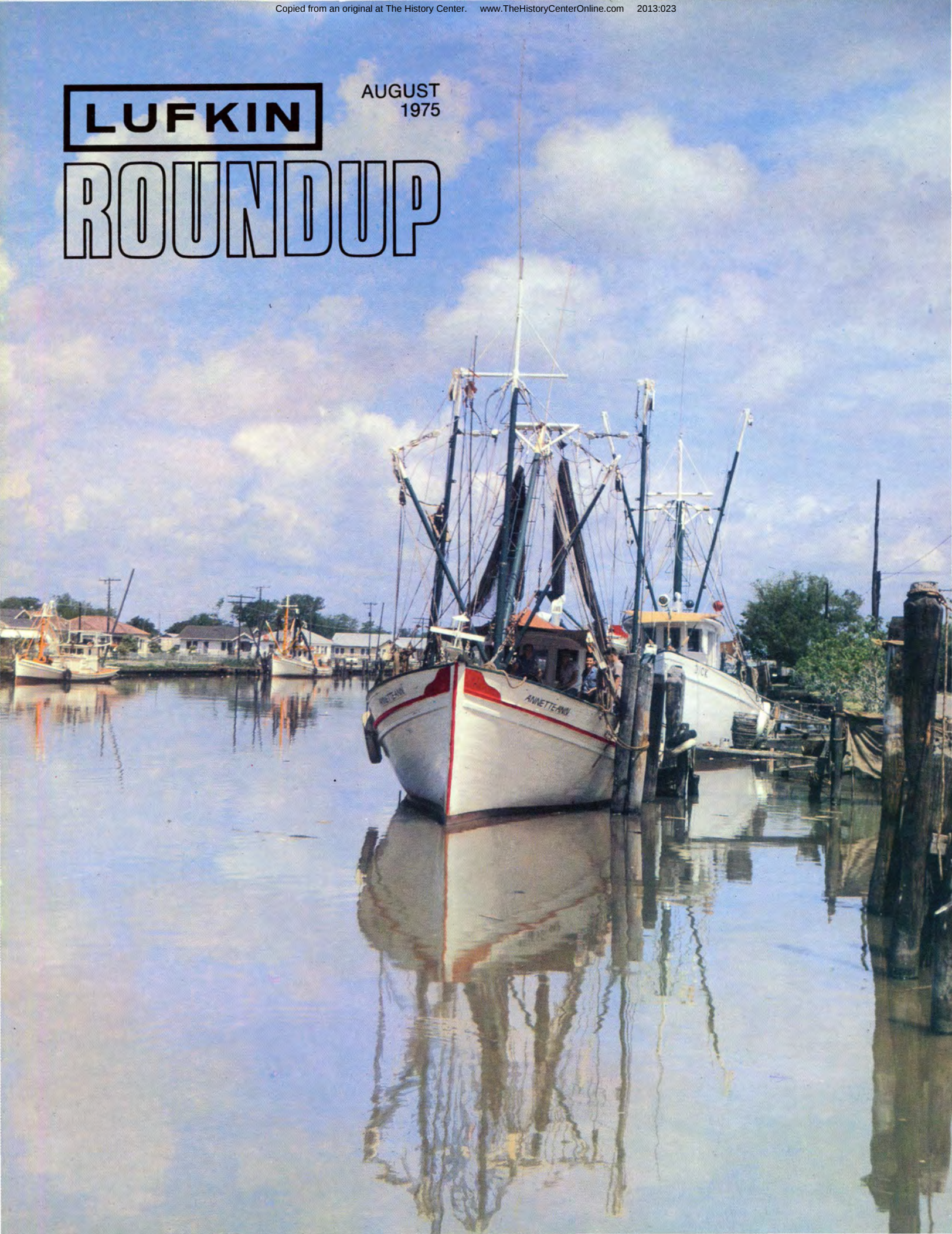


LUFKIN

AUGUST
1975

ROUNDUP



from The President's Desk...

FELLOW EMPLOYEES:

Within two days, LUFKIN lost its Senior Vice President and a recently retired Vice President-Finance and Secretary.

Robert Lang, senior vice president of foundry operations, died June 16, and W. A. Kirkland, retired vice president-finance and secretary, died June 15.

Although different in personality which suited them to the job each was responsible for, both men were dedicated, loyal employees of Lufkin Industries, Inc. Both men came up through the ranks and believed in doing a day's work for a day's pay.

Their attributes of integrity, perserverance, high ideals, faithfulness and dependability were indicative of the men they were. Sometimes in today's world we don't put emphasis on—nor are we aware of—the importance of such attributes.

Any Company—or any family, for that matter—is fortunate to have such men as Robert Lang and Bill Kirkland in positions of leadership and responsibility.

Robert came to work for our Company as a molder's helper in 1929, when he was only 17 years old. Later he became a molder, then timekeeper, then assistant foundry superintendent, then foundry superintendent, then vice president and lastly, in April of this year, he was named Senior Vice President. He sunk his roots in



Robert Lang
1912-1975



W. A. Kirkland
1909-1975

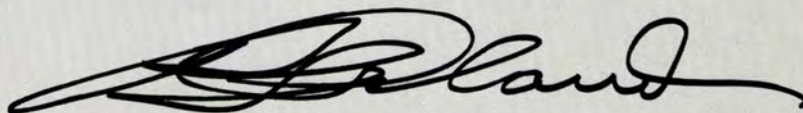
this Company and gave it 46 years of the 63 years he lived on this earth.

Bill was employed by LUFKIN in 1944 in the Trailer Division office. Later he was transferred to the accounting department in the Main Office. He progressed in this department, eventually being named controller, treasurer, secretary and lastly on April 10, 1974, he was named Vice President-Finance, Secretary and Assistant Treasurer. Bill gave 31 years of his life's work to LUFKIN, retiring last December 31.

Bill was the quiet man who might not be noticed in a crowd but he was the man management leaned on for important answers to questions that kept our company operating smoothly in financial matters.

Both these men will be sorely missed. But the legacy they left this Company—proving their true leadership and managerial strength—is the fact that each had in his department someone who can carry on in his absence.

This Company is 73 years old; these two men had 75 years of combined service to it. The Company lives on, stronger because of people like Robert and Bill.



\$6.7 Million

Benefits Equal \$1.15 Per Hour Per Employee

In the past two issues of THE LUFKIN ROUNDUP there have been articles concerning your Company and what it does with money it gets from the sale of its products.

The first article had a drawing of how the 1974 sales dollar was divided. Out of each dollar the Company received, it spent 63.91 cents for materials, manufacturing costs and operating expenses. That is the largest portion of the dollar.

The second largest portion was spent to meet the payroll—21.52 cents. The third largest was paid in taxes—11.53 cents.

