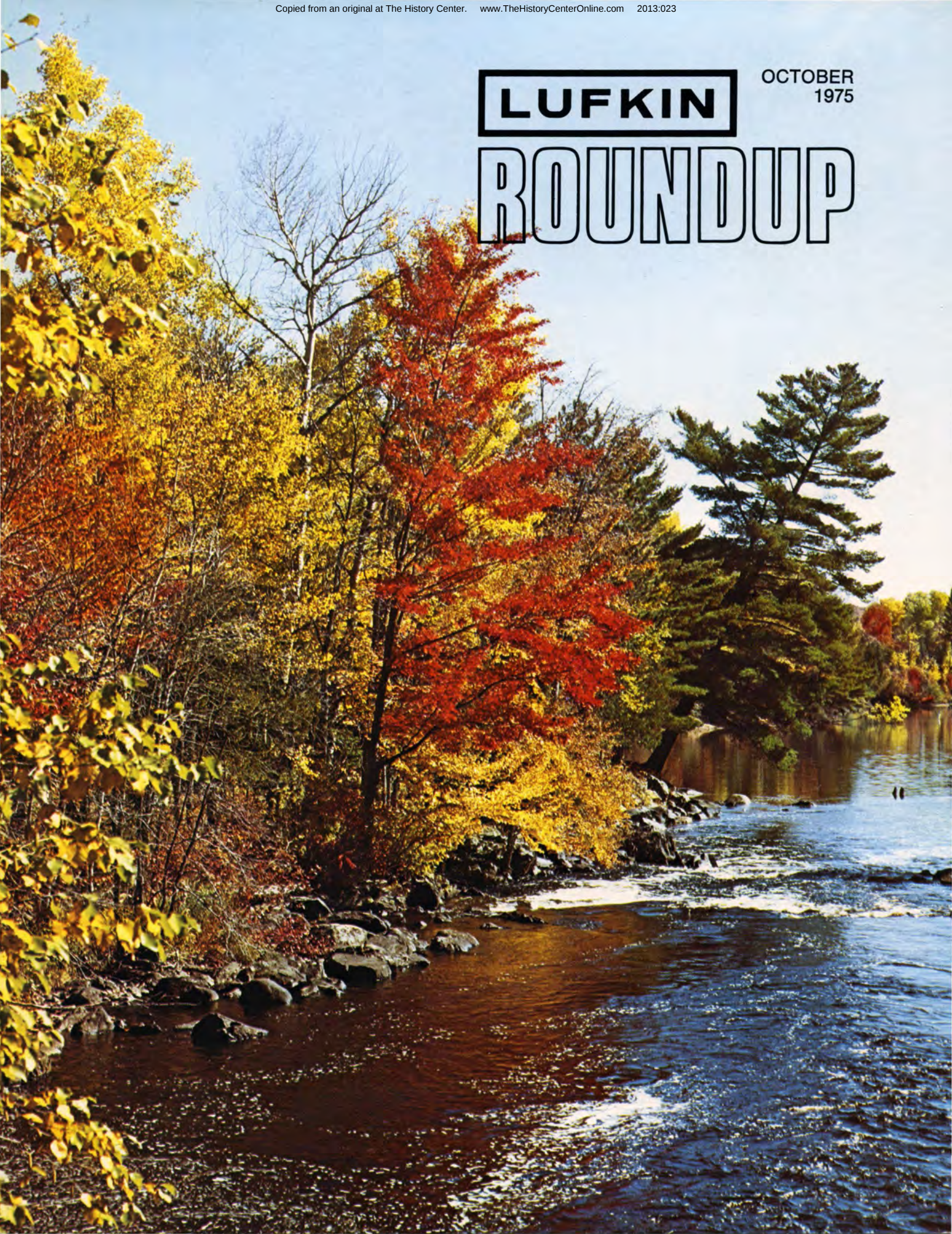


LUFKIN

OCTOBER
1975

ROUNDUP





from The President's Desk...

FELLOW EMPLOYEES:

I TRY to get out in the shop several times each week so that I can see some of our activity in production first-hand. I do not always have time to stop and visit very long with each individual, but at least I do get a chance to see some of you and become better acquainted.

Quite often I find that certain individuals have various requests or recommendations about their work. Frequently I am asked to intervene and investigate a change.

Although we would like to keep every employee happy, we often have found that one thing which satisfies one person might interfere with the rights of many others.

Over the years, we have found that most problems within our Company are better solved at the lowest possible organizational level.

Your supervisor has a more intimate knowledge of the problem in his department and usually is better qualified to correct it than anyone above him.

Local level decision has many benefits. It is faster and that is most important. Also, usually a decision made at the local level prevents costly and time-consuming alterations.

When problems are solved by the supervisor and worker, there is a joint feeling of responsibility because each is held accountable for the results.

Of course, mistakes will be made because we are all human. All we can ask is that each of us concentrate on doing the best job we can wherever we are.

My door is open to discuss problems facing any employee and if the problem belongs in the corner office, I am the person to see. But under the broad umbrella of Lufkin Industries, most of our problems should be solved down where the action is.

R. L. Poland

1976 Goal  \$181,150

UNITED FUND DRIVE

*Last year, LUFKIN emergency relief program,
one of the 16 United Fund agencies,
helped 21 employees in time of need*

A week has passed. Your small child is in the hospital. An operation is imperative, but there is no insurance. Bills are stacking up. Where can you turn?

For one LUFKIN employee in this situation, help was found in the company's emergency relief program.

