

A color photograph of a winter scene. In the foreground, a large wooden wagon with two spoked wheels sits in a snowy field. A wire fence runs across the bottom of the frame. In the middle ground, there is a log cabin with a bright red gabled roof. To the right, a white house is partially visible. The background is filled with bare, dark trees against a pale sky. The entire scene is covered in a layer of snow.

The Foundry Roundup

JANUARY, 1954

You Received a Present . . .

\$500 Worth of Fringe

YOU'VE heard of "fringe" on a surrey. You might have even ridden in a surrey with "fringe" on top.

But the "fringe" we want to talk about amounted to almost \$500.00 for you last year.

Five Hundred Dollars! That's a lot of fringe in any man's language.

Yet that's what the "fringe benefits" amounted to in dollars and cents that you as an employee of Lufkin Foundry and Machine Company received last year.

These benefits are not new to employees of Lufkin Foundry and Machine Company. Many years before contracts and publications coined the words "fringe benefits," your Company was adding these things to your welfare.

It hasn't been just a matter of this Company paying each man so much an hour for his labor. A healthy sum of money is being put aside in each employee's name for Social Security to be drawn upon retirement; for unemployment com-

THE LUFKIN FOUNDRY & MACHINE CO.		Nº 54390	
LUFKIN, TEXAS			
FACTORY PAYROLL ACCOUNT			
		CHECK NUMBER	DATE
PAY TO ORDER OF	ANY EMPLOYEE	Nov. 1, 1953	★ 493 DOLLARS ★ 79 CENTS \$ 493.79
		LUFKIN FOUNDRY & MACHINE CO. FACTORY PAYROLL ACCOUNT	
		S P E C I M A N	
TO:	THE LUFKIN NATIONAL BANK LUFKIN, TEXAS 88-343 1131		

Actually, each employee of Lufkin Foundry received \$493.79 worth of vacations, insurance, unemployment compensation, Christmas bonus, Social Security and other things. No hours were worked by employees to receive these benefits.

If you were to be given a check for your share of the lump sum which the Company pays as its part on Social Security, employee insurance, unemployment compensation, vacations and Christmas bonuses, you would receive \$493.79.

If this amount were added to every man's hourly earnings, his pay would be increased by 27 cents per hour.

pensation in case of emergency; for employee insurance in case of illness and absence from work; for vacation pay, bonuses and other things.

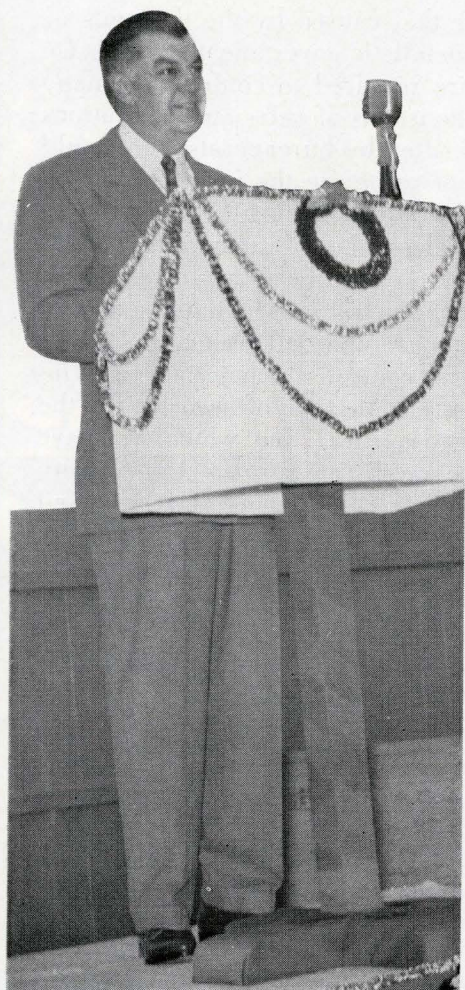
Your welfare is being considered. We hope these dollars and cents contributions by the Company to your welfare will grow larger as the years go by and business increases.

In the meantime, when you hear the word "fringe" remember what it means to you in Uncle Sam's greenbacks.

E. P. TROUT

Lufkin Foundry ROUNDUP

Annual Christmas Speech



E. P. Trout . . . Christmas is indeed a truly wonderful time of the year.

(EDITOR'S NOTE: This speech was delivered by E. P. Trout, vice-president, before all employees December 23, 1953. We are printing it in this issue of the **ROUNDUP** for the benefit of the families of our employees, and friends of Lufkin Foundry & Machine Company.)

IN JUST two more days, it will be Christmas. Just about 36 hours from now the Yuletide Spirit will embrace mankind the world over.

Christmas is truly a wonderful time of the year. Men pause in their headlong flight toward power, wealth, fame, and achievement to pay homage to One who came to this earth to teach us love, fellowship and concern for one another. How wonderful it would be if you

and I and all people everywhere could keep the spirit that comes to us at Christmastime throughout the other 364 days of the year!

For many years now, it has been the policy of this Company to bring all the employees together at Christmas time so that a representative of management might review the progress we have made together and to think of what lies ahead.

Today, I'd like for you to think of this meeting much like you would think of a family gathering, where the joys and successes are shared together and the problems are discussed with the view of ironing out the wrinkles.