That left 3.04 cents. From this, 1.67 cents was put back into the business for plant expansion and equipment and 1.37 cents was paid in dividends to our shareholders.

The second article which appeared in the July *ROUNDUP* concerned profit and how it has provided more jobs, higher wages and money to put back into the business. Accompanying this second article, there were graphs showing what has occurred at Lufkin Industries, Inc. during the past 18 years.

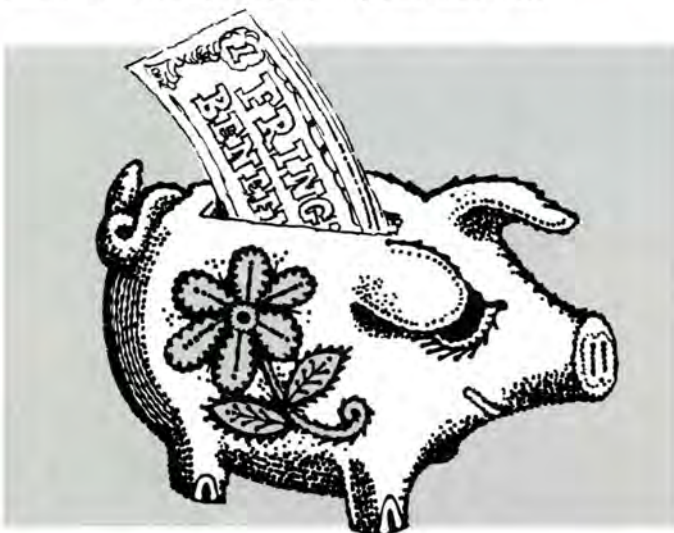
Now we come to the third and last in this series of articles. This month we will see what "fringe" benefits or indirect wages each of us gets as an employee of this Company.

Whatever your hourly wage is, you can add another \$1.15 per hour to your pay scale. That \$1.15 per hour per employee is what the Company pays for employee benefits.

If your pay scale is \$4.00 per hour, then in reality the Company is paying you \$5.15 per hour to include your indirect wages.

Accompanying this article is a chart listing the amounts the Company pays for each of the "extras" which you receive because you are an employee of Lufkin Industries.

These amounts, in many instances, are minimum estimates by our accountants. Comparing our list with other lists, we found that we did not include several items that other companies list such as paved parking lots, safety equipment, free training schools and supplies, call-out pay, payroll deductions for insurance, credit union payments or savings, employee purchases, etc.



INDIRECT WAGES

	Year 1974	Year 1973
Federal F.I.C.A. (Social Security)	\$1,251,811.05	\$1,131,512.19
State Unemployment Insurance	68,694.12	75,929.13
Workmen's Compensation Insurance	429,136.11	290,288.37
Salary Christmas Bonus	423,853.92	373,011.46
Shop Christmas Bonus	178,847.65	130,529.01
Salary Holiday Pay	197,596.00	179,596.80
Shop Holiday Pay	388,274.96	340,216.16
Shop Vacations	478,872.83	415,857.26
Salary Vacations (Est. 13 days)	321,029.24	291,844.80
Life And Health Insurance (53.10% of premium)	461,828.00	461,827.68
Memorial Hospital Discount	41,355.88	41,355.88
Rest Periods (1/2 hour per day for coffee breaks and other rest periods)	1,245,994.00	1,132,722.00
Employee Magazine	50,000.00	46,170.00
Jury Duty	4,800.00	4,635.00
Absences	65,000.00	67,348.80
Pensions	1,104,000.00	783,942.00
	\$6,711,094.00	\$5,766,786.54

When we get our pay checks, most of us look only at the bottom line to see how much actual cash we are going to get. It probably would surprise us if we took time to see how much Social Security, taxes, insurance and credit union deductions had been made from our gross pay.

Along this same line, we probably would be shocked to see how much the Company has left from all its sales after deductions have been made for materials, manufacturing costs, operating expenses, taxes and payroll.

A national report was published by the U.S. Commerce Department of a survey they made of all U.S. corporations of corporate after-tax profits in 1974. This report revealed that employees received 87.4 cents in pay and benefits and the corporations got 12.6 cents of each after-tax dollar. Of this 12.6 cents, the survey showed that seven cents were plowed back into the corporations and 5.6 cents were paid in dividends.

The purpose of these three articles was to inform employees of how this Company spends its money. We hope we have answered the questions you might be interested in. We believe the principal misunderstanding between employees and employer involves the distribution of corporate income among employees, employers and stockholders after the payment of all outside Company expenses.

As stated in the President's column in the June *ROUNDUP*, if there are questions any employee still has on this subject, he or she has been invited to write Mr. Poland a letter.



Bill Myers

The A&I Salesman - - -

Like the matchmaker, that colorful individual of fact and fiction who attempts to bring together two individuals with the hope of a successful marriage, the salesman matches the product to the customer. His goal in this brand of matchmaking is to bring profit to both parties, and to continue turning business' wheel of fortune.

Such is the goal of the automotive and industrial salesmen; profit is their business and selling their pleasure.

Industrial salesman Bill Myers

and automotive salesman Kelley Griffin are two of nine salesmen who travel throughout the East Texas area for the Automotive and Industrial Division. The other seven salesmen include Earl Davis, Billy Mooney, Aaron Pigg and Bob Burroughs of the industrial division, and Larry Goodson, Jerry Morris, and Robert Thompson of the automotive division.

Because of the unique conglomeration of responsibilities and challenges the salesman faces, his work day is somewhat special.

Salesmanship is no ordinary art; it's an extraordinary talent. Selling the right material at the right time at the right price is a complex job.



Above: At Kimco, Bill explains the durability of the Black & Decker angle grinder to Tiller Alford



Above right: At Texas Foundries, Bill goes over a routine order with George Blackburn. Bill makes sure he has the correct description of the items ordered and also checks to see if he needs other items not mentioned on the order

Right: Hulen Page of Lufkin Steel Fabricators and Bill check specs on steele strappings. They also make sure proper seals were used on it



Profit's Matchmaker

In a variety of situations, the salesman represents LUFKIN and he is apt to encounter just about anything during the average day. But whatever the situation, he must continually create and maintain good public and customer relations.

Also, the salesman tests the purchasing tempo of the consumer marketplace each day. He has to know the demand so he can make sure the warehouse can supply needed materials to his customers.

As Bill Collins, purchasing agent of Texas Foundries, Inc. told Bill

Myers, "Without good suppliers, we couldn't make it."

Bill Myers, Industrial Salesman

Think of the nineteenth century country squire, that vintage gentleman with soft manners, slow determined efforts, and a confident manner—that's Bill Myers.

"My customers are wonderful to me," Bill surmised as he drove his car, hard hat atop his head. "If they're treated right, if you're courteous, you will always get the bulk of business."