A United Fund volunteer committeeman heard of the unfortunate situation and reported it to our personnel department, who administers the funds for the program.

This emergency relief program is one of the 16 agencies the United Fund (formerly Community Chest) serves in Lufkin and Angelina County.

The program is a fund set up to provide for employees when an emergency or illness strikes. Money for the fund comes from 10 per cent of the total amount collected from employees plus the matching company contribution. The purpose of the money is to cover essential expenses such as food, rent, utilities and transportation.

In the past year, approximately \$2,600 provided by the emergency relief has been given to 21 worthy recipients.

In past years contributions have amounted to \$15,644.86 in 1972, \$17,000 in 1973 and \$16,008.14 in 1974.

The 1975 United Fund drive at Lufkin Industries, Inc. will be held the week of October 1 with the general citywide solicitation to be October 7-31.

Payroll deduction contribution method will be continued this year. Employees may choose to have their contributions deducted from

one or two paychecks. October 16 and/or 23 are the choices for weekly paid employees while bi-weekly paid employees may choose from October 20 and/or November 5.

Voluntary solicitors of the program will include 20 to 25 employees representing all areas of the plant. A list of these volunteers will be posted at the beginning of the drive.

These employees make up the committee members who act as contacts for emergency relief.

When these members hear of employees who are experiencing unfortunate circumstances, they contact the personnel department and funds are administered.

Due to the number of applicants, each is given careful consideration before approval is made.

"We try to see that the money is put to its best use," said Johnny Long, personnel director.

According to Johnny, in any given year that the 10 per cent is not used, that money is carried over to the fund the following year.



Employee volunteers discussing the United Fund drive at Lufkin Industries are, seated around the table clockwise, Charles (Doc) Grimes, commercial gears, 1st shift; A. D. Jumper, lathe shop, 1st shift; John Poland, personnel; W. Z. Hutson, welding shop, 1st shift; Edith Arnold, Automotive & Industrial Supplies; H. P. Collins, engineering; J. D. Pitts, tool room, 1st shift; R. N. (Rip) Smith, foundry department, 1st shift. Johnny Long, personnel director, is chairman of LUFKIN'S campaign.

Heat Treat -- An Ancient Art

To most people, a piece of metal is a piece of metal, but not to Bill Harris.

He has been a heat treat operator for 35 years, and for 21 of those years, he has been the supervisor of the heat treat department.

Once a LUFKIN sales trainee described Bill as a walking encyclopedia on heat treat. "But of course, you know," Bill quipped, "Thomas Edison said knowledge is 90 per cent sweat and 2 per cent brain."

Then, he winked, as he added: "A man sweats a lot out here."

When Bill joined LUFKIN in 1930, he was one of the blacksmiths that did the heat treating for the plant. He liked the heat treat aspect of his job as he learned about the composition of metal.

"All my life, I've been learning how to process metal in order to make it more serviceable."

In 35 years, he has seen many changes in heat treat operations as well as changes in the composition of metals. He said the processing of metal is far superior than what it was ten years ago and in today's metal, there are better alloys in steel.

The Heat Treat Operation

Heat treating is not only a complex procedure of taking metal through steps of controlled heating and/or cooling but it's an art. In fact, it's an ancient art. Iron was known for many centuries before the Christian era. Iron daggers 3,000 years old have been found in Egyptian pyramids.

Apparently, heat treating metals was developed for making steel tools but whatever the origin of heat treat, Bill and his department have continued to advance the art.

Primarily, metals are heat treated to improve their mechanical properties. Common mechanical properties are hardness, strength, toughness and ductility (elongation).

There are different steps in the heat treatment operation. Some of these are quenching (rapid cooling), tempering (reheating) and annealing (heating and cooling). Some of these treatments harden and strengthen metals; others soften the metals.

The test of the heat treat opera-

tor comes in deciding which process to use to heat treat metal for a particular application. For example, heat treating a metal to harden it for a razor would be different than heat treating a metal to toughen it for the roughness and shock resistance of a cold chisel.

Often, a design given to Bill requires a certain level or degree of hardness. "This is where the ingenuity of the heat treater comes into the picture," he said, "we're the guys who know how to put life into metal."



Bill Harris, superintendent of the heat treat department, outlines the procedure in austenitizing metals, an example of an heat treat operation

Austenitizing, An Example

Being the "walking encyclopedia" on heat treat that he is, Bill could name a hundred or more different heat treat operations. One example of an heat treat operation is called austenitizing.

Since this procedure contains most of the basic steps required in heat treating metals, Bill outlined this procedure to explain a heat treat operation.

The first step in austenitizing a metal is to soak the metal in the furnace at a given temperature. Soaking is allowing a uniform heat to go throughout the metal.

"Usually, I soak a metal one hour for each diameter inch; for example, a pinion with a 8" diameter would require 8 hours of soaking."

After soaking the metal, it is then quenched in an oil tank. By placing the metal in oil, it cools the metal

to the desired temperature. Again, the metal is cooled one hour for each diameter inch.

While the metal is cooling, it is also hardening. Consequently, the metal is returned into another furnace to be tempered. Tempering is a reheating process which roughens and softens the quench-hardened steel.

When the metal is taken out of the tempering furnace, it is cooled to room temperature. After it is cooled, Bill gives it the "Brinell hardness" test, which is recognized method of determining the hardness of metal after heat treating.

The Importance of Heat Treat

As Bill decides the heating and cooling temperatures and the time period allowed to treat metal, he knows two goals of the department in treating metal is to improve the machinability and dimensional accuracy of the LUFKIN product.

