupola went into operation during the third quarter of 1985. "This system is one of the most modern designs available and more than satisfies regulatory requirements," says Herb Green, vice president and manager of foundry operations.

Construction was completed on a new ductile iron facility and limited production began during 1985's fourth quarter. "This automated facility is designed to produce castings of the highest quality and



Helping to control quality, Jerry Tullos, gear specialist inspector, checks the spacing between gear teeth.  
Photo by Viron Barbay

consistency," Green says. "Although the facility uses proven processes, the level of automation achieved is unique within the industry."

Installation of a new small casting facility continued during 1985. The second phase of this work is scheduled for completion in mid-1986. The cornerstone of this facility is a new impact molding system. "It will increase small casting capacity while significantly improving the foundry's capability to provide quality small castings at a lower cost," Green says.

## Structural Steel, Final Assembly and Shipping

Steps to improve production in structural steel, final assembly and shipping affect the people, materials, equipment and operational methods.

The most predominant improvement in the people category is improved communications --- quality control, weekly departmental newsletter (The Sampson Post), employee training and employee suggestion box.

"Continuing efforts to reduce defects can be attributed directly to two-way communications between all parties involved from product engineering to sales to quality control to production to manufacturing engineering," says Jim Riggs, vice president and manager of structural steel, final assembly and shipping.

The past year has provided a change in technology for the structural shop. "Machines have been purchased and installed based upon a given situation and task rather than universal operations," Riggs says. "Also a program to loan all work stations based upon capacity planning has been initiated."

Improvements were also made in the final assembly and shipping areas to enhance the efficiency of their operations. For instance, a project to concrete the entire yard for storage of sub-assembly parts has reduced the amount of cleaning required prior to assembly and painting.

# 1985 EMPLOYEE ANNUAL REPORT

## ...TO INCREASE PRODUCTIVITY

### MAX-2000 seen as largest innovation for the Trailer Division.

JOINING FORCES ...

From that early January, 1985, freeze-frame moment in time --- when the first rivet of a new year was sunk into the aluminum siding of a Lufkin Trailer Division van --- until the last of an all-time record 3, 045 finished vans rolled off late-December assembly lines at Buck Creek, company vice president Dick McKay had high hopes for an encore performance of 1984's tally sheet.

Now, a year later, McKay and his 443 Trailer Division associates are once again of a like mind --- hopeful 1986 can match, or possibly surpass, 1985 production and financial figures.

"Certainly, we'd happily accept another year in '86 like the past two great years we've enjoyed out here," McKay was saying the other day. "That would mean a third successive year where our sales topped the \$61 million mark."

Calling 1985 sales "almost a carbon copy" of 1984 figures (there was a minus of only 0.58 percent in revenue), McKay chided the past year as one where

"the market turned from a seller's market to a buyer's market. We sold more units (3,728 compared to 1984's figure of 3, 556) but finished with slightly less in revenue due to our competitive pricing."

The Trailer Division manager praised improved technology and productivity for his area's solid 1985 performance, commenting: "Our past year was similar to one we had in 1972 (when 3,748 units were manufactured) but our productivity was so much better when you consider our in-plant workforce was 270 in 1985 compared to 423 back 13 years ago."

Largest innovation for increased productivity for the Trailer Division during 1985 was a project labeled MAX-2000. "This is simply a productivity cost cutting improvement project which is enabling us to better meet our competition and which we will continue maintenance on all during 1986," McKay explained.

"We'll also continue our two work simplification groups. They'll meet on a continuous basis to discuss better ways to improve all plant and office operations within our department," McKay said.

During a mid-February production meeting, McKay indicated the Trailer Division had a backlog of orders for vans to-be-built through May with a backlog for floats and dump trailers through late March.

"We're still getting plenty of opportunities to quote prices to potential buyers and we're trying to increase our dealers' participation since this is an inexpensive way to cover an area of the country at less selling expense," he said.

Trailer Division sales manager Jim Horn, also aiming at another \$61 million-plus sales year, commented: "Our business does not stay status quo. Our competitors are being innovative and we must also continue to be even more innovative."



Of all the innovations at Lufkin Industries' Trailer Division during 1985, perhaps none had more impact on improved productivity than a project labeled MAX-2000. Here, tooling designer Bob McBride, left, and senior welding technician Don Roper look over a set of MAX-2000 blueprints.