Indeed, we are a family. To be a happy and contented family, we must feel concern for each other and be willing to go that extra mile, if necessary. What man is there among us who would refuse the request of a brother or sister should they need our assistance? Not one. Here in this plant, we spend the greater part of every day, working side by side. Is it so unusual then to expect that we have a kindred feeling for one another? Are we not all striving toward some goal? If we accept this fact as basically true, we would have more patience, more understanding, and more regard for each other. No job is a small job if it is done in a great way. And no man is a small man who does his job well.

Every little cog has its place in the wheel. Regardless of how you spend your eight hours each day in this plant, you are doing your part in helping to produce a fine product that is respected throughout the world. We share pride of ownership in this respect.

Your job, whether it be running a boring mill, pouring molten

metal, nailing the shipping crate together, sweeping out the aisles, inspecting the precision of others, or driving a truck—each job is a part of the whole.

MANAGEMENT wants you to know that it is especially proud of the jobs you have done this year. We of management know that this hasn't been the easiest year for everyone—financially speaking. But we do sincerely appreciate the harmony and good will that has prevailed among the employees and between the employees and management.

We have slighted our stockholders this year. Only a modest dividend was paid by this Company—not as much as the average investor would receive for selecting almost any stock on the Stock Exchange.

This Company could never have been founded without stockholders. By stockholders, I mean men and women who are willing to risk their money on the belief that this Company could succeed. They not only risked their money in the beginning, but they constantly risk their money each year to provide the capital necessary for the Company to operate. Money must be made available for research, for process development, tools, machinery, buildings and improvement in working conditions. This is necessary to meet competition, and to give full-time employment to you men. Whenever the time comes that these men and women refuse to risk their capital, this Company will fail, and we will all be out of a job. We are, and should be, grateful for the sacrifice that our stockholders have made this year.

AS I TOLD YOU at this time last year, 1952 was marred with many misunderstandings and the filing of what we thought, were unwarranted grievances. I am most happy to be able to stand here today and report that this was not the case during 1953.

Although this Company did not enjoy as prosperous a year—financially speaking—as it did during 1952, we still consider this a most successful year, because of the harmonious relationships that have existed throughout this plant. And because this was true, we all have prospered together.

This feeling of understanding for each other's problems which has prevailed during the past 12 months has made for better working conditions, and better working conditions mean a finer product, and a finer product means prosperity for both the Company and the employees.

Most of you know that our products are top-notch in their field everywhere in the world. We always want to keep—and better—this reputation. For this reason, we have been slow in developing our long stroke hydraulic unit. The three that we have in operation are performing in a reasonably satisfactory manner. We have great hopes that our new air-balanced pumping unit will be well received within the industry, more in particular for our larger long stroke units which will give our Company a more complete coverage and more work to our employees.

Progress is being made in our industrial gear series with a little special emphasis on our newly developed right angle drives.

In our Trailer Division, we have high hopes that our new all-aluminum trailers will add much to the progress of this division. Your Company is constantly striving to advance our products, forever test-

ing and experimenting to keep abreast of the times, and to keep two steps ahead of our competition.

Have you fellows ever stopped to think that our products—those that you help to produce each day—are in a highly competitive market? You realize the competition that exists between soft drink companies or cigarette manufacturers. We hear their advertising every day. But we don't hear pumping units or gas engines or trailers advertised over the radio, and we might not realize that we are having to produce a top-notch product or get pushed into the background by other companies manufacturing the same things.

THE ONLY SETBACK this Company has ever experienced in its ever increasing advance in the oil business, was the strike two years ago. Our competition took advantage of that situation and made deep inroads with our regular customers. This is partially responsible for some four-day work weeks. We have never yet fully recovered, but we are striving constantly to regain that which was lost.

To keep two steps ahead of competition, we must produce our product economically, so that our price to the customer will be competitive. We must manufacture a product that is highest in quality and performance. You are the ones we depend on to see that this is done. Management must be progressive, active, and alert, and possess the necessary creative ability and ingenuity to keep its product ahead of competition.

Management has its problems and headaches. I think that many times some of you forget that management has its trials and tribulations as does labor. Not the least of these headaches of management