Bill's artistry with metals affects the quality of our products. An old Hebrew legend confirms this.

Supposedly, King Solomon gave a feast for the workers who had completed the building of the temple at Jerusalem. King Solomon was to choose the most important craftsman who would sit at the king's right.

When the throne was unveiled, it was found that a metalsmith had seized the seat of honor, not yet awarded.

Upon seeing this, the other workers became angry and rushed to cut him down. King Solomon commanded them to stop and allowed the metalsmith to speak.

"Thou hast, O King, invited all craftsmen but me. Yet how could these builders have raised the temple without the tools which I fashioned?"

"True!" decreed Solomon. "The seat is rightly his. All honor to the metalsmith."

For centuries, the metalsmith, who later became known as the blacksmith, was the heat treater.

For that reason, LUFKIN agrees with the decision of King Solomon in his selection of craftsman. LUFKIN would not have a product if Bill and his department did not "fashion" our metal.



Jim Lewis operates the air hammer that shapes metal for all small parts needed for pumping units and gear units



A. C. Lunsford quenches a pinion by placing it into an oil tank. The oil cools the pinion to the desired temperature

Above, gears are being removed from the furnace after being soaked. Soaking, the first step in most heat treat operations, is allowing a uniform heat to go throughout the metal

Wirt Hollis only has worked for three months in heat treat. He claims this kind of work "takes the evil out of you."

The second shift crew, which includes (l-r) Franklin Kegler, Mike Gilchrist, A. L. McDougald, Phillip Smith, and Jesse McDougald, working foreman, discuss the upcoming night work schedule. Not pictured is Harvey Rainey



A. G. Hollis has been a blacksmith for 33 years; he has worked for LUFKIN for 13 years. He likes his job of heating and shaping metal for LUFKIN products because he's always had the urge to build something



East Texas Troublemaker Met Its Match

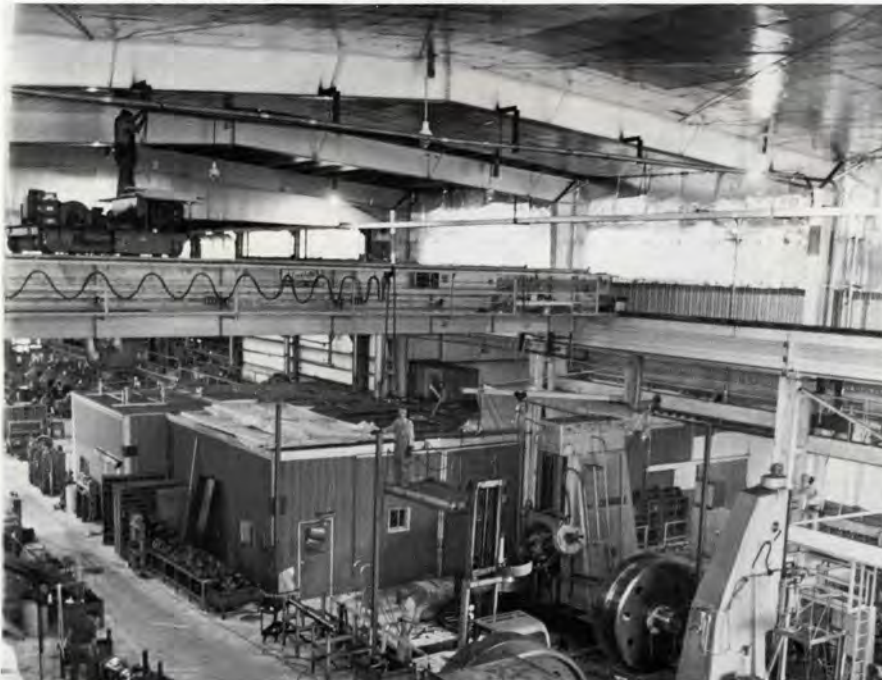
Summer's intense heat and high humidity have spelled double trouble for East Texans as long as anyone can remember.

Recently, the summer, with its double blast of trouble, has been creating problems for Lufkin Industries.



LUFKIN insulated the 8,945 sq. ft. in the north extension of the gear-cutter building

Insulation, duct work, compressors and evaporating coils were installed to control heat and humidity in the gear cutters department



When LUFKIN purchased its first Schiess gear hobbing machine in 1964, summer placed a hot and humid cloud over the machine to welcome it to the East Texas area.

Employees in the gear cutters department saw that the machine could not function under such conditions. Dimensions were inaccurate, parts were expanding, and machine operators were becoming discouraged as they reworked parts. Sometimes, it even became necessary to scrap material.

It became obvious that to cut gears to meet customer specification required a temperature-controlled environment.

To solve that problem, LUFKIN constructed a building around the hobbing machine to control temperature and help operators meet production demands.

Business in high speed, precision-cut gears continued to increase. LUFKIN bought more machines to meet the demand.

More problems arose because of the ever-present heat and humidity.

What could be the best solution? Build more buildings around the machines within the machine shop? How long could this go on?

If LUFKIN continued to buy more machines in the coming years, could we continue putting temperature-controlled structures around them?

Engineers, supervisors and management looked at the problem from every angle.

LUFKIN made a feasibility study in controlling the temperature in the entire upper machine shop.

When all the data was collected and studied, it was decided that the most practical course to follow was to install insulation, duct work, compressors and evaporation coils to control the heat and humidity in the gear cutters department.