Photo by Viron Barbay

# ...THROUGH COMPUTERIZATION

## Industrial Supplies installs new Distribution Control System.

JOINING FORCES ...

**B**y far the largest and most important accomplishment for the Industrial Supplies Division, in 1985, was the installation of a Distribution Control System, an IBM software package designed for supply houses.

The process began in March with the building of a data base. Installation was complete in September.

"We converted all three major areas --- inventory control, purchasing and order entry --- simultaneously," says Elton Fenley, manager of the Industrial Supplies Division. "This was an extremely aggressive approach and one taken by few companies.

"There are still a few bugs left to eliminate, and several revisions are in process. But by anyone's standards, we had a successful conversion. I am extremely proud of all the Industrial Supplies Division's employees, and the other support areas of materials and information systems and data processing."

The computer system enables employees to:

- Identify product lines or specific items that need to be turned more often.
- Monitor daily invoices, resulting in immediate correction of errors in markup rather than a week or month later.
- Have consistent legible and accurate invoices compared to the previous manual system.

The assignment of part numbers and warehouse locations decreased the amount of backorders and shipping errors. In addition, the cycle count program identifies problem areas in the warehouse that need correcting.

"In the long run, we expect to attain more sales volume because the current information allows us to examine closely the turn ratio and gross margin of each item," Fenley says. "We can become extremely price competitive by lowering the margin and increasing the turn ratio or vice versa. The correct balance between gross margin and turn ratio on individual items or product classes is essential to the optimum success of the Industrial Supplies Division."

The computerization has allowed employees in other company departments access to Industrial Supplies Division inventory.

Sales to Lufkin Industries' customers continue to climb each month. "One reason for increased



Patrick Sanders, warehouse clerk, receives a printed order for supplies from Jenice Molandes, warehouse clerk. Each item is designated by a six-digit number, location code and name, making the clerk's job of pulling stock off the shelves much faster and easier. Photo by Viron Barbay

business to LUFKIN departments is the fact employees can see immediately what stock we have available," Fenley says.

"We also expect to increase the turn of the overall inventory from four turns a year to five turns or better," he says. "This will be accomplished by setting re-order points and quantities for each item, while being closely monitored by the purchasing department."

**C**apital improvements consist of a new gas dock, the computer consisting of 25 terminals and three printers plus a dual-axle diesel truck to haul heavy loads from Dallas and Houston.

New product lines introduced in 1985 included MBL V-belts (motor-driven belts), packaged gas, HKK and Kelco roller and mill chain (heavy chains used to drive conveyors) and homac (pole line hardware).

"The gas business has been moderately successful, mainly due to a cautious, conservative approach," Fenley says. "We serviced only Lufkin Industries with gas in 1985, and have just begun to sell to employees. The months of November and December of 1985 showed a savings of \$800 per month when comparing cost of product purchased from outside services. However, the labor to achieve this savings cuts heavily into the dollars when netted out." □

## FOCUS

### Thirteen employee promotions announced by company officials in six departments



Donna Conner



Earl Dover



Joe Jumper



Charles Warrick



Kenneth White



Kenny Moulder

Promotions of 13 Lufkin Industries' employees have been announced by company officials in six departments.

In accounting, **Donna Conner** has been promoted to senior programmer from programmer. She joined the company in 1984. Following graduation from Lufkin High School, Conner received an associate of science degree from Angelina College and a bachelor of science degree in computer science from Stephen F. Austin State University.

She is a member of Upsilon Pi Epsilon, a national computer science honor society; and Alpha Chi, an honor society.

In the Trailer Division, **Earl Dover**, **Joe Jumper**, **Charles Warrick** and **Kenneth White** have been promoted.

Dover was promoted to production manager from shop superintendent. He joined the company in 1955.

Following graduation from Alto High School, Dover received a certificate in accounting and business from Tyler Commercial College.

He and his wife, Sarah, have one daughter, Rhonda.

Jumper was promoted to maintenance foreman from class A maintenance mechanic. He joined the company in 1961. Jumper graduated from Hudson High School.

He and his wife, Kathleen, have one daughter, Jennifer.

Warrick was promoted to class A from class B designer. He joined the company in 1969. Following graduation from Big Sandy (Texas) High School, Warrick received a bachelor of science degree in industrial arts from Sam Houston State

University.