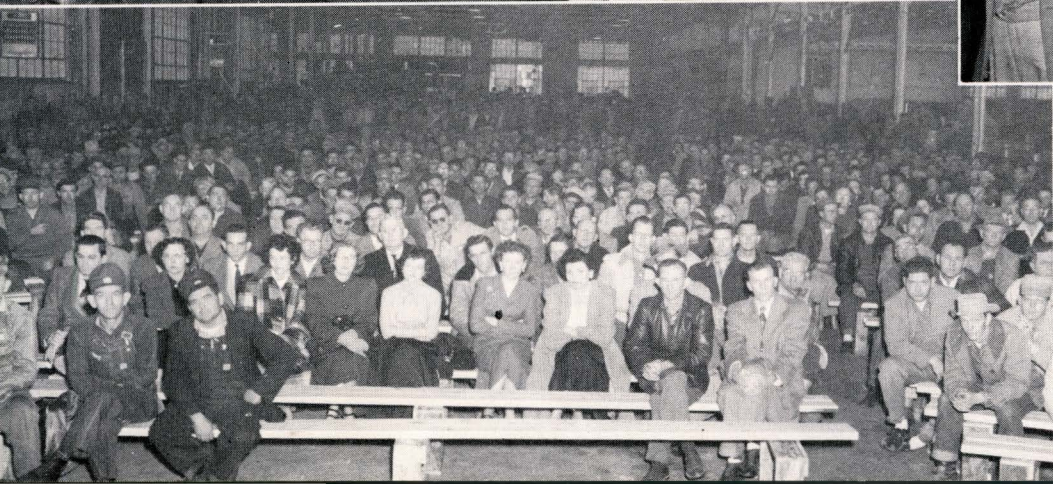
is that caused by the demands of socialistic government control. We are required to conform to many thousands of rules and regulations written by bureaucrats who would not recognize the inside of a production plant such as ours. Nevertheless, these bureaucrats, for 20 years, have been supported by an administration which has sought to impose upon all Americans a central control which promises to insure some type of security for the individual, but which, we have learned, can furnish that security only at the cost of what we used to think of as "the freedom of the individual." You may look at any of the pay checks to recognize the tremendous amount of work placed upon management in deducting from what you have earned—taxes, social security, and many others. In addition to this, there are many rules and regulations with which you probably are not familiar, which makes the burden of management many times that which it should be.

I want to point out that the present administration in Washington has brought about many economies in government. A great deal of the waste that has been current in prior years has been stopped. As a result of all this we have been assured that beginning January 1, there will be a reduction of 10 percent in the amount of income taxes which management is presently required to withhold from your pay. Instead of deducting 20 percent from your earnings, only 18 percent will be deducted. This represents 10 percent reduction in your deductions. I realize that 10 percent is not a great deal. But if the job that is being done in Washington now can continue in the same direction, I think the time is not too far off when these deductions from your paychecks will be substantially less than they have been in the past. Unfortunately,

Continued on Page 9



Christmas Snapshots 1953





This spot looked like a good place to set empty bottles, but many were lost as one was kicked off step.

Not one penny has been invested in this Fund by the Company, nor has one penny been received by this Company. It is strictly an enterprise by and for employees.

At one time, several thousand dollars was the working balance of this Fund, which was administered by the Coke Fund Committee. Today, less than \$200 is in the Fund and it is steadily dropping lower and lower.

The reason? It's simple. More is being spent than is being taken in from soft drink sales.

In the first place, many requests for help have come to the Fund since the Fall of 1951. Employees who were out of work, ill, or suffered other misfortunate circumstances have been loaned or given

must be paid for each case of bottles, and that's where the loss is the heaviest, the committeemen report.

The third reason the Fund is almost broke, is that \$7 per week is paid for lost or broken bottles. Someone has suggested that some of the loss can be attributed to the fact that bottles of soft drinks are removed from the cases which are stored next to the coolers and drunk without being paid for. However, it is doubtful that any employee would refuse to pay five cents for a Coke when he knows the profit from his nickel may go to help some fellow employee in desperate need.

A total of 130 cases of soft

Coke Fund Almost Depleted

BROKEN GLASS IS CUTTING PROFITS

TWO CENTS! Nobody but a miser would care what happened to two cents.

But multiply two cents by 25 cents and you get 50 cents, and that's worth consideration at least.

Now multiply 50 cents by 14, and you get \$7.00. That certainly is worth talking about!

Seven dollars is the amount employees of the Lufkin Foundry and Machine Company are throwing to the four winds by breaking 14 cases of soft drink bottles each week.

If \$7 is lost per week, that means \$365 per year.

This is the amount lost each year by the Employees' Coke Fund, for it is this Fund which handles all soft drink sales in this Company.

money from the Fund. Seldom is the money repaid.

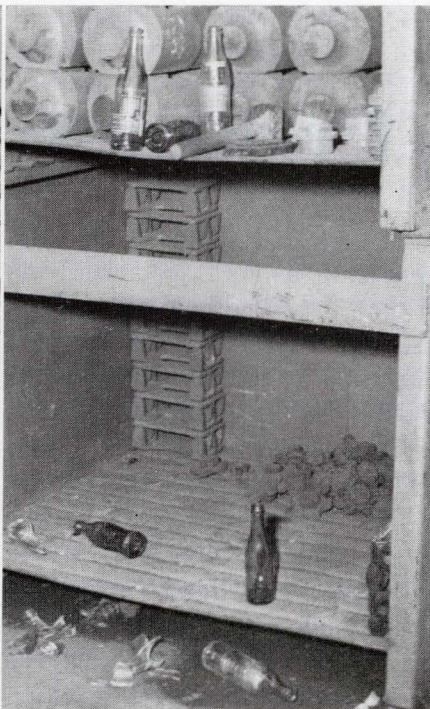
"In fact," a committeeman said, "there are times when the money is given strictly as a gift to folks who suddenly find themselves in desperate circumstances through no fault of their own. But there are those to whom loans are made, but they seldom pay the money back. By not repaying the loan, they are depriving others of the privilege that meant so much to them when they needed it the most."

A second reason is that soft drink prices have been raised. One case of Cokes costs a total of 96 cents. At a nickel per bottle, a total of 24 cents profit is made on each case. But a 50-cent deposit

drinks are bought each week by the Coke Fund. There should be



Why bother with an empty bottle? Just toss it aside; 2c isn't much.