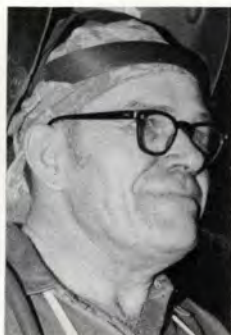
LUFKIN conquered a severe enemy, the East Texas summer.

We took another step in the never-ending effort to provide the highest quality products for our customer. This, in turn, insures the continued growth of our company and our jobs.

LUFKIN, as it has been doing over 75 years, will keep improving its products and work environment.

CELEBRATING AN ANNIVERSARY...or More

12 Years



ELBERT KIRK
Trailer Division
25 years



ROY WILLMON
Main Office
28 years



DOUG GILES
Machine Shop
14 years



WILLIAM HIGDON
Machine Shop
28 years



LENARD ANDERS
Foundry Departmen
13 years



CLIFF FOSTER
Machine Shop
14 years



THOMAS NERREN
Machine Shop
19 years



JAMES McDUFFIE
Trailer Division
20 years



ANDREW WHITE
Material Control
14 years



CLETIS FULLER
Engineering
33 years



C. E. HICKS
Trailer Division
37 years



JODIE GLEEN
Welding Shop
19 years



GARY GREENING
Material Control
14 years



STEVE ENGLISH
Foundry Department
19 years



LEE LOWERY
Trailer Division
30 years



JAMES ELLIOT
Machine Shop
20 years



LEE BURNETT
Main Office
24 years



W. A. HOPSON
Welding Shop
31 years



BARBARA PLETCHER
Automotive & Industrial
26 years



VIC STEPHANO
Machine Shop
24 years

MORE ANNIVERSARIES



BILL MYERS
Automotive & Industrial
18 years



LLOYD ELKINS
Machine Shop
13 years



JACK LEWIS
Assembly & Shipping
24 years



JOHN FORNEY
Foundry Department
30 years



DENZEL HARRIS
Machine Shop
24 years



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



BOB TAYLOR
Automotive & Industrial
34 years



FRED PHILLIPS
Machine Shop
20 years



FLOYD WILEY
Foundry Department
30 years



JAMES ALLEN
Assembly & Shipping
13 years



ODIS GARNER
Foundry Department
25 years



KENNETH MURRELL
Foundry Department
25 years



BILL LUCE
Machine Shop
25 years



WILLIAM YOUNT
Machine Shop
24 years



BROWN HAYS
Trailer Division
21 years



C. M. RUBY
Machine Shop
34 years



HARVEY GRAHAM
Automotive & Industrial
14 years



BILLY RICE
Machine Shop
14 years



DELMER McGAUGHEY
Foundry Department
22 years



R. C. JACKSON
Trailer Division
20 years



JAMES CATES
Machine Shop
12 years



JOHNNY ARNOLD
Machine Shop
14 years



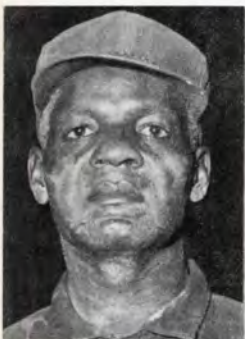
WINSTON RICHARD
Trailer Division
29 years



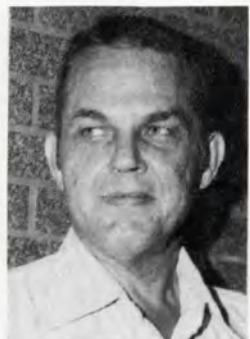
WESLEY CLOUDY
Utility Maintenance
12 years



R. C. PROCTOR
Foundry Department
33 years



ZEPHANIAH ATKINSON
Foundry Department
21 years



ROY BROWN
Trailer Division
23 years



ROBERT BURROUGHS
Automotive & Industrial
23 years



JOHN ELIJAH
Foundry Department
30 years



GEORGE HAYGOOD
Machine Shop
36 years



HAYWOOD HENDERSON
Foundry Department
23 years



FLOYD VANN
Machine Shop
29 years



LEONARD GRIMES
Utility Maintenance
23 years



T. C. McMULLEN
Print Shop
18 years



A. C. HUNT
Assembly & Shipping
21 years



LONNIE GREER
Foundry Department
21 years



JOHN LAWRENCE
Machine Shop
25 years



BURNICE SCARBOROUGH
Trailer Division
25 years



JOHN LAIRD
Material Control
19 years



HOLLIS BURNETT
Trailer Division
25 years

The 20-year old dust collector in the foundry department's main bay shakeout simply couldn't do the job anymore. Action needed to be taken.

So, the foundry department acted and the old collector was replaced with a new one. Clayton Jircik,

chief foundry engineer, was in charge of the project.

A new counter-flow design, the dust collector is driven by two 100 h.p. motors which pull 80,000 cubic feet of air per minute. This is an increase of 20,000 cubic feet per minute over the previous collector.