He and his wife, Sandra, have one child, Whitney.

White was promoted to van superintendent from pierce rivet foreman. He joined the company in 1962. White is a graduate of Hudson High School.

He and his wife, Carolyn, have three children, Kerry, Stephen and Tina.

In the Industrial Supplies Division, **Kenny Moulder**, **Jerry Hill** and **Kyle Looney** have been promoted.

Moulder was promoted to counter sales from truck driver. He joined the company in 1981. Following graduation

## Joe Williams repeats as top trailer salesman

When the Trailer Division of Lufkin Industries held its bi-annual sales conference here last month, there might have been a few good-natured yawns as Oklahoma City branch manager Joe Williams stepped forward to receive the 1985 New Trailer Salesman of the Year Award.

For Williams, it was his fifth such award during the past six years. Only in 1982, when Jim Alexander of Dallas won the coveted award, has Williams been absent from the winner's circle.

Top honors for Williams in 1985 came from the sale of 1,036 new truck trailers which totaled \$12.9 million in revenue. John Seeman of Memphis

placed second with 666 new trailers sold (\$8.4 million). Lufkin's Pat Gammill was third with 338 new trailers sold (\$4.1 million).

Larry Grimes of Shreveport was first in used trailer sales (\$826,402), Seeman was second (\$777,085) and Jimmy Davidson of Oklahoma City was third (\$334,932).

Top sales branch was Oklahoma City while Memphis and Shreveport branches finished first and second respectively in parts and services sales.

During the sales conference, Trailer Division sales manager Jim Horn pointed out that eight salesmen with an accumulative 127 years of sales

experience had left the company during 1985, but that the following new salesmen were welcomed aboard: Glen Reynolds and Mike Donovan at Houston, Ken Davis at Lubbock, Mark Strong at San Antonio, Benton Reynolds at Dallas, Clive Collier at Shreveport and Charles Perry at Oklahoma City.



## FOCUS



**Jerry Hill**



**Kyle Looney**



**Gladys Grossman**



**John Freeman**



**Betty Stewart**



**Cullen Reynolds**



**Larry Vann**

from Corrigan High School, Moulder studied welding and drafting at Angelina College.

He and his wife, Kim, have one daughter, Rachel Ann.

Hill was promoted to billing supervisor from machine shop class A machine operator. He joined the company in 1984. Following graduation from Lufkin High School, Hill received a bachelor of business administration in accounting from Stephen F. Austin State University.

He is married to Sherry Lynn Hill.

Looney was promoted to out-of-town

from local truck driver. He joined the company in 1985. Looney is a graduate of Hudson High School.

He and his wife, Julie, have one child, Roman.

In engineering, **Gladys Grossman** was promoted to class A from class B project coordinator. She joined the company in 1978. Following graduation from Washington (Indiana) Catholic School, Grossman received a certificate of completion from the National School of Aeronautics in Kansas City, Missouri, and Delta Airlines Stewardess College in Atlanta, Georgia. She is currently attending Angelina College.

She has one son, Jim.

In the machine shop, **John Freeman**, **Betty Stewart** and **Cullen Reynolds** have been promoted.

Freeman was promoted to working foreman from class A electrician. He joined the company in 1984. Following

graduation from Lufkin High School, Freeman studied electronics at Angelina College.

He and his wife, Jo Ann, have four children, Johnny, Patricia, Teresa and Joe.

Stewart was promoted to secretary to vice president and manager of machinery manufacturing from secretary to manager of industrial and facilities engineering. She joined the company in 1958. Following graduation from Lufkin High School, Stewart attended Pineywoods Business College and Angelina College.

She is married to Billy Joe Stewart.

Reynolds was promoted to utility maintenance working foreman from class A utility maintenance. He joined the company in 1984. Reynolds graduated from Lufkin High School.

He and his wife, Shirley, have one son, Joe Lee.

In the foundry, **Larry Vann** was promoted to pattern designer from class A pattern maker. He joined the company in 1966. Following graduation from Central High School, Vann attended Angelina College.

He and his wife, Gay, have two children, Lori and Lance.