Push buggies and fork trucks make dangerous mush from bottles.

These bottles were not meant to be knocked off; now they're useless.

\$31.20 profit realized on this many cases. Instead, out of this \$31.20, \$7.00 is paid for broken or lost bottles, and several other dollars are lost which would indicate that Cokes are being drunk without being paid for.

The time may come when the Fund is losing more than it takes in. In which case, some Fund committeemen say they will not recommend that the Company invest any money in the project. This, in turn, will mean the removal of the coolers from the plant.

The Company does pay the wages of employees whose job it is to keep the empty bottles picked up and replaced in the empty cases.

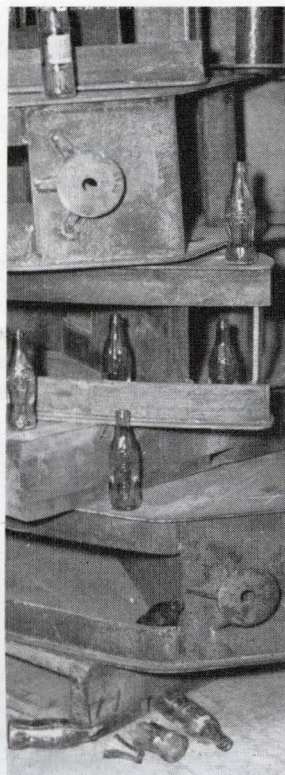
How much easier it would be if each person would take the time to replace his empty bottle in a case! It would mean more money for the Fund because of fewer broken bottles. This would mean more money for employees when they experience misfortune and need help.

TIDBITS for THOUGHT

Here's a new definition of "tax-payers"—those who don't have to pass a civil service examination to work for the government.

Profits have been improving recently, but are still below pre-depression levels. In 1929, corporate profits after taxes were about 9.6 per cent of the national income. In the first half of 1953, they were 6.7 per cent.

Uncle Sam's tax take went up 21 times during the last 13 years while personal income rose only $3\frac{1}{2}$ times.



One jar from a fork truck and seven bottles are reduced to broken glass

This meter hole is a catch-all for discarded bottles, lunch garbage.

HIS HOBBY IS . . .

Chin Tickling Brahmins

ALMOST everyone has a hobby of one sort or another. But imagine having the hobby of caressing a giant Brahman bull!

Yet, that's exactly how Medford Cowart, Pattern Shop employee, spends his leisure hours.

"I've been crazy about cattle as long as I can remember, but I didn't do anything about getting a herd started until 1950," Medford explains.

From a beginning of four heifers in 1950, Medford now has 20 head roaming 100 beautiful, rolling acres of land northeast of Huntington.

Not being satisfied with anything short of the best, he bought only stock that was registered with the American Brahman Breeders Association, of which he is now a member.

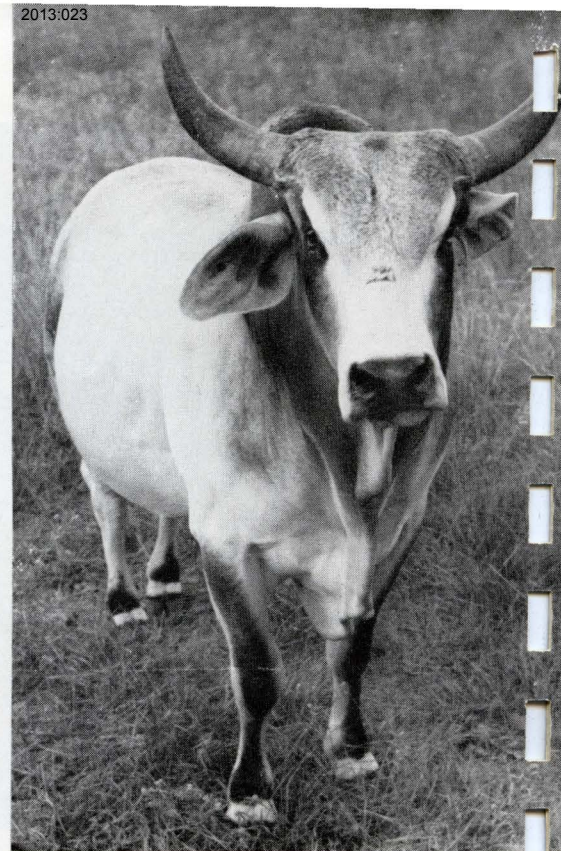
It was in 1951 that he bought four more female Brahmins and his male, "Mr. J. H. 44th."

The surprising thing is the gentleness of his herd. Upon arriving at the farm, Medford takes off his hat and begins to wave and call out to the cattle. They respond as quickly and as meekly as a dog.

They crowd around him, eager to eat from his hand. Even "Mr. J. H." noses forward to get his share. Brahmins love to be scratched, and they'll stand by, docile and patient, as long as there's food in his hand, or as long as he'll scratch under their chins.

"With the price of beef what it is today, I'll not make a fortune with my herd, but I'm not looking for a fortune anyway. I just want to raise registered Brahmins for the fun of it," Medford stated.