Kelley Griffin

Bill said he didn't care how many competitors came into town; in fact, he disliked the word competitors. "After all," he mused, "I don't want



Above: Kelley carries his new catalog into East Texas Auto Supplies in Nacogdoches to show manager Lynn Westermoreland a new line of products



Above right: Over coffee and donuts, Kelley receives orders from Charlie Bussey, owner of Triple A Car Parts in Nacogdoches



Right: Darrell Lunsford, Lunsford Auto Supplies in Garrison, complains about LUFKIN not special ordering merchandise for him. Kelley explains that the item comes from California not Dallas



Profit's Matchmaker . . . continued

all the business, just most of it."

Each place Bill visited he asked about the products he sold: "Does this fit your need?" or "How is this working out?"

One customer told him a belt broke and in an assuring, not a ruffled manner, Bill told him the product was guaranteed. "Tomorrow,"

he said, "you'll have a new one."

Bill has been with the company for 18 years and admits he likes what he's doing. He likes visiting his customers, and makes certain he represents them fairly.

Kelley Griffin, Automotive Salesman

The automotive customer differs from the industrial buyer. Likewise, Kelley's style of salesmanship differs from that of Bill. Unlike the calm facade of Bill, Kelley ignites

as quickly as the spark plugs he sells—a personality that fits his breed of customers.

He pops into the shop with the gusto of a troubadour before a command performance. Shop personnel show approval in the warm welcome extended to him.

Frequently, he picks up the phone to place emergency orders or to check the date of delivery for a customer. One of Kelley's customers in Nacogdoches said the daily delivery LUFKIN now offers the Nacogdoches area is "one of the best things that has happened to us."

In writing his orders, Kelley makes sure he is exact in describing an item, "This is important," he emphasized, "wrong deliveries lose customers for you."

A glance at the shelves in one of his customer's shop quickly revealed the need for accuracy. The diversification and variety of automotive parts definitely demand detail specification. In writing an automotive order, a slip of one number can deliver another product.

As Kelley entered each community on his route, he looked for new businesses and stopped to see if they needed any supplies. One recent new automotive customer is in Timpson. Kelley returned for the second time to check up on his new customer who frankly admitted he had requested too many items of one particular product.

He asked if he had to "eat" his overstock. Kelley quickly said "no," adding he would pick it up and carry it back to the warehouse that day.

While in the car, Kelley said such a courtesy left a "good taste in the customer's mouth." He explained a buyer appreciates the supplier who will work with him, help him out so he can make a profit.

"Need to help the new owner of a shop get started; it takes time to get a business going."

Careful attention to details, courtesy, and consideration to individual needs is what makes Kelley and Bill special to their customers.

And what makes Kelley and Bill, and salesmen like them, special to LUFKIN is that they care enough about their customers to give them the best of service.

Without good service, no sales, and without sales, no profit. For sure, LUFKIN needs profit's extraordinary matchmakers.



Kelley shows Bill O'Bannon of A&W Auto Parts the different products our warehouse stocks

Maintenance of products sold also catches the interest of this industrial salesman. Bill Sharpe, a lathe operator at Owens-Illinois explains how he sharpens Simonds knives. The knives are used to operate the plywood mill