### At Lake Rayburn

## Tenth annual fishing tourney set for March 28



It's time to string a line and wet a hook again as the 10th annual Lufkin Industries Fishing Tournament for company employees and retirees is scheduled for Good Friday, March 28 (a company holiday), at Lake Sam Rayburn.

"This is a team tournament (two anglers per team) with over \$500 in cash and trophies going to 22 winners," said tournament director John Havard. "We had a record field of 176 last year and are hopeful of drawing even more this time."

Entries can be made in advance at any of the company guard houses or at

Rayburn Lodge the morning of the tournament. Fishing begins at 5:30 a. m. and all contestants are required to report with their catches to the weigh-in station at Piney Point by 1 p. m.

As a new wrinkle to the popular tournament, a fish fry is scheduled for Piney Point Lodge immediately following the final weighing-in of catches.

The tournament is divided into two divisions --- bass and crappie --- with top teams in each category earning \$60. Individual prizes of \$40 will be awarded for largest bass and largest crappie catches. Cash awards will be made for

the top six places in the bass division and the top four places of the crappie division.

Wayne Hyde, with a 5-pound, 6-ounce fish, won the individual largest bass prize last year. Bob McBride, with a 1-pound, 10-ounce crappie, took top individual honors in that division.

Winning team in the bass division a year ago was Travis Stone and P. J. Lowery with a total catch of 20 pounds, 12 ounces.

A husband-wife team of Aron and Janie Garner captured first place in the 1985 tournament's crappie division with a total catch of 26 pounds, eight ounces.

# LUFKIN

# Retiree Profiles

*Editor's Note: In a continuing tribute to our dedicated retirees, the ROUNDUP is presenting individual retirement profiles.*



**James Durham**



**Wilson Green**



**Henry Heflin**



**Clyde Grisham**

## **James Durham 30 years**

Repairing cars, fishing, hunting and traveling sum up James Durham's retirement plans.

During his 30-year tenure with Lufkin Industries, Durham boasts of having a perfect attendance record. Other than two excused absences while confined to a hospital, he had a perfect attendance.

Durham retired as an iron pourer from LUFKIN's foundry side bay. He and his wife, Willie Mae, have three children and five grandchildren.

## **Wilson Green 34 years**

Being a full-time parent to a two-year-old adopted daughter is Wilson Green's top priority during retirement.

"My main interest is helping my wife, Thelma, take care of our little girl," he says. The couple also have three other children and five grandchildren.

When time allows, Green enjoys tinkering with the family cars. He has a small mechanic's shop.

Green retired from LUFKIN's Trailer Division after 34 years of service. His first 19 years with the company were spent in set up for various trailer departments, when the plant was located downtown. The next 15 years, he worked as a trailer maintenance mechanic.

## **Henry Heflin 30 years**

Helping his 84-year-old father operate a 63-acre farm keeps Henry Heflin busy. Together, they run a truck farm and tend 15 head of cattle.

When time allows, he plans to hunt, travel and take a more active role in his church. He and his wife, Barbara, have four children and nine grandchildren.

Heflin retired as a machine operator from LUFKIN's structural steel operations after 30 years of service.

"Lufkin Industries provided me with a good living," Heflin says. "I bought a home, several cars and educated four children with my salary."

## **Clyde Grisham 41 years**

When Clyde Grisham retired in December, the art of handmade sand cores at Lufkin Industries became history. His job has been automated.

Perhaps now that he is retired, Grisham will have time to take up the game of golf rather than just collecting golf balls. He has a collection of over 300 golf balls --- the result of living adjacent to Lufkin Country Club.

"I've never played golf before. Maybe now I'll have an opportunity to learn," Grisham says. "I did a great deal of caddying when I was

younger. In fact, I often caddied for Guy Croom (former LUFKIN employee). Guy was instrumental in my joining Lufkin Industries."

Grisham is the father of two children. "My first retirement project is to help my son finish building a new home," he says.

Grisham retired from LUFKIN's foundry after 41 years of service.

## **Noble Stringer 38 years**

During his 38 years with Lufkin Industries, Noble Stringer witnessed major improvements in the foundry.

"I saw the foundry transformed from manual labor to computer operated machinery," Stringer says. "Today, the work load is much lighter and working conditions much better.

"For many years, during my spare time, I tended cattle, but that got to be too much work." Presently, yard work, fishing, hunting and small carpentry jobs occupy much of his time. He is married to Donnie Stringer.