The raising of Brahman cattle in the United States has mushroomed into a big industry. The American Brahman Breeders Association has 2014 active members residing in 38 states and 16 for-

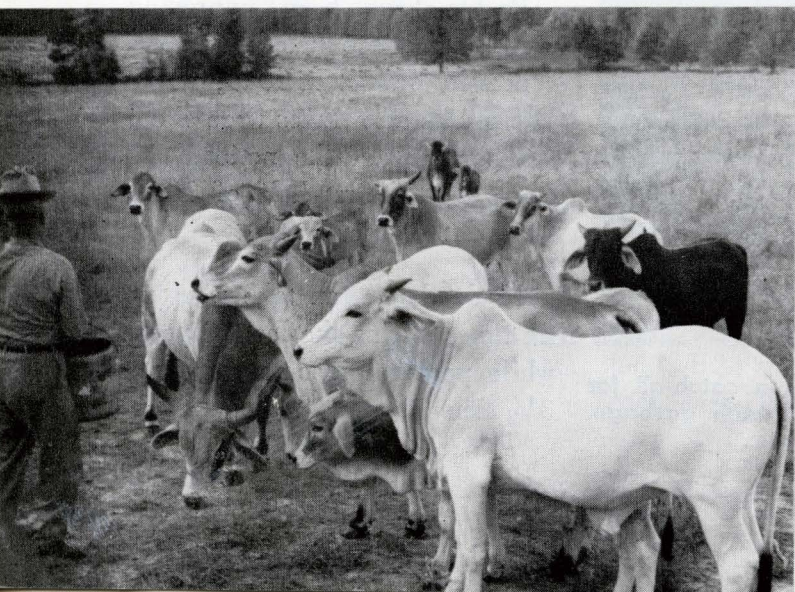


Believe it or not, all he wants is a little scratching under his chin.

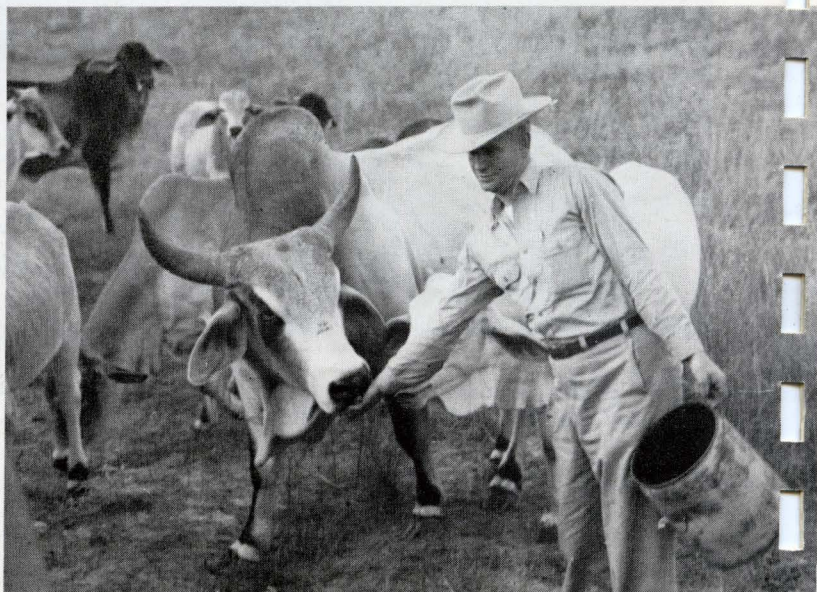
eign countries. These members are raising 196,000 registered animals.

Medford expects to add to that number this Spring when his herd is scheduled to increase sharply with the birth of several calves.

When Medford arrives at his farm, he waves his hat and calls his herd to him as easily as he would dogs.



There aren't many folk who want to hand-feed a Brahman, but Medford insists he's gentle as a baby.



CHRISTMAS SPEECH

Continued from Page 4

part of this reduction is offset by an increase of $\frac{1}{2}$ of 1 percent deduction for social security.

TO TALK about 1954 in positive and definite terms would be foolish. We don't know what's ahead. But we do know this. We know we have excellent products; we have faith in you; we have faith in our country; and we know we have salesmen who can present our products to the customers. We honestly believe that next year will be as good as the past, and we are hopeful that it will be better.

Right now, the Shipping Department employees can tell you that we are on a day-to-day basis. We don't know from week to week what our business will be. The oil companies are buying on short notice without keeping up their inventory. It's almost like over-the-counter buying.

But we must have faith in the future. All is not so black and dreary as some of our radio commentators would have us believe.

Let us have faith in ourselves, in our fellowmen, and in God, who still is ruler of this universe and whose love for mankind remains constant.

If we can, at this season let us forget our troubles and worries. Let us instead, remember the reason why we are honoring Christmas. Let us resolve to honor it every day in our hearts. Let us strive to make this battered old world a brighter and happier place by just practicing kindness, loyalty, justice, and by feeling love for each other and reverence for God.

FOR MANY YEARS during Christmas season it has been the policy of the Lufkin Foundry & Machine Company to distribute among its

employees a portion of that which all of us together have been able to make during the year. From a bonus standpoint, the year of 1953 has been far from perfect, but with the cooperation of all, we find that we are able to continue our Christmas bonus policy.

We, therefore, are distributing today these bonuses among you with the hope that it may make for you and your family a brighter and a happier Christmas.

All employees of one or more years of service will receive a bonus of 76 hours.