CURTIS MILLS
Automotive & Industrial
27 years



BRADY BURNETT
Gear Cutters
13 years



BILL WILLIAMS
Welding Shop
25 years



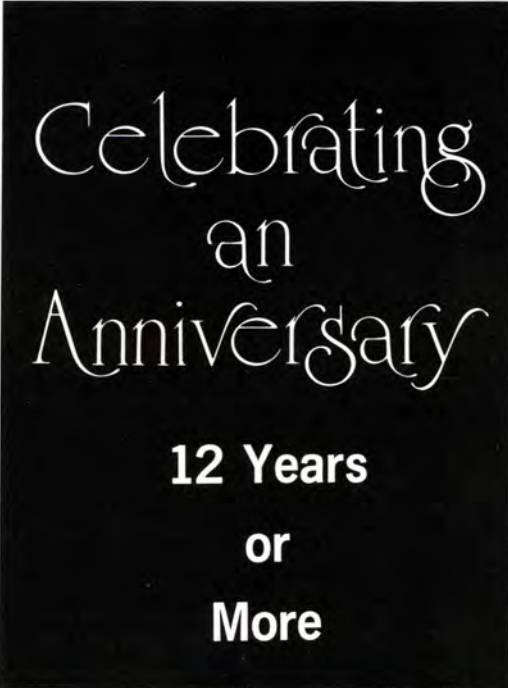
M. R. WALKER
Trailer Division
21 years



LESLIE MIDGLEY
Machine Shop
25 years



D. L. SCARBOROUGH
Machine Shop
25 years



H. L. DYER
Main Office
42 years



J. E. WATSON
Welding Shop
21 years



EDWARD BROCK
Welding Shop
25 years



JAMES WOOD
Gear Cutters
21 years



GENE NELSON
Trailer Division
13 years



SMITHIE REEVES
Machine Shop
25 years



R. O. KENDRICKS
Welding Shop
34 years



DICK McKAY
Automotive & Industrial
19 years



C. L. WILLIAMS
Lathe Shop
34 years



NOLAN WILSON
Main Office
30 years



R. R. HALL
Main Office
13 years



CARREL WATTS
Traffic
34 years



JAMES OATES
Welding Shop
25 years



JIM CUMMINGS, JR.
Traffic
20 years



WINFORD SCHULLER
Machine Shop
19 years



ARTHUR BURRIS
Automotive & Industrial
28 years



LEO GREGORY
Foundry Department
21 years



G. W. KIRKLAND
Welding Shop
25 years



JAMES EVANS
Foundry Department
28 years



FRED CONWAY
Lathe Shop
12 years

More Anniversaries



ARCHIE RICE
Trailer Division
21 years



JOE VARGA
Engineering
14 years



JACK GREEN
Automotive & Industrial
19 years



CARTER OLDS
Trailer Division
12 years



G. C. LAFFERTY, JR.
Machine Shop
34 years



IZERE MURPHY
Foundry Department
30 years



JAMES PARNELL
Jig Department
27 years



MAURICE MALONE
Welding Shop
34 years



PAUL THOMPSON
Welding Shop
21 years



CHARLES CAMPBELL
Tool Room
25 years



NICK BREWER
Yard Crew
21 years



GEORGE DYER
Commercial Gears
13 years



CURTIS TULLOS
Gear Cutters
13 years



LEONARD AVERY
Gear Cutters
20 years



L. E. MODISETTE
Welding Shop
25 years



WILLIE CALVIN
Machine Shop
14 years



CONNELLEE BISHOP
Trailer Division
25 years



JOHN SMITH
Gear Cutters
20 years



CHARLES DANIEL
Machine Shop
31 years



ROBERT BREVELL
Foundry Department
19 years



ELBERT DAVIS
Foundry Department
25 years



E. M. WILLHITE
Welding Shop
25 years



ARTHUR HARRISON
Foundry Department
25 years



RAYMOND HULETT
Foundry Department
25 years



W. D. McWILLIAMS
Machine Shop
25 years



TONY ADKINS
Foundry Department
25 years



WILLIAM THORN
Foundry Department
30 years



ROBERT RIDGEWAY
Foundry Department
25 years



P. P. STRINGER
Welding Shop
34 years



ROY TULLOS
Foundry Department
13 years



JAMES THOMAS
Assembly & Shipping
17 years



HARVEY JACKSON
Lathe Shop
34 years



BILL LOVE
Machine Shop
25 years



FREDDIE FOWLER
Trailer Division
12 years



BETTY ROACH
Main Office
19 years



ROBERT WALKER
Electrical
25 years



J. D. PITTS
Tool Room
25 years



ROBERT BOLES
Utility Maintenance
21 years



S. S. RUSSELL
Welding Shop
25 years



JOHN EDWARDS
Welding Shop
34 years



GEORGE BRANTON
Welding Shop
21 years



DOYLE BOWERS
Industrial Engineering
34 years



JACK ROBERTS
Pipe House
21 years

REMINISCENCES

by GUY CROOM



When I got out of the service after World War I, I was persuaded to go in the garage business and I got acquainted with a lot of automobiles that were on the market at that time and are not available now.

There was an article in Readers Digest recently about old autos, but I did not read it. Didn't want to contaminate my mind. I just wanted to write what I remember about them.

I do know there was a Winton and a "White Steamer," but I never saw one, so I shall not comment.

There was a Reo owned by Champ Whitley in New Waverly. It was fairly large and apparently a well built car.

When I went to work for the company, our plant superintendent, Jack Dillworth, owned an "Apperson Jack Rabbit," a red car, but I had no experience with it.

The Essex was a pretty little car in the lower price range. Dick Philen had the agency and he sold quite a few of them around Lufkin. I think they were all green in color.

There was a Willys Knight. Mr. Sam Kerr, Sr. owned one and it was the quietest running motor I ever heard—reason for that being it had sleeve valves entirely different from the conventional poppit valves.

Overland was a fairly popular car made by the same company as Willys Knight. I think Mr. Charlie Harrel had the agency at one time and then Mr. Sam Kerr, Sr. (I could be wrong).

Charlie McLane, who succeeded Jack Dillworth as superintendent, owned a Jewett. He claimed it was the best medium-priced car on the market. I never saw but the one.

In Fort Worth, there was an assembly plant that bought parts from other sources and put together the Texan. Quite a few people in this area bought stock in the venture and lost their shirt because it was the poorest car I ever saw.

It looked good from the outside,

but when you raised the hood, the motor was really tiny. A Mr. Watts, who was a logging contractor owned one. A pin came out of the drive shaft just this side of the Neches River bridge west and he got me to take him out there one Sunday morning to see what was the matter with it.

There was a small car, the Brush, one of the earlier ones. It was chain driven and "Uncle Billy Coffey" had one; it was a two-cylinder affair. I never saw one of these, just heard about it.

The Maxwell was a fairly popular car in the lower price range. Papa owned one of these.

Franklin was one in the upper price range. It did not have a radiator, but was air cooled and reminded me of a muley cow. It could not stand the East Texas summer heat.

Hudson Super Six was a high-priced automobile and a good one. Some of them had wire wheels instead of the conventional wood wheels common in those days. Captain Kit McConnico was driving one of these when he enlisted me in that volunteer company in Huntsville.

There was a man named Clyde Edwards who was express messenger on the East Texas railroad that ran between Lufkin and Ratcliff. He had a little strapped down racer called Crow Elkhart and he left it in my garage and let me use it when I wanted to.

Dort was one of the best little cars of the day. A Mr. Denton who lived at Clawson owned one of these.

Briscoe was a poorly built auto. Papa owned one that was always in trouble.

"Stutz Bearcat" was a big expensive car and a Mr. Waters owned one. He was always in a hurry and made out like money was no object; service was what he wanted.

Mitchell was the popular car

here in Lufkin among the "upper crust." I won't name the men that owned one because someone may say he did not belong in the "upper crust."

Studebaker stayed on the market a long time, but the original was a big old car that had the transmission box mounted on the rear axle housing next to the differential and at times the forward and reverse gears would get in mesh at the same time, then you could not even tow the thing.

This happened to Mr. Robert Behannon right in front of what is now the Federal Building. I had to crawl under there on a hot day and take the thing apart so we could tow it into the garage.

King Eight was another big old car. Mr. Crumpler bought one and one of his daughters turned it over at the underpass north of Keltys.

Morman was a big old white car. Don't remember who owned one. Several people in Lufkin owned an Oakland and it was always in trouble.

Hupmobile was a real good car for the time. Dr. D. M. Childers and "Bull Puncher" Perry owned one. Marion Hanley was a fine car. Mr. Jim Peavy owned one. His son, Tom, tells me that only three of these cars were ever built.

Bob Schuller, Sr. owned a Moon and he had to carry a spare rear axle when he went out of town—he didn't dare go far either.

"Auburn Beauty" was what the name implies. Mr. W. M. Scarborough and Johnny Gains bought one each. Johnny got his car hit at an intersection because there were no traffic lights and no stop signs.

The Packard was in the class with the Cadillac.

Soon after Thelma and I married, her father, Mr. W. M. Scarborough let us drive his Chandler over to Oakhurst to visit my father. The Chandler was a narrow long wheel based auto that carried the spare tire on a rack that stuck way out in the back.

On this trip we had to cross Trinity River on a high rickety-looking wood bridge. Thelma was afraid to ride over the bridge, so I suggested she get out and walk across. "Oh, no!" she said, "I will surely fall down and roll off." So the only recourse was for her to shut her eyes till we got across, which she did, but didn't like it.

LUFKIN

in focus

L.F.M. Credit Union Report

The L.F.M. Federal Credit Union has become a convenient way for employees to save and borrow money.

To make a loan, you have to meet certain requirements. First, you must become a shareholder which costs only five dollars. Also, you must have a good credit rating and be a reliable employee.

The credit union is a business and must be run like a business even though it belongs to everyone that participates. But, it is not a bank and cannot be run like a bank.

If an employee decides to build a savings account, he should try to leave money in savings without withdrawing an amount of money each month. If he does not withdraw money, his savings will continue to draw interest. At the end of the year, the interest drawn is added to the savings account.

The additional money the interest provides helps build a strong financial cushion for the employee and his family. Quite frankly, it also helps us at the credit union to become strong financially.

Of course, this advice does not say that an employee should not draw money out of his savings when necessary. We, here at the credit union, only suggest that an employee be careful with his savings.