## **Henry Jefferson 30 years**

Henry Jefferson is dividing his retirement time between fishing, boating, hunting, gardening and traveling to Houston and Dallas to visit his children.

He and his late wife,

Jerdine, had eight children and 15 grandchildren.

Jefferson retired from Lufkin Industries' foundry corerom after 30 years of service. He first came to work at the trailer plant in 1946. He worked four years before leaving to pursue other job interests. He returned to LUFKIN in 1955, joining the foundry crew.

## **Hubert Murrah 35 years**

A 53-acre farm, eight miles south of Lufkin, will keep Hubert Murrah busy during his retirement years. He hopes to earn few extra dollars selling produce and calves.

"I also hunt and fish, and plan to visit my daughter in Florida," Murrah says.

He and his wife, Clarice, have three daughters and four grandchildren.

Murrah retired as a welder from Lufkin Industries' Trailer Division after 35 years of service.

## **John Modisette 35 years**

Five grandchildren should keep John Modisette busy during his retirement. However, if he becomes bored between visits to his kinfolk, there is always four acres of land to mow; also gardening and traveling.

"Mary Beth, my wife, has a list of chores she wants

# LUFKIN

# Retiree Profiles



**Noble Stringer**

done, if I run out of things I want to do," Modisette says. "Mary Beth also would like me to take her hunting and fishing."

Modisette retired from the Trailer Division van department after 35 years of service. "I enjoyed my time there," he says. "I probably liked it best before the trailer plant became so large. When I first came to work in 1950, I could call everyone by name. I can't do that anymore."

## **Estill Holiday 31 years**

Estill Holiday, former supervisor from Lufkin Industries' machine shop electrical department, plans to spend his retirement years helping senior citizens with minor home repairs.

"I have the ability to do plumbing, electrical, air conditioning and carpentry work," Holiday says. "I know quite a few elderly people, trying to survive on a fixed income, that could use my services."

For relaxation, Holiday enjoys fishing, hunting, gardening and playing his guitar for family and friends. Holiday retired from LUFKIN after 31 years of service.

## **E.L. Tullos 34 years**

Hunting, tending a few cows, riding horses and fishing from a large pond located on his 125-acre property in



**Henry Jefferson**



**Hubert Murrah**

Centralia will occupy much of E.L. Tullos' retirement time.

"I don't like to travel," Tullos says. "I'd rather relax on my farm northeast of Lufkin."

Tullos recalls the day he caught a 1,700-pound bull with a rope and a Lufkin Industries paint drum.

"I tied a 20-foot rope to a tree. I placed some feed in a paint drum," he says. "When the bull had his head tucked in the drum eating, I slipped the other end of the rope over his head. I captured him. I've told that story many times to fellow employees."

Tullos, a shearing machine operator, retired from LUFKIN's Trailer Division after 34 years of service.

## **Johnie Jones 35 years**

For Johnie Jones, retirement means spending leisurely afternoons fishing off the banks of various East Texas lakes. However, one of his most recent fishing expeditions was anything but quiet and relaxing.

Within three hours, he and two buddies caught 71 white bass weighing six to seven pounds each while fishing in the Angelina River at Rivercrest.

"We not only worked catching those fish, we had quite a chore ahead of us just cleaning them," Jones says.



**John Modisette**

He and his wife, Lillian, share their fish-full freezer with three children and seven grandchildren. Jones retired from LUFKIN's Buck Creek welding shop after 35 years of service.

## **Louis Davis 34 years**

After juggling the roles of full-time machine operator for Lufkin Industries and part-time pastor for Mt. Pleasant Baptist Church for 17 years, Louis Davis can now direct most of his energy to one task.

"I enjoy having more time to visit members of my congregation including those people in hospitals and nursing homes," he says.

Davis is also scheduled to lead revivals in Colorado and Mississippi this spring.

He retired from LUFKIN's machine shop after 34 years of service. Davis has six children and five grandchildren.

## **James Jones 23 years**

James "Buddy" Jones grew up in West Texas. He has never fished a day in his life. However, if his wife, Vonnie, has anything to say about it, Jones will learn to like fishing.

In the meantime, he will plant a large garden this spring.