Employees of more than six months but less than a year will receive 38 hours.

Employees of 90 days' employment but less than six months will receive 18 hours.

All employees less than 90 days will receive 8 hours' pay at their regular rate.

And now, on behalf of management, we want to say to each of you a *sincere Merry Christmas*, and to express the hope that the year 1954 will be a more prosperous, healthier and happier year for everyone.

Income Tax Service Offered

Helen Lowe, employee of the Accounting Department, wishes to announce the opening of an office in her home at Keltys for the purpose of preparing income tax returns.

Prior to her employment here, Helen was associated with Howard Walker Real Estate Agency and has been active in tax work for the past eight years.

She can be contacted at her home just north of the new Kurth Drive after 5 p.m. on week days, and at any time during the weekend.

I'm Just a Steering Wheel

I'M JUST a wheel—a steering wheel—and you're my captain.

Behind me, you're the lord and master of a miracle. You can make me take the kids to school. You can turn me down the sunny road to town. With me you can guide your goods to market . . . you can rush the injured to be healed . . . you can go in minutes to places that once were hours away. You can do magic.

Yet in the blink of an eye, in the tick of your watch, I can turn deadly killer. I can snuff out the life of a kid still full of life—maybe your kid.

I can twist a smile into tears. I can wreck and cripple and destroy. I can deal out death like the plague.

And I'm no respecter of persons . . . a child, a grandmother, even you, my friend . . . it's all the same to me.

I'm sensitive. I respond instantly to the hands you give me. Give me calm hands, steady hands, careful hands . . . and I'm your friend. But give me unsteady hands, fuzzy-minded hands, reckless hands . . . then I'm your enemy, a menace to the life, the happiness, the future of every person, every youngster riding, walking, playing . . .

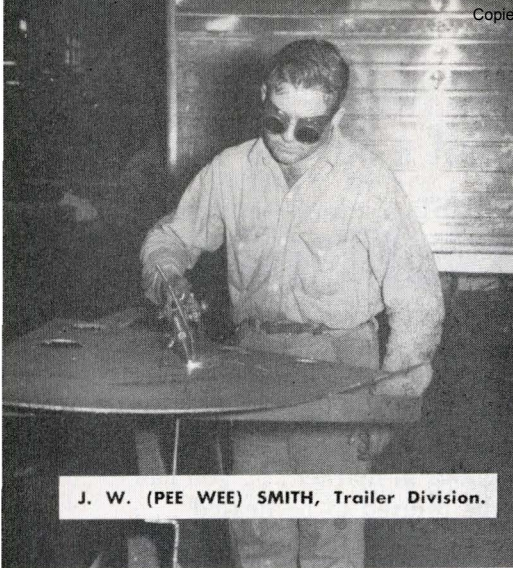
I was made for pleasure and usefulness. Keep me that way. I'm in your hands.

I'm just a steering wheel. And you're my captain. Behind me you're the lord and master of a miracle . . . or tragedy.

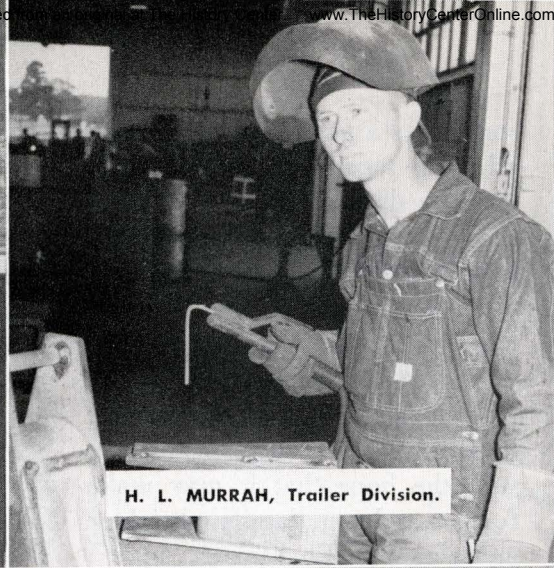
It's up to you.

With thanks to *Shell Pipe Line*

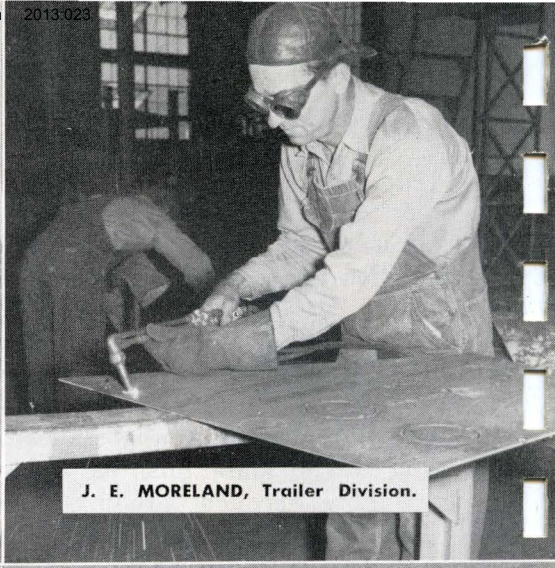
Many a guy who hands a gal a line finds himself neatly tied with it.