"It's pulling real good. You can really see the difference. Of course,

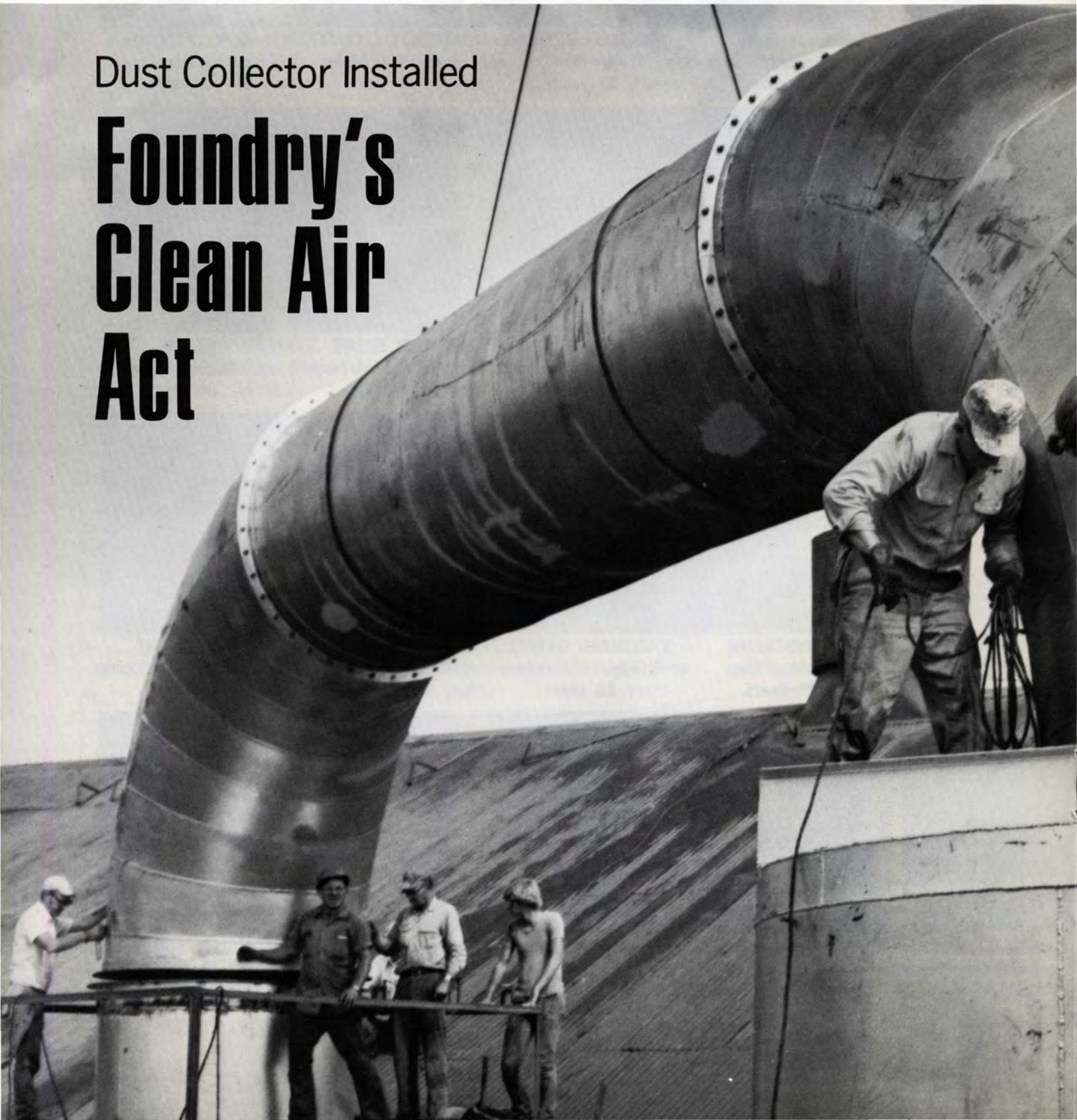
there are still a few minor improvements to be made yet," said Woodie Wallace, first shift foreman of main bay shakeout.

According to Clayton, the collector pulls dust and fumes out of the area 200 per cent better.

Fifty feet of duct work funnels the dust from the foundry main bay shakeout to the collector outside

Dust Collector Installed

Foundry's Clean Air Act



the bay area.

The wet-type collector pulls the dust-laden air and fumes into the collecting tank where the dust combines with water and settles to the bottom of the tank. The sediment then is removed with a drag chain.

Involved in the installation of the new system were the electrical, foundry mechanical maintenance

and utility maintenance crews. These men worked during the foundry's shutdown week to get the system in operation.

In addition to the dust collector system, many general repairs were made. Some work included the installation of new crane rails and alignment of existing rails in the foundry scrap yard and repainting

the cupola scrubber structure.

Also, the electrical distribution in the foundry was updated and expanded. Annual repairs were made to foundry machinery.

The biggest project of shutdown week, the dust collector system, is part of the foundry department's future expansion program to extend over the next three years.



Utility maintenance crew positions connecting duct and secures it with the aid of a motor crane. From left, Clifton Marze, Arthur May, Jack Palmer and Ronnie Schaeffer work with end of duct over shakeout while Billy Noel and John Brittain adjust opposite end connecting with collector



Installing connecting section from outside duct work to shakeout hood (partially seen at left) is Arthur, utility maintenance, and Jimmy Ramey, material control. Jimmy assists with hydraulic crane

The relative size of a section of duct work is illustrated with workman as a reference. This part which is 57 inches in diameter and 38 feet long is the connecting duct from the shakeout to the collector



REMINISCENCES

by GUY CROOM



In the fall of 1910, my parents sent me and my oldest sister to a small Baptist College at Palacios, Texas. How we got there may be of interest. We flagged passenger train number five at Elmina about 2 a.m., and got into Houston about daylight.

Each one of us had a trunk. A transfer agent boarded the train at about the city limits and came through the train taking up baggage checks in exchange for a claim check to use at grand central station. This service was free, but I had to recheck them to Palacios at the central station. We made the transfer without incident and arrived in Palacios about 4 p.m. There was a welcoming party that met us and took us out to the college via horse-drawn hack a distance of about three miles.