Jones retired as a welder from LUFKIN's foundry after



**Estill Holiday**



**E.L. Tullos**

23 years of service. The first 12 years of his employment with the company, he worked in foundry maintenance.

The couple have one son and three grandchildren.

## **George Brown 29 years**

George Brown worked 34 years for Lufkin Industries --- five years in the foundry and 29 years in the trailer plant. This job tenure was separated by two years when Brown left the company in 1954 to live and work in Houston.

Presently, he is spending retirement days recuperating from an industrial accident that occurred in July of 1984. While pulling a vendor's float loaded with sheet metal, the trailer jackknifed causing sheet metal to slide towards the tug. The accident caused a broken arm, broken ankle and several lacerations.

"The company's management was good to me, and I have missed my job and the people of Lufkin Industries," he says. "If I heal soon, I hope to start, once again, upholstering furniture."

## **Doyle Lunsford 26 years**

Tape recording music from 1940s and 1950s' phonograph records is Doyle Lunsford's prime hobby during retirement.

"I find old records at garage



**Johnie Jones**

# LUFKIN

# Retiree Profiles



**Louis Davis**

sales and flea markets," he says. "So far, I've only been able to find musical discs dating back to the early 1940s."

When he tires of recording, he plans to plant a garden and repair automobiles.

He and his wife, Doris, have two children and one granddaughter. They are expecting another grandchild in July. Lunsford retired as maintenance supervisor in the machine shop after 26 years of service.

## Ellison Perry 35 years

Ellison Perry was delighted to retire last December.

In addition to 35 years of graveyard duty he gave Lufkin Industries' foundry bay, Perry has worked a total of 53 years. "I'm tired of working," he says. "I've worked somewhere since I was nine years old. My dad died when I was a baby and my mom died when I was 14 years old. I've had to work most of my life."

"I don't want to do anything except piddle around my house," Perry says. However, if pressed for specific relaxation ideas, Perry says he plans to do a little fishing and hunting.

## Carl Barnes 24 years

A trip to Germany to visit his son, a United States Air Force employee, is on Carl



**James Jones**

Barnes' summer agenda.

"My wife, Idaline, retired from J.C. Penney's in January," he says. "It is an excellent opportunity to travel abroad while Carl Alan is stationed in Germany."

The Barnes plan several short trips to Jefferson, where their daughter, Mary Kay, is teaching elementary school.

"The Lufkin Industries' college scholarship to Stephen F. Austin State University benefited my daughter well. We were most appreciative that she was a LUFKIN scholarship recipient."

When the couple is not



**George Brown**



**Doyle Lunsford**



**Ellison Perry**



**Carl Barnes**



**I.D. Curry**

visiting their two children and two grandchildren, Barnes visits members of their church who are hospitalized or confined to nursing homes. "I try to make at least two visits each week," he says.

## I.D. Curry 38 years

A florescent orange jumpsuit has replaced I.D. Curry's shop work clothes --- only six days after retiring from Lufkin Industries.

Curry is a school crossing guard for Lufkin Independent School District. Each day, from 7:45 a.m. until

8:45 a.m. and from 2:45 p.m. until 3:45 p.m., Curry oversees the safety of Kurth Elementary School children walking to and from school.

"It is a rewarding job --- a job that must be done," he says.

"Working only two hours a day, I still have plenty of time for fishing and gardening."

Curry lacked only 20 days having served 39 years as a machinist in the machine shop gear department.

He and his wife, Georgia, have three children and four grandchildren.

## INSURANCE UPDATE

### Monthly Insurance Analysis

Plan Type	Premiums Paid Last Month	Claims Paid Last Month	Claims vs Premiums to Date
Hourly Plan	~\$180,000	~\$200,000	~\$450,000
Salaried Plan	~\$100,000	~\$120,000	~\$50,000

A major five-year study at Emory University in Atlanta, Ga., recently identified the 14 primary causes of illness and premature (before age 65) deaths for which preventive action can be taken. The causes included infectious diseases, infant mortality, drug abuse, cardiovascular disease and cancer. Together, the 14-problems are responsible for 85 percent of all personal health care costs and 80 percent of deaths in the United States. Approximately two-thirds of all deaths under the age of 65 are potentially preventable, the study showed.