After all, the purpose of a savings account is to save. If a person wants a checking account, he should use a bank.

If a family needs a car, boat, or whatever, borrow the money for such an item. Do not withdraw your savings. Then, put a certain amount in savings and another amount on the note. However, do not overload yourself. For if a loan is pending, usually the savings is sued as collateral against the loan until it is paid.

Even with a small amount going into savings, a person will be surprised at how much you can save, and how easy it is to save.

So for you and your families' sake, be a saver. Get on payroll savings now.

—HUBERT LANKFORD,
board member

New 10-Ton Magnet Crane

Chester Denman, melting department, 1st shift, operates one of the new P&H 10-ton Magnet Cranes which handles all melting materials such as pig iron, scrap steel, coke and limestone.

An outstanding and noticeable characteristic of the crane is the "melodious" horn. Workers claim it's definitely a sound everyone can hear.



Mixing Heritage With Fun

After being assured General George Custer rests in peace, LaVan Watts, engineering department of Trailer Division, took his stand for Indian frivolity at the annual June Pow-Wow at Livingston.

Decked in his feathers and beads, LaVan hit the drum beat scene to show a few of his dance steps. He only dances to the "gourd dance" tune which he describes as straight dancing. He explained that the younger set dances to the war chant melody.

LaVan has true credentials of Indianship; his grandmother was an Oklahoma Choctaw Indian. He finished his costume with ribbons because that's the one characteristic attributed to the Choctaw tribe. Different decorative symbols on the costumes distinguish one tribe from another.

Although the Pow-Wow calls for celebration and a good time, serious overtones brought significance to the June meeting of the Indian descendants. LaVan explained his reasons for participation:

"There is a deeper meaning to why I want to participate in this ceremony besides just having a good time. I'm very proud of my Indian heritage and this Pow-Wow gives the opportunity to dress in ceremonial costume and be Indian."

Continued on next page

LUFKIN *in focus*

Continued

Is That A Fact

Harold D. Cheney, welding shop, 1st shift, recently completed the 20-hour first aid course of the Lufkin Chapter of American Red Cross.

If any one in the shop area needs immediate medical assistance, call Harold. He is qualified to give assistance demanded in many medical emergencies.

Once upon a time, Glen Bridges, core room of the foundry department, had a red, white, and blue hat. But no longer does he have his fanciful hat. He has looked and searched for his favorite cap but he can not locate it. In desperation, Glen announces there is a reward for anyone who can give information on the whereabouts of that hat.

Rumor says Robert Brevell, and Andy Modisette, both of foundry department, 1st shift, could offer a few clues.

LUFKIN'S Longest Working Employee

"I feel like I've worked here all my life," said Raymond Beavers, presently Lufkin's longest working employee. Raymond, assembly & shipping, 1st shift, has worked for LUFKIN for 47 years.

Determination accounts for his long work span. Raymond declares it's just "pure determination" that gets him out of bed each morning.

He complimented the LUFKIN shops, describing the conditions as being "very good." He compared LUFKIN shops to those he had seen in the Navy. "I spent three years in the Navy in shops like these—so I know what I'm talking about when I describe a shop as having good or bad conditions."

Asked if there was anything he didn't know about working in shops like these, he said, "I learn something new every day. I'm too old, lived too long, so I know a guy won't learn it all. It's these young guys that know everything."



Jeff Root, son of Ed Root, Trailer Division, 1st shift, and Beverly Korn Powells, daughter of Geraldine Korn, main office, recently became registered Radiology Technologists. Both completed a two-year course that Memorial Hospital offers in conjunction with Angelina College.

The month of June saw the first shift of the pipe house, tool room, jig and maintenance departments of the machine shop and the third shift of the assembly and lathe shop and assembly department of machine shop at Piney Point for a safety banquet.

As usual, names were drawn from a paper bag for door prizes and the following were the lucky winners: James Warren, machine shop, 1st shift; Jimmy Horton, machine shop, 2nd shift; Harold "Preacher" Weeks, machine shop, 1st shift; and Jim Peavy, machine shop, 1st shift.

New Arrivals

Mr. and Mrs. Charles Wars welcomed Carol Wars June 23. She weighed 7 pounds, 10 ounces. Father, Charlie, works in assembly & shipping, 2nd shift, and grandfather Gene Hargis works in electrical department, 1st shift.

Mr. and Mrs. Marvin Freeman and their son, Jason, welcomed Marla Kay March 4th. She weighed in at 5 pounds, 10 ounces. Marvin works in the machine shop, 2nd shift.

Mr. and Mrs. Roger Russell welcomed Kimberly Angela June 9. She weighed 7 pounds, 11 ounces. Rogers works in the tool room, 1st shift.

Susan Leigh Dorsett was born June 3, weighing in at 7 pounds, 9 ounces. Parents are Mr. and Mrs.



The Big One Got Away

B. B. Franklin, right, who retired from LUFKIN in 1961 taught Jim Carter, welding shop, 1st shift, the techniques of net fishing. However, he did not train him well enough to get the big one; that one got away. Jim swears the biggest one jumped out of the net.

These Opelousas catfish were caught in the Neches River. The largest one weighed in at 45 lbs. The other two only weighed 24 lbs. and 18 lbs. respectively.

David Dorsett of Houston. Grandfather Hubert Dorsett works in the Automotive & Industrial Division.

Mr. and Mrs. James "Snake" Moore welcomed James Bryan Moore May 2, weighing in at 7 pounds. Proud father works in welding shop, 1st shift.

Angela Marie Sandlin was born May 8, weighing 8 pounds, 1 ounce. Parents are Mr. and Mrs. Jimmy Sandlin. Jimmy works in assembly & shipping, 1st shift. Grandfather Loyce Sandlin works in lathe shop,



Karen Michele Kolb



Kim Phillips and brother, Anthony Phillips.



Marla Kay Freeman

2nd shift, and uncle, Jerry Sandlin, lathe shop, 1st shift.

Corie Truss was born May 7. She weighed 7 pounds, 6 ounces. Parents are Mr. and Mrs. Roy Truss of Houston. Grandfather is Wallace Lankford, assembly & shipping, 1st shift.

David Monroe Weeks, son of Mr. and Mrs. Elmer L. Weeks, was born on May 16. He weighed 10 pounds, 3 ounces. Grandfather is Willie Willhite, welding shop, 1st shift.

Kim Phillips welcomed her brother, Anthony Milton Phillips, April 14th. He weighed in at 6 pounds. Proud parents are Mr. and Mrs. Milton Phillips. Milton works in the lathe shop, 2nd shift.

Mr. and Mrs. Dean Kolb welcomed Karen Michelle Kolb February 4th. Grandfather Jewel Kolb works in the machine shop, 1st shift.