I stayed at the boys dormitory where there were about 15 boys. My sister and the only other girl boarder stayed in the president's home, Dr. M. M. Wolf. Later he became pastor of South Main Baptist Church in Houston.

I roomed with the boy that drove the school bus, it being a horse-drawn affair with two long parallel seats that you boarded from the back end. He would go into Palacios every morning and pick up twelve or so pupils that lived in town. After school, he would take them back home.

The curricula was easy and I did not have to study very much. And too, I was more interested in baseball than anything else. Oh, yes, a young man's fancy turns to love, so along with baseball and a girl I did very little else but have a good time.

One thing very unusual happened while we were there. In January there came a blizzard that blew the water out of Tres Palacios Bay down to just little pools and puddles and tons of fine fish froze to death.

Our parents did not send us back the next year. Mama said about all I would do would be to court that girl and possibly get married. She did not know it, but I was not that

far along.

In the fall of 1912, they were going to send me to college. I think Mama preferred Baylor; Papa was for A&M. If I am not badly mistaken, that was the year Rice opened its doors and they advertised that they had hired Phil Arbuckle as coach of athletics. I don't know where he got his reputation and experience, but he was a well-known coach.

I remember Mama talking to me about Rice. She did not want me to go to A&M because it had a reputation for being rough and tough. But on account of the engineering course, Mama agreed to A&M. Papa went with me over there.

We boarded a train at Elmina, went to Houston, spent the night there, then boarded another train for College Station. We got there about noon. I don't remember all the details, but I believe Papa left me. I know I went up to Professor Puryear's office and he told me to "sign here."

There was a pen in a holder, and I reached and got it. He grabbed it out of my hand and said, "That's my pen and you don't use it." I was already scared stiff and that didn't help.

He sent me down to see the "Bull" (commandant) Lt. Levi G. Brown. He assigned me to Company L on third floor of Leggett Hall. I didn't know where it was, but an upper classman on the outside said he would show me. I tagged along behind when he started up those three flights of stairs. He took them three steps at a time. I was a little on the portly side and fell behind. When he got to the top, he shouted, "Come on, 'fish,' get a move on you."

He took me in and introduced me to Cadet Captain E. S. Lammers who shook hands with me, asked where I was from and what I intended studying. Then he said we are glad to have you in Company L. That was the first kind word anyone had said to me and I shall always remember it.

But I was rooming with J. G. Allen, one of the nicest boys I ever met. He was from out of state; don't remember where. Soon after I moved to Austin Hall, one night two upper classmen busted into our room with flour sacks in their hands. One of them said, "'Fish,' do you smoke?" I did, but Allen didn't and they said for me to put my tobacco in their sack and I was fool enough to do it. Those scamps collected up enough tobacco to last them all year in one night.

A little later on Saturday night, the leaders of Company L and Company K decided on a "battle royale" between the "fish" in each company. We were in the halls between the rooms on second floor of Leggett. Using our belts as weapons, the fight began. You could not tell who was who, so in a short time we were strapping each other and it got pretty bad before someone had sense enough to break it up. I was exhausted and beat to a pulp, but made up my mind I was going to tough it out.

One day at drill they gave the command "double time." There was a big ole fat boy in the squad just ahead of me called Fatty Mitchell. He was huffing and puffing and when they gave the command to halt, some of his buddies were laughing at him and I was foolish enough to say that "I heard his guts sloshing." For that I got a strapping.

At meal times the whole corp or regiment, about 1100, lined up in military formation. The first sergeant of each company called the roll. Then we marched into the mess hall in a column of squads. In early spring at the noon meal, the band led the march to the mess hall and at the door they parted and lined up on each side. They continued playing until everyone was in.

Each chair had a little built-in shelf under the seat on which to place your hat or cap, as the case might be. Any dish of food that became depleted, you simply passed it to the waiter for a refill and I never saw them run short. They did not say pass something, they said "shoot it."

Salt was "sand;" sugar was "sawdust;" water was "sky juice;" syrup was "regulator," milk was "cow juice." Dessert was "cush." You were at liberty to leave when finished, but a "fish" did not dare leave before all the upper classmen at his table had left.

LUFKIN in focus

Boudreaux's Caretaker

With the arrival of Jamie Lea on August 14, James Bell, machine shop, 1st shift, become a father for the first time.

However, the responsibility of taking care of a 7-pound, 14-ounce bouncing baby girl did not give James the usual new father anxiety. The reason was Boudreaux.

Thanks to Boudreaux, James had been acquiring the art of infant care for four months.

In East Texas circles, Boudreaux is known as a coon. Around the Bell household, he is recognized as a unique fellow with an overbearing personality.

Boudreaux happened into the Bell family by way of a coon hunt—an insulting but true fact. When James found the one-week-old coon in Corrigan woods, he decided it would be a good idea to adopt the then helpless coon.

Within weeks, the helpless waif turned into a dictatorial commander. He began setting time

schedules for the entire household and demanded exact execution of his feeding, bathing and playing time periods.

James survived the adjustment to Boudreaux's household schedules. Now, he's worried about the future. Boudreaux's present day antics makes his younger days look like a Sainthood era.

Understand Boudreaux is not an incorrigible in our society, just a curious coon. He must give each object, person or place a coon investigation. Such an inquisitive search into matters calls for an upside down, once-over-lightly, if not twice, general rearrangement in the condition of things, persons, or whatever.

Meanwhile, James tolerates all this and more. He and Boudreaux have become close friends and friends tolerate each other's shortcomings.

The new father of Jamie and seasoned caretaker of Boudreaux



has worked for LUFKIN for two years. In between the caring of Jamie and Boudreaux, James takes eight hours a day to operate either the Hobb or gear cutter machines.