## CHANGES

Company officials have announced 29 job changes and new assignments. They include:

**ENGINEERING:** Mike Riley, from class C salesman to design engineer.

**FOUNDRY:** John Brown, from chipper grinder to trailer plant helper; Robert Garrett, from chipper grinder to trailer plant helper; Larry Goodwin, from chipper grinder to fork lift operator; Javier Jimenez, from tender to operator of cupola and electrical furnace; Cester Mack, from melting laborer to cupola and electrical furnace tender.

Also, Otha Thompson, from molding system helper to iron pourer; Wesley Walton, from chipper grinder to melting laborer; Michael Weatherspoon, from class B pattern tender to melting laborer; Hugh Wise, from chipper grinder to molding system helper; James Womack, from chipper grinder to molding system helper.

**WELDING:** Willie Bell, from class C welder to class A burner; Daniel Burchfield, from class C welder to class A structural machine operator; Jimmy Releford, from class B to class A burner.

**MACHINE SHOP:** David Bowman, from machine operator trainee to class A machine operator; Mark Euper, from heat treat helper to class C maintenance mechanic; David Holley, from laborer to class C maintenance mechanic; Jeff Jackson, from laborer to machine helper; Michael Jones, from class B to class A maintenance mechanic; Jackie Lewis, from machine helper to class C maintenance mechanic; Clarence Newton, from laborer to machinist helper; John Sigler, from machine operator trainee to class B machine operator; Russell York, from laborer to class C maintenance mechanic.

**TRAILER DIVISION:** Roosevelt Adams, from project technologist to technologist I; Gregory Korn, from class A material handler to class B maintenance mechanic; Kerwin Mitchell, from helper to class B to material handler; Roger Roots, from class B to class A mechanic (Oklahoma City branch); Jimmy Watson, from class B to class A material handler; Kerry White, from class B to class A maintenance mechanic.



## MARCH ANNIVERSARIES

### LUFKIN INDUSTRIES CANADA

Ronald Hyland 5  
Donald Renner 1

### STRUCTURAL STEEL OPERATIONS

Don Jones 31  
Marlin Williams 27  
Jesse Brooks 21  
Joe Allen, Sr. 21  
Melvin Brock, Jr. 16  
Bobby Short 16  
James Baker 16  
Bobby Allen 13  
Thomas Flowers 11  
Jose Jimenez 9  
Andrew Shoffitt 9  
Arthur Young, Jr. 9  
James Adams 9  
Thomas Burnett 8  
Elmer Anderson 8  
Ronald Klem 7  
Hipolito Tierrablanca 7  
Raymundo Espinoza 7  
Daniel Smith 6  
Tommy Powell 6  
Milton Warren 6  
Viel Cooper, Jr. 6  
Alvaro Alvarez 6  
Fred Howell 4  
Felix Veliz 2  
Robert Bickley 2  
Harlan Brown 2  
Curtis Crocker 2  
Evan Davis 2  
Jannie Jones 2

### FOUNDRY OPERATIONS

Steve McKinney 32  
William Cole 23  
James Horace 16  
Terry Baird 15  
Eugene Hodge 14  
Elton Menefee 13  
Lee Alexander 12  
Truman Fussell 11  
Henry Mack 11  
Autry Tennyson 11  
Walter Culpepper 9  
Walter Oder 9  
Charley Martin 9  
Eduardo Castillo 8  
Johnny Ingram 7  
Clinton Poole 7  
Tommy Russell 7  
Monte Ramsey 6  
Roger Harbuck 5  
Joe Hadnot 2  
Michael Davidson 2  
Carl Russell 2  
Larry Wisener 2  
Kirby Purvis 2  
Jose Vazquez 2  
Michael Eaton 2  
Michael Harrell 2  
Rick Wilson 2  
Kenneth Haight 2  
Larry Goodwin 2  
Michael Weatherspoon 2  
Raimundo Luna 2  
Guadalupe Luna 2  
Armando Ortiz 2  
Aurelio Castillo 2  
Ralph Richards 2  
Otis Weary 2

### WELDING SHOP

Robert Mitchell 27  
Freddie Sullivan 21  
James Burse 13  
Carl Coutee 8  
Jose Hernandez 6  
William Forsythe 6