Deepest Sympathy to:

The family and friends of D. L. Freeman, inspector, machine shop, 1st shift, upon his death.

The family and friends of Courtland Wooten, accounting department, who died May 10, 1975.

The family and friends of W. A. Kirkland, retired vice president-finance and secretary, who died June 15, 1975.

The family and friends of Robert Lang, senior vice president-foundry operations, who died June 16, 1975.

Bill Kirkland, A Dedicated Man

The most dedicated man I ever knew was Bill Kirkland.

I was never very closely associated with Bill but I knew his father Wiley when I was night foreman here in Lufkin. He was master mechanic for Trinity County Lumber Co. at Groveton. I remember the last time I saw Wiley. He had that big steam locomotive that they used to haul logs from down below Zavalla to Groveton, over here parked alongside the shop. Have forgotten what we did for him, but I saw him pull the throttle back and back her up into the switch yard on to Groveton in the night.

When I first knew Bill he was working in the trailer plant office and lived somewhere down on or near South Raguet St. I saw him more times than one walking by my house on his way to work and he always had a book in front of him studying and preparing himself to be secretary and vice president of Lufkin Industries.

Bill was never hard to find if you knew where his office was

for there he would be with his desk littered and covered with papers that only he knew what was there and where to find it. He did not have time for coffee breaks or anything that took him away from his desk. Work was his diversion and you could trust him with your life savings.

He was also a dedicated member of the Baptist Church. Not many Sundays did he fail to be there and usually stayed to help with the accounting.

One night, in the basement of the old auditorium, there was a drive on to raise funds for some purpose and about a dozen were to report what they had collected. Bill stood in front and as they called out their amounts, he added it up without benefit of adding machine and told the treasurer the total.

It seems hardly fair that a man who lived such a clean life, never having taken a drink nor smoked a cigarette, would be denied the privilege of enjoying his farm and ranch but we cannot question the acts of an all-wise God.

GUY CROOM

The Missing Mail Box

Oh where, oh where has the Post Office gone. Now J. C. EVANS, foundry maintenance, 1st shift, can tell you where it is "not." Like a good working man, he waited till after work to drive downtown to an official building. The doors were locked.

With a bee in his working cap,

he expressed his disdain in many words which only a few should hear and even less should know. "How is a working man to conduct his business when the federal government doesn't cooperate?" he asked himself.

Not one to give up, he walked to a side door where he peered

Continued on next page

The Massingill Legacy

Representing five generations of the Massingills are: l-r, Debbie Kennerly, who is holding daughter Jennifer Leanne; David Massingill, commercial gears, 1st shift; Winnie Massingill, and Alice Jackson.

Now to tie all relations together—Jennifer is the daughter of Debbie, Debbie is the daughter of David, David is the son of Winnie and Winnie is the daughter of Alice.

Debbie and her husband Michael Kennerly welcomed Jennifer Leanne January 27. She weighed in at 7 pounds 1 ounce.



LUFKIN *in focus* continued

inside and saw people working. He rattled the door, then tried kicking the door but no one would answer his racket. He walked to the front, prepared to crash the barricade when he looked up and saw a huge sign: Lufkin Federal Savings & Loan.

A sheepish J. C. pulled himself together enough to get into his car and meekly drive to the Post Office.

Machine Shop Promotion

Jesse J. McDougald



Jesse J. McDougald has been named second shift Supervisor of heat treat operations.

With the exception of working one week in the shipping department, Jesse has been an employee in the heat treat department since he came to LUFKIN September 1, 1941.

Prior to his promotion, Jesse was a blacksmith, the classification he has held since 1967.



David Frederick, lathe shop, 3rd shift, looks over the new 324 LeBlond numerically (tape) controlled lathe in shaft shop. This machine will be used primarily to produce commercial and marine gears and pinions.

Hughes Assigned Command

James H. (Buddy) Hughes was assigned command responsibility in Parsons Mounted Cavalry at Texas A&M University. While at A&M, he rode as first sergeant in the 23-senior Corp of Cadets Unit.

Parsons Mounted Cavalry won third place among 23 mounted units at this year's Fort Worth Southwestern Exposition and Fat Stock Show parade.

Buddy graduated from Texas A&M on May 10th. He was commissioned Second Lieutenant in the Army. He is the son of Mr. and Mrs. Billy Collmorgen. Billy works in the electrical department, 1st shift.



Riggs, Sudduth Receive Award

Trailer Division employees Jim Riggs and Jerry Sudduth received a \$500 award for their entry in the Lincoln Arc Welding Foundation Award Program.

Bill Woodward, left, Trailer Division plant superintendent and Bill Little, right, vice president and general manager of Trailer Division, present plaque by the Lincoln Arc Welding Foundation to Jim, second from left, and Jerry Sudduth.

Jim, head of trailer industrial engineering, and Jerry, mechanical engineer, submitted a project entitled "Straddle Trailer—A New Concept in Material Handling."

The foundation only accepts projects designed to conserve material and reduce cost through welded design, engineering and fabrication.

The straddle trailer met all the requirements. The new design reduced material handling cost by 90 per cent. Also, 7,200 square feet of production area was regained which had been used as an unloading and storage space for trailer flooring lumber.

With the straddle trailer, one man can back over a loaded trailer, remove the whole load of lumber at one time and transport it to a storage area.



MARKING AN ANNIVERSARY

TRAILER DIVISION

Employment Date	Years with Co.
Connellee Bishop Aug. 28, 1950	25
Archie Rice Aug. 23, 1954	21
M. R. Walker Aug. 31, 1954	21
Katherine Luker Aug. 27, 1956	19
Gene Nelson Aug. 27, 1962	13
Freddie Fowler Aug. 1, 1963	12
Carter Olds Aug. 20, 1963	12
Charles Skipper Aug. 10, 1964	11
Billy J. White Aug. 18, 1964	11
Doug Landers Aug. 18, 1964	11
Robert Thigpen Aug. 20, 1964	11
Allen Fancher Aug. 24, 1964	11
Dean Brown Aug. 25, 1964	11
John D. Lewis Aug. 16, 1965	10
Gene Martin Aug. 18, 1965	10
Lee Yarbrough Aug. 24, 1965	10
Columbus Williams Aug. 25, 1966	9
Robert McBride Aug. 23, 1967	8
James L. King Aug. 28, 1968	7
Donald Kendrick Aug. 26, 1969	6
Sherman Blanton Aug. 10, 1970	5
Alberto Elizalde Aug. 9, 1972	3
Amos Kiel Aug. 10, 1972	3
Roger W. Burges Aug. 10, 1972	3
Ernie Nerrer Aug. 11, 1972	3
Donald Carroll Aug. 14, 1972	3
Lawrence DeVine Aug. 17, 1972	3
Louis Ross Aug. 21, 1972	3
Billy Thomas Aug. 21, 1972	3
Albert Hodge Aug. 24, 1972	3
Paul VanZandt Aug. 24, 1972	3
William Dykes Aug. 28, 1972	3
Juan Villanueva Aug. 28, 1972	3
Paul Havens Aug. 28, 1972	3
D. W. Moore Aug. 13, 1973	2
Derry Jones Aug. 27, 1973	2
Gail Oglesby Aug. 12, 1974	1
Verlie Adair Aug. 12, 1974	1
Jose Villarreal Aug. 13, 1974	1