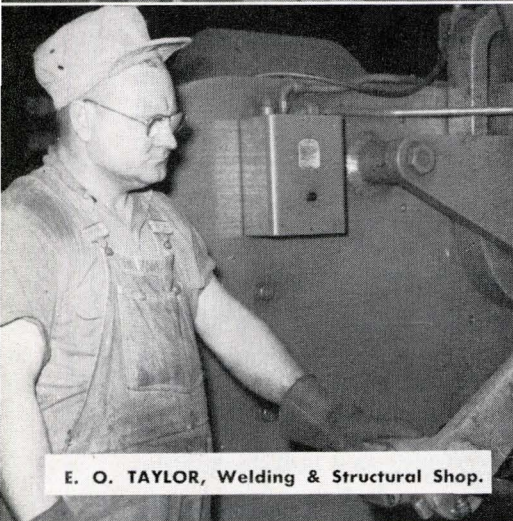
J. W. (PEE WEE) SMITH, Trailer Division.



H. L. MURRAH, Trailer Division.



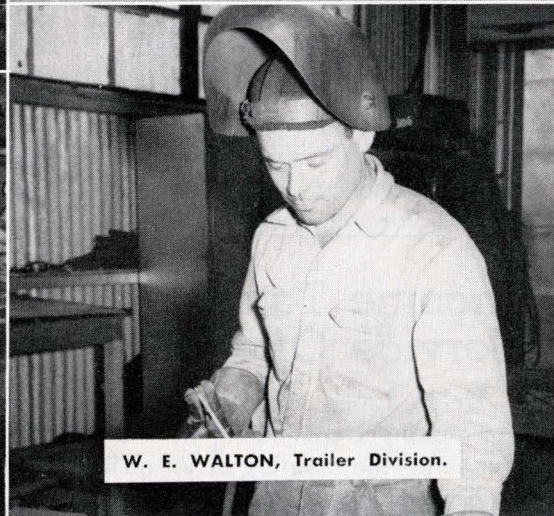
J. E. MORELAND, Trailer Division.



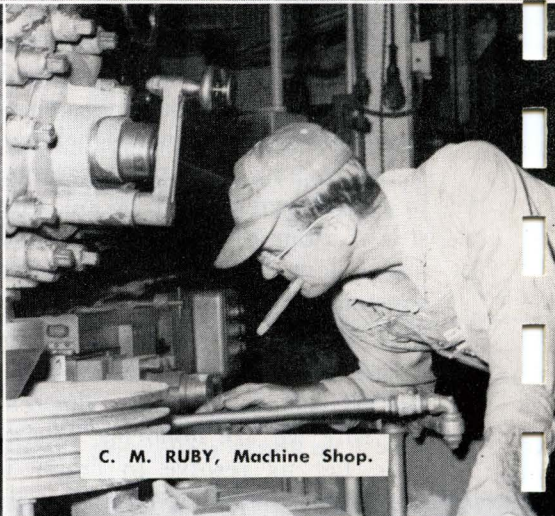
E. O. TAYLOR, Welding & Structural Shop.



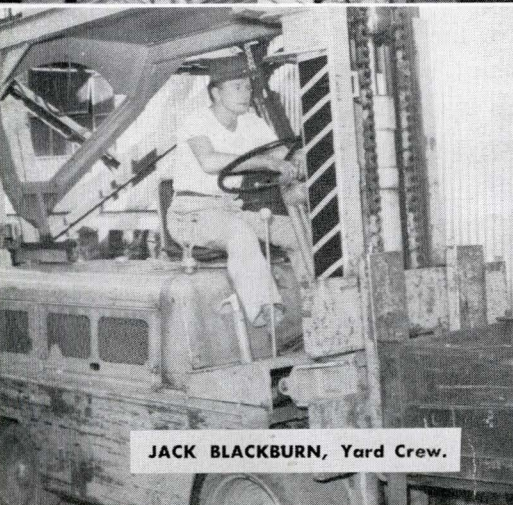
J. T. LAWRENCE, Machine Shop.



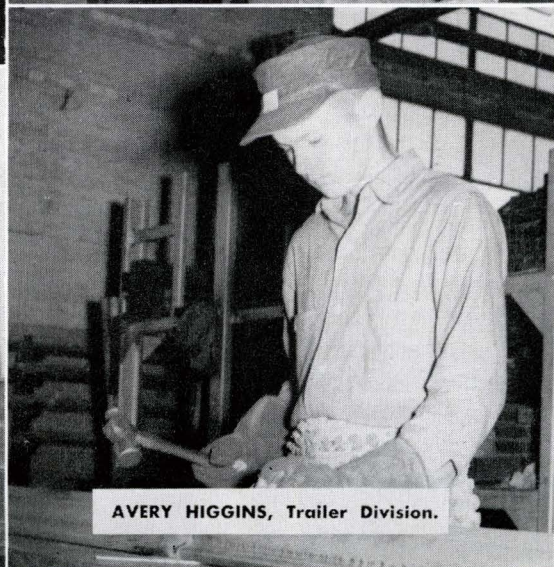
W. E. WALTON, Trailer Division.