### ENGINEERING

Debra Chunn 4

### FINAL ASSEMBLY & SHIPPING

Grady Due 20  
James Sowell 14  
Eddie Mask 13  
Thomas Nash 13  
William Howard 13  
Louis Brock 12  
Jimmy Walker 9  
Larry Farr 7  
Sandria Randle 7  
Ivory Hollis 6  
Lloyd Day 6  
Samuel Cooper 6  
David Jasso 6  
Bobby Mosby 6  
Rafael Guevara 6  
Michael Cross 2  
Billy Williams 2  
Thomas Jones 2  
Robert Kidwell 2

### PERSONNEL

Jesse Ray, Jr. 15  
James Dias 7  
Stephen Shirey 6  
John Long 5  
Robert Wilkerson 2

### MACHINERY OPERATIONS

Bill Temple 32  
Rex Berry 32  
Gayland Wallace 32  
George Montes 27  
Ross Nash 27  
Sam Turner 24  
Rayford Wright 24  
Jimmie Cole 23  
Ira Brown 20  
Royce Modisette 19  
Edward Pillows 18  
Billy Smith 17  
Jesse Garcia, Jr. 17  
James Joshua 16  
Dale Wigley 16  
May Hancock 16  
Gary Boyd 14  
James Wolfe 14  
August Kulms 13  
Cecil Primrose 13  
Wilbur Bruton 13  
Palmer Arnold 11  
David Hensarling 11  
Loyd For 11  
Leroy Mooney, Jr. 11  
Ernest Young 10  
David Harkness 9  
Robert Evans 9  
Jack Essary 9  
Tommy Harwell 9  
Gerald Germany 9  
James Bryant 9  
James Chmielewski 9  
Dennis Justus 9  
Charles Hodges 9  
Charles Butler 7  
Donna Trego 7  
David Landrum 6  
Arthur Ricks, Jr. 6  
George Pillows 6  
David Amerson 6  
Jose Rodriguez 6  
James Holloway 6  
William May 2  
Donald May 2  
R.L. McGuire, Jr. 2  
James Hohimer, Jr. 2  
Jerry Welter 2  
Neva Jones 2  
Richard Adams 1

### LITTLE ROCK FOUNDRY

Michael Creamer 2  
Chester King 2  
George Wallace 2  
Kenneth Golatt 2  
Donald Hale 2  
Lebron Johnson 2

### CORPORATE OFFICES

Pat Merriwether 9  
Jean Eager 6  
Donald Lorenz 3  
Mary King 2

### INDUSTRIAL SUPPLIES

Janice Brooks 15  
Dianne Register 2  
Sylvia Hawkins 2  
Roy Shinn 1  
Pamela Reece 1  
Michael Looney 1  
Claude Mullins 1

### MANUFACTURING ADMINISTRATION

Gene Vinson 24  
Mike Champion 19  
John Coffield 16  
Paul Tuscana 11  
William Redd, Jr. 9  
Mark Wright 8  
Jack Weaver 7

### MACHINERY SALES

Hugh McWilliams 17  
Keith Walters 13  
Rich Dombrowski 9  
Dan Pillar 4  
Terry Kerbo 1

### CORPORATE COMMUNICATIONS

Viron Barbay 2

### TRAILER PLANT

Coy Oliver 36  
James Mainer 34  
Bobby Malnar 24  
Orvell Molandes 24  
Ancle Armstrong 20  
Bob Westbrook 17  
Marlon Yarbrough 17  
Jerry Ferguson 14  
Norman Barlow 13  
Shirley Hadnot 12  
DeLoyce Dodd 12  
Earl Randolph 10  
Joseph Waller, Jr. 9  
Jackie Nichols 6  
Billy Bynum 6  
Jimmy Watson 2  
Russell Harvey 2  
Marvin Rich 1  
Mark Hayes 1  
Phillip Lawson 1  
Jerry Curtis 1  
Charles Mettlen 1  
Brian Cloinger 1  
Charles Kendrick, Jr. 1  
Todd Picha 1  
Steven Teague 1

### TRAILER SALES AND SERVICE

Jim Horn 29  
Joe Wade 21  
Kenny Jackson 7  
Terry Blake 7  
Robert Polasek 6  
Randy Collins 5  
Hubert Ream 4



**James Mainer**  
34 Years



**Bill Temple**  
32 Years



**Steve McKinney**  
32 Years



**Gayland Wallace**  
32 Years



**Don Jones**  
31 Years

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