WELDING SHOP

Employment Date	Years with Co.
P. P. Stringer Aug. 11, 1941	34
John Edwards Aug. 14, 1941	34
R. O. Kendricks Aug. 21, 1941	34
Maurice Malone Aug. 28, 1941	34
W. M. Williams Aug. 1, 1950	25
Edward Brock Aug. 1, 1950	25
S. S. Russell Aug. 7, 1950	25
E. M. Willhite Aug. 14, 1950	25
James Oates Aug. 17, 1950	25
L. E. Modisette Aug. 23, 1950	25
G. W. Kirkland Aug. 23, 1950	25
J. E. Watson Aug. 5, 1954	21
Paul Thompson Aug. 9, 1954	21
George Branton Aug. 23, 1954	21
Arthur Donnell Aug. 12, 1955	20
Hosia Harris Aug. 18, 1961	14
Bill Pennington Aug. 1, 1957	18
Kenneth Matthews Aug. 15, 1966	9
Willie Chatman Aug. 25, 1966	9
Larry Caddell Aug. 16, 1967	8
Charlie Jackson Aug. 21, 1968	7
Earl W. Allen Aug. 28, 1968	7
David Richard Aug. 20, 1969	6
Curtis Berry Aug. 25, 1970	5
Troy Johnson Aug. 27, 1970	5
W. S. Washington Aug. 3, 1971	4
William Loche Aug. 11, 1972	3
Jimmy Little Aug. 21, 1972	3
Hughie Burrell Aug. 23, 1972	3
Milton Grimes Aug. 6, 1974	1
Reginald Wise Aug. 12, 1974	1
Terry Lawson Aug. 12, 1974	1
Thomas Pugliese Aug. 14, 1974	1
Novel Serpas Aug. 21, 1974	1
Willie Brown Aug. 26, 1974	1
Robert Yarbrough Aug. 27, 1974	1
George Johnson Aug. 28, 1974	1
Charles Krenak Aug. 29, 1974	1
C. L. Lee Aug. 29, 1974	1

INDUSTRIAL ENGINEERING

Employment Date	Years with Co.
Doyle Bowers Aug. 18, 1941	34

MACHINE SHOP

Employment Date	Years with Co.
Carl Williams Aug. 6, 1941	34
Shorty Jackson Aug. 8, 1941	34
G. C. Lafferty, Jr. Aug. 29, 1941	34
W. C. Weems Aug. 17, 1942	33
Charles Daniel Aug. 23, 1944	31
James Farnell Aug. 23, 1948	27
Charles Campbell Aug. 2, 1950	25

D. L. Scarborough Aug. 2, 1950	25
Billie Kelley Aug. 7, 1950	25
Bill Love Aug. 7, 1950	25
Smithie Reeves Aug. 8, 1950	25
W. D. McWilliams Aug. 11, 1950	25
J. D. Pitts Aug. 15, 1950	25
Les Midgley Aug. 16, 1950	25
Ernest Midgley Aug. 29, 1950	25
Nick Brewer Aug. 2, 1954	21
James Wood Aug. 3, 1954	21
Jack Roberts Aug. 30, 1954	21
John R. Smith Aug. 19, 1955	20
Leonard Avery Aug. 29, 1955	20
Winford Schuller Aug. 20, 1956	19
Willie Calvin Aug. 10, 1961	14
Brady Burnett Aug. 10, 1962	13
George Dyer Aug. 9, 1962	13
Curtis Tullios Aug. 24, 1962	13
Fred Conway Aug. 7, 1963	12
Gary Hopper Aug. 14, 1964	11
Eddie Mitchell Aug. 3, 1966	9
John Moreland Aug. 29, 1966	9
D. L. Freeman Aug. 7, 1967	8
Jack Palmer Aug. 8, 1969	6
Vernice Roebuck Aug. 25, 1969	6
Larry Powell Aug. 12, 1969	6
Hubert Pittmon Aug. 14, 1969	6
Lloyd Craig Aug. 26, 1969	6
Larry Blanton Aug. 18, 1970	5
Kent Fowler Aug. 31, 1970	5
James D. Davis Aug. 18, 1971	4
Pete Lamb Aug. 19, 1971	4
R. F. Brashear, Jr. Aug. 23, 1971	4
Hero Mitchell, Jr. Aug. 23, 1971	4
Gene Wall Aug. 23, 1971	4
Thomas McFarland Aug. 1, 1972	3
Ray Cole Aug. 14, 1972	3
Jerry M. Luce Aug. 21, 1972	3
Marvin Freeman Aug. 28, 1972	3
Maurits Jansen Aug. 9, 1973	2
William Kimmey Aug. 14, 1973	2
Donald Pyeatt Aug. 15, 1973	2
Johnny Corcoran Aug. 17, 1973	2
Robert Spencer Aug. 28, 1973	2
T. J. Preston Aug. 30, 1973	2
Charles W. Reeves Aug. 1, 1974	1
Bobby R. Williams Aug. 5, 1974	1
Amy C. Ford Aug. 7, 1974	1
Mamie Washington Aug. 13, 1974	1
Mary E. Patton Aug. 13, 1974	1
Rickey Pantalion Aug. 14, 1974	1
William Massingill Aug. 19, 1974	1
Tommy Williams Aug. 20, 1974	1
J. D. Robinson Aug. 22, 1974	1
Allen Mora Aug. 27, 1974	1
Joe Taylor Aug. 28, 1974	1
James Morton Aug. 29, 1974	1

UTILITY MAINTENANCE

Employment Date	Years with Co.
Robert Boles Aug. 17, 1954	21
Johnny Grimes Aug. 15, 1974	1

ASSEMBLY & SHIPPING

Employment Date	Years with Co.
James Thomas Aug. 25, 1958	17
Vernon McAdams Aug. 22, 1966	9
James Thompson Aug. 23, 1966	9
John Sigler Aug. 13, 1974	1