Traffic's Lady

When Cathy Pullen walked into the office of the traffic department, machine shop, she set a first for LUFKIN. She is the first lady to

work in this department of the machine shop.

Cathy created quite a stir of interest not only in the traffic office

but also in departments outside the traffic office.

"When I answered the phone, most people hesitated to respond; they were not used to a girl's voice," she explained.

Cathy's fellow workers, Ray Russell, middle, and Jim Lamont, left, voiced no complaint about Cathy working in the office.

Fortunately, or unfortunately, Cathy reports they treat her no differently than they do the male personnel.

"Belive me, they make me work just as hard," she said.

A recent graduate of Stephen F. Austin, Cathy admits she would have been reluctant to begin her first full-time job if she had not worked before as a part-time LUFKIN employee.

"It made it easier because I knew a lot of people."

Cathy is the daughter of Buddy Pullen, machine shop, 1st shift.



LUFKIN *in focus* continued

A New \$146,193 Lathe

LUFKIN recently purchased a new \$146,193 Cincinnati chucking center which is one of the most modern, up-to-date numerical control (NC) lathe the shop has.

The completely tape controlled lathe machines parts for commercial and marine gear units such as bearing carriers, oil seals, gear blanks or high speed bearings.

This NC lathe increases productivity because it requires less setup time in between parts orders. Because of this characteristic, the machine can produce small orders for different parts more economically.



This NC lathe has certain features that allows a quicker production in machining small parts. A unique construction is the slanted bedway design. Also, it has two automatic indexing, eight-tool position turrets.

The overhead or "crown" turret holds cutting tool holders which machine the outside diameters of the parts. The I.D. turret normally holds boring bars or grooving bars which machine inside diameters of the various parts.



Inner Shield Wire Feeders

Described as being more efficient, the welding shop's new inner shield wire feeders hold 50 lbs. of wire.

Instead of sticking wire into a holding rod, a welder pushes a button on the rod to eject a continuous roll of wire.

"Before," said Marvin Tarver, 1st shift, "we had to change wire every three minutes now we change two or three times a day."

R. E. Maxey, 1st shift, agreed it was faster but also pointed out that it made a stronger weld. Obviously with the continuous roll of wire, the welder makes more welding deposits for a longer period of time.

As E. W. Barnes said, "It's just a better rod, holds better, welds better, and gets the job done."

A Native Son

"I believe Judge was born out here," said co-worker Floyd Wiley, "but what a worker he is."

In 1946, Judge Burrell began work for LUFKIN as a painter in the cleaning department, a position he has held for 29 years.

He always has worked the second shift, claiming he likes to be home during the day so he can work around the house. "Besides," he said, "it's a lot cooler out here during the night."

Judge, who likes to work, describes himself as one of those men who has to work. "It makes me feel good."

During those 29 years, Judge has only missed three days of work. That was ten years ago when he took time off to attend a funeral.

Although he admits that he has seen a lot of changes, he thought the improvement in the foundry's working conditions or environment has been the most significant.

"What it's like now and what it was like when I started out here—whew, believe me, it's different."

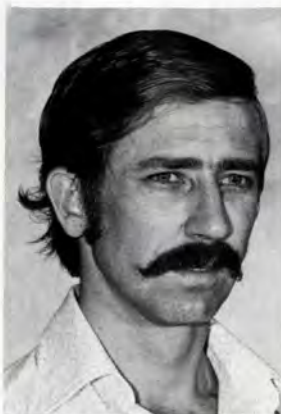


Shop Promotions

Kenneth Matthews has been promoted to 2nd shift foreman, bay 1 of the welding shop.

Kenneth joined LUFKIN in 1966 as a helper in the welding shop. During nine years, he has worked both the 2nd and 3rd shifts, receiving first the classification of structural worker-class "B" and then, structural worker-class "A".

He was transferred from bay 6 to bay 1 when promoted to 2nd shift foreman.



Matthews



Christie



Wright

Audie Christie has been promoted to 2nd shift foreman of belt covers in the welding shop.

Audie joined LUFKIN in 1962. He worked in the Trailer division for three years before he was transferred to the welding shop as

welder, class C.

Rayford Wright has been promoted to 2nd shift foreman of gear cutters, machine shop.

Rayford joined LUFKIN in 1963 as a machine shop helper. For ten years, he has been in gear cutters as a machine operator. For the last year, he has been an inspector.



Mike Basham Retires

After 25 years of working in the foundry as a core hustler, Elmer Sydney "Mike" Basham retired from LUFKIN.

"My family came first, then my job," Mike said, "but I always gave my respect to the place that helped me pay for the groceries. It's foolish not to do so."

The co-workers in the side bay of the foundry gave Mike quite a retirement party that included a gift to help finance his upcoming fishing expedition.

Mike and his wife, Odessa, spent two weeks "on the road," enjoying the scenery of Colorado, Utah, and Montana. Upon completion of the two week holiday, Mike returned to LUFKIN to receive his retirement watch.

After Bill Trout, vice president, handed him his watch, Mike told him what clean air and clear streams these states had to offer. Mike said he particularly enjoyed the clear water, explaining that he and his wife tried to fool the fish as they dangled their poles in the streams of each state.

For the most part, Mike and his wife plan to relax during the retirement years. "I know," he said "that I will miss the men because everyone has been so nice to me."

LUFKIN in focus continued



Tank Welding Machine

A recently purchased tank welding machine was installed in the welding shop to replace one that could not be used any longer.