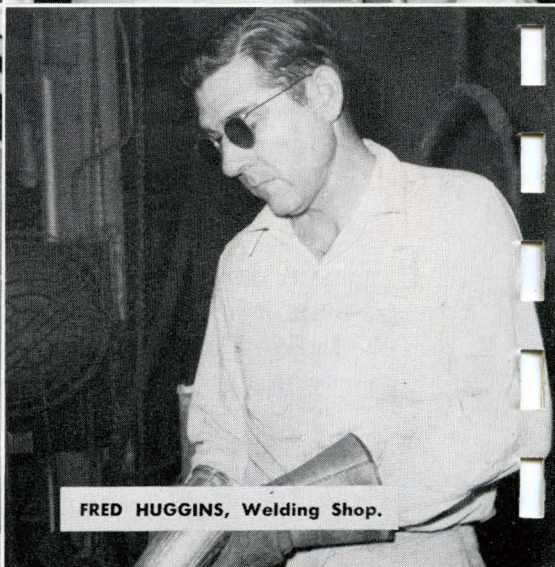
C. M. RUBY, Machine Shop.



JACK BLACKBURN, Yard Crew.



AVERY HIGGINS, Trailer Division.



FRED HUGGINS, Welding Shop.

Lufkin Folks

FOR a portrait of a proud father, drop by the Shop Maintenance department and take a look at James Boyd.

But better still, take a look at what makes him so proud. Her picture is on this page. One day she'll blush and chide her daddy for putting her before the public in such a pose. But until then, we'll smile and comment on how much she favors her dad.

The little miss we're speaking of is Lynda Suzanne Boyd, better known as "Susie Q." She arrived in this world June 23, 1953, and four and one-half months later, she displayed four teeth! Now it isn't every baby that can do that, James will quickly tell you.

He'll tell you a few other things about this girl if you will stop to listen—as any daddy will, who has a fine youngster to boast about.

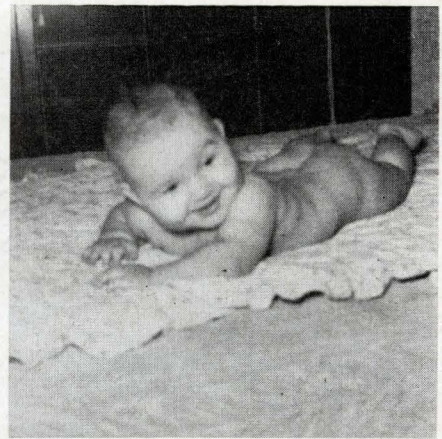
Deer season may be gone until next November, but there are those who still like to look at pictures of the luck of others. G. W. Thompson, Trailer Division employee, Second Shift, always gets his buck—most of the time, he gets two each season. He was hunting in new territory this year, but still killed the only buck he saw. Next season he'll have his rifle primed for two, and you can bet your life he'll get them.

December 19, 1953

Dear Friend:

I received your nice letter and I am glad to hear all is well at the plant.

I have been receiving the LUFKIN LINE and the FOUNDRY ROUNDUP regularly. I find it interesting to read of the activities of the fellows and the plant. Also,



Like father . . . like daughter . . .

I find the joke page good for a few laughs.

During this holiday season I want to extend my sincere wishes for a Merry Christmas and a Happy New Year to all the fellows I worked with and to the office personnel. May the coming year be happy and prosperous for everyone.

Sincerely yours,

A/3C MILTON E. WATSON
AF 18426868
527 AC&W GP. Det. 21
A.P.O. 929 % Postmaster
San Francisco, California



This unlucky buck was killed by G. W. Thompson. Left is Mrs. Thompson.

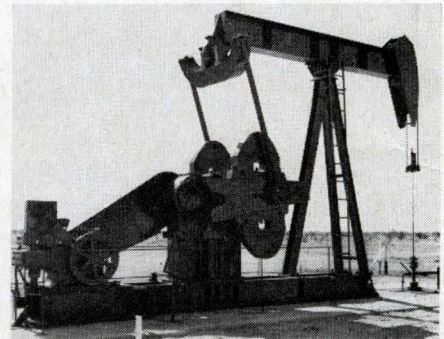
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by

LUFKIN FOUNDRY & MACHINE CO.
VIRGINIA R. ALLEN, Editor



Member
Society of Asso-
ciated Industrial
Editors
International Council
of Industrial Editors





HOW MANY SUNNY DAYS IN 1954?

THE BEST ALMANAC in the world won't *guarantee* what the weather will be next year, or *any* year in the future. We can get some good scientific guesses about the weather, but no guarantees. No one knows for sure about the future.

NEITHER can Lufkin Foundry and Machine Company know for certain how our business will be next year, nor how many pumping units or gas engines or trailers our customers will order, nor how much money our Company will take in during any future year. We wish we could know these things for certain, because that would make it much simpler—and easier—to run our business profitably.

YOU, TOO, would like to know exactly what your

income will be in 1954. You would like to know how your family's health will be during the next 12 months; whether or not you will have any special expenses in your household. And Lufkin Foundry and Machine Company would like to know if there will be any expensive breakdown in the plant, any unexpected costs in the months ahead. But we can't be certain about these things, any more than we can be sure about the weather next year.

NO ONE can *guarantee* the right answers about our future. But one thing we can be fairly certain about. If we do our best at our jobs day by day, we have a mighty good chance to get for ourselves and our families the most security the future has to provide.

Photo by David W. Corson from A. Devaney, N. Y.