FOUNDRY DEPARTMENT

Employment Date	Years with Co.
William Thorn Aug. 13, 1945	30
Izere Murphy Aug. 17, 1945	30
James Evans Aug. 30, 1947	28
Tony Adkins Aug. 8, 1950	25
Arthur Harrison Aug. 14, 1950	25
Raymond Hulet Aug. 15, 1950	25
Robert Ridgeway Aug. 19, 1950	25
Elbert Davis Aug. 22, 1950	25
Leo Gregory Aug. 19, 1954	21
Robert Brevell Aug. 22, 1956	19
Roy Tullios Aug. 28, 1962	13
Billy Bryce Aug. 5, 1969	6
Charles Gibson Aug. 6, 1969	6
Thomas Ladd Aug. 26, 1970	5
Marvin Free Aug. 27, 1970	5
R. L. Ross, Jr. Aug. 10, 1971	4
Jimmie Whitaker Aug. 24, 1971	4
Erastus Moore Aug. 21, 1972	3
Melvin Harris Aug. 24, 1972	3
Willie Robinson Aug. 28, 1972	3
Jerry Smotherman Aug. 1, 1973	2
Bobby Allen Aug. 30, 1973	2
Billy Mickens Aug. 30, 1973	2
Thomas Jenkins Aug. 31, 1973	2
W. T. Bailey Aug. 1, 1974	1
Alice Thompson Aug. 5, 1974	1

John Moore Aug. 5, 1974	1
James Williams Aug. 7, 1974	1
Charles Adams Aug. 13, 1974	1
Eddie Bryant Aug. 26, 1974	1
Paul Coutee Aug. 26, 1974	1
R. V. Holmon Aug. 27, 1974	1
W. D. Bryant, Jr. Aug. 27, 1974	1

MAIN OFFICE

Employment Date	Years with Co.
Hubert Dyer Aug. 16, 1933	42
Tilman Martin Aug. 28, 1941	34
Nolan Wilson Aug. 8, 1945	30
Betty Roach Aug. 20, 1956	19
R. R. Hall Aug. 1, 1962	13
Mike Kartye Aug. 9, 1966	9
Gary Day Aug. 7, 1967	8
Charles Blackwell Aug. 25, 1969	6
Joy Havard Aug. 22, 1973	2

PERSONNEL

Employment Date	Years with Co.
Bettie Westbrook Aug. 27, 1973	2
Tommy Billingsley Aug. 27, 1973	2
Lynne Stout Aug. 1, 1974	1

TRAFFIC

Employment Date	Years with Co.
Carrel Watts Aug. 12, 1941	34
E. W. Chapman Aug. 5, 1950	25
Jim Cummings, Jr. Aug. 11, 1955	20

AUTOMOTIVE & INDUSTRIAL

Employment Date	Years with Co.
Arthur Burris Aug. 14, 1947	28
Curtis Mills Aug. 11, 1948	27
Jack Green Aug. 1, 1956	19
Dick McKay Aug. 1, 1956	19
Jesse Morgan Aug. 21, 1967	8
Van Hooker Aug. 8, 1972	3
Claude Freeman Aug. 28, 1972	3

TRAILER SALES & SERVICE

Employment Date	Years with Co.
A. E. Morris Aug. 1, 1955	20
Don Butler Aug. 21, 1956	19
Garland Lewis Aug. 27, 1957	18
E. L. Johnson, Jr. Aug. 27, 1957	18
Floyd Bates Aug. 1, 1960	15
Norman Coleman Aug. 10, 1964	11
William Money Aug. 11, 1969	6
Daniel Torres Aug. 29, 1969	6
Phillip Coderre Aug. 21, 1972	3
Earl Gilbert Aug. 6, 1973	2
Jackie Coleman Aug. 13, 1973	2
Gary Evans Aug. 26, 1974	1

MACHINERY SALES & SERVICE

Employment Date	Years with Co.
Sam Curtis Aug. 13, 1956	19
Doyle Herndon Aug. 20, 1959	16
Pat Stanley Aug. 1, 1966	9
R. C. Gonzales Aug. 16, 1967	8
Regina Meyers Aug. 19, 1974	1

ELECTRICAL

Employment Date	Years with Co.
Robert Walker Aug. 1, 1950	25
David Cherry Aug. 6, 1970	5
David Hartman Aug. 31, 1970	5
Ottis Allen Aug. 1, 1972	3
Tommy Russell Aug. 5, 1974	1

ENGINEERING

Employment Date	Years with Co.
Joe Varga Aug. 23, 1961	14
John Franklin Aug. 9, 1965	10
Charles Teutsch Aug. 23, 1965	10
Lil Etheridge Aug. 2, 1971	4
Bill Bardwell Aug. 1, 1973	2

MATERIAL CONTROL

Employment Date	Years with Co.
George Gilliland Aug. 22, 1950	25
Ray Stephens Aug. 15, 1966	9
R. L. Hamilton Aug. 9, 1966	9
R. F. Grimes, Jr. Aug. 9, 1967	8
Roy Davis Aug. 17, 1967	8
Donna Parish Aug. 6, 1970	5
Becky Gilmore Aug. 1, 1973	2

LUFKIN ROUNDUP

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

**BULK RATE
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HOUSTON, TEXAS
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Roundup Laughs

A fellow passing through Turner Junction was admiring Uncle Eph's farm. "Mighty pretty place you got here," he said. "Yep," said Uncle Eph. "But it's right unhandy bein' so far outta town. Feller's gotta walk three miles to git a glass of whiskey."

"Why don't you get a jug of whiskey and keep it in the house?" the stranger asked. "Mister," Uncle Eph said sadly, "whiskey don't keep."

Too many guys are like buttons—always popping off at the wrong time.

"Daughter, that young man of yours stayed rather late last night. Doesn't he know how to say good night?"

"Father, he says good night better than any boy I've ever known."

The weaker sex is really the stronger sex because of the weakness of the stronger sex for the weaker sex.

You never can tell about women, and if you can, you shouldn't.



"You know when a man should never argue with a woman?"

"Nope."

"When she's tired—or when she's rested."

The only man to fall for "the only girl in the world"—was Adam.

If it wasn't for inflation all of our Christmas gifts wouldn't be worth exchanging.

A mailman recently reported that because of all the office parties along his route at holiday time, he staggered back to the post office with more of a load on than he started out with.

The sage who said "Go west" never had to figure out how to do it on a cloverleaf intersection.

Vacations are great levelers. The person who takes one returns home just as broke as the person who stayed home because he couldn't afford to go away.

Bars are something which, if you go into too many of, you are apt to come out singing a few of, and maybe land behind some of.

"Well," said the guest, "this is a surprise party! Only 38 candles on your birthday cake."

Touring in a trailer is fine but you're going to miss out on all those miniature bars of motel soap.

Guide, who has lost way, to disgruntled hunters: "I am the best guide in Maine, only I think we're in Canada now."

On a recent trip to Vermont, a visitor did some research on agricultural statistics and noticed that the cow population of the state was larger than the human population. "How do you account for that?" he asked a native son.

"We prefer 'em," he replied.

LUFKIN ROUNDUP

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