A tank welding machine is a submerge arc welding machine used to weld longitudinal and circumferential welds on the ASME code pressure tanks. The tanks are a part of the LUFKIN air balance pumping unit.

"Buck" Stringer, welding shop, 1st shift, said the adjustments have been made and the "machine is whipped now."

It makes a beautiful weld, a much nicer job than the old machine. The instruments are accurate now. All you have to do is line it up and it'll operate true to the seams."



Rene Esteves, welding shop, 2nd shift, accepts LUFKIN cap from his foreman, Kenneth Matthews



Paul Gibson, (right,) machine shop, 3rd shift, gets his cap fitted by Charles Daniel, foreman

LUFKIN "Caps" Employees

Around Angelina and surrounding counties and throughout Lufkin, a lot of red LUFKIN caps have been seen since last May when each employee of the company was given one.

David Lee Ellis, foundry department, main bay, 1st shift, gets "crowned" by his foreman, Joe Little

So that each employee of the company will receive a cap, a new program has been initiated. When new employees have completed their 60-day probationary period, they will be given a cap and welcomed to the LUFKIN family.



A CB Radio Ham

As Norman Green machine shop, 1st shift maneuvers his volkswagen into its daily u-turn in front of the main office, the stringbean antennae resemble the vibrating feelers of the intent honey bee circling its target.

The citizen band (CB) radio tucked inside the VW requires the exaggerated antennae which allow Norman to talk to friends and family within a 150 mile radius.

However, a native Californian once reached Norman on his radio which was quite a surprise to both operators. For quite awhile neither one could talk, but before long they began discussing their favorite subject, the CB radio.

Enthusiastic about his hobby, Norman is taking a correspondence

course in CB radio repair. Since he enjoys any type of repair work that calls for the mending of small parts, speculation says he will be one of the top graduates.

Norman, who repaired watches before joining LUFKIN in 1951, maintains all dial indicators that sit atop LUFKIN's machines. These dials indicate to the operator whether he is machining the part within allowed tolerances.

Norman claims they are not any trouble to fix. "In fact," he says, "there's never been one I couldn't repair."

In time, he expects to make the same kind of statement about the repair of CB radios; but for now, he continues to enjoy his handy CB radio.



Signs Of Changing Times

LUFKIN replaced its second landmark, gears which have been sold, for a 12-foot eight-inch thick, 8,000-pound steel plate.

The plate remained after two pinions were torch-cut. The Lufkin Industries sign atop the steel plate was cut by J. D. Edwards, welding shop, 1st shift.

LUFKIN manufactured the pinions for a docking gate mechanism for the Hughes Glomar Explorer. LUFKIN was originally told the Explorer was a vessel for an underwater mining project. However, it was learned later that the ship was used in the controversial recovery attempt of

a Russian submarine.

The first landmark in front of the main office was a 4.5-inch cannon. It represented one of the early war contracts granted LUFKIN, which was the 24th company in the nation to be awarded the coveted Army-Navy "E" (for excellence) pennant in recognition of "outstanding contributions to Ordnance manufacture."

Out of an estimated 80,000 war plants in the United States during World War II, less than two per cent had received the award in 1943.

The 4.5-inch gun was donated to the Ellen Trout Zoo.



Is That A Fact

With bolts and nuts in his pocket, Jerry Van, production control, 1st shift, weighed in front of his competitors Pam Tarkington, Betty Wood, Sandy McMullen, and Joann Williford, all machine shop, 1st shift.

After the week ended, the group weighed again. Naturally, Jerry won with his secret intact until informants released the Van tactic in weight loss.

The weigh-less gang played for big stakes, 25¢ for each pound loss.

The commercial gear crew agree they kept Kirvin Largent in shape so he could help his team, the Dixie Majors, win state and come in third at the nationals in Texarkana.

Other LUFKIN teammates include: Tony Beck, son of Stanley Beck, plant engineering; Dale Arnold, son of Edith Arnold, Automotive & Industrial.

Jim Massingill, main office, is the '75-'76 director of communication for the Nacogdoches chapter of the National Association of Accountants.

The organization provides opportunities for members to increase their knowledge of accounting practices and methods.

Jim said it was a young chapter, five years old, but he believes it will continue to grow and increase its membership.

Ever heard of water skiing on land? If you want the facts, ask Russell Hornbuckle, machine shop, 3rd shift.

Granddaughters Lynn and Gina Smith left Norfolk, Va., to pay a visit to their grandparents, Mr. and Mrs. Marvin Dias. Accompanying the girls were parents, Mr. and Mrs. W. N. Smith. Marvin is one of LUFKIN'S security guards.

Frank Martin, metallurgy lab, noted this interesting statistic. Last year for the first six months, LUFKIN averaged pouring 182.4 tons per day.

The first six months of this year, LUFKIN poured 190.5 tons per day or about 8.1 tons per day more than last year.

"This represents about 4.4% increase," Frank said.

Both Gene Huziker and Mike

Continued on next page

LUFKIN *in focus* *continued*

Kaiser, foundry maintenance 1st shift, have been searching for new techniques to drive a boat through lily pads. Apparently, the lily pads impede the boat's progress to a

certain location that sells a beverage they enjoy.

Foreman Charles Daniel, machine shop, 3rd shift, congratulates his crew because 58 men out of 135 have worked seven months and missed less than five days.

The Accomplished Student

"The only way to learn is to have teachers like these," said an appreciative T. J. Selman as he showed pictures of Uncle Walter Ragland and Alex Andrews.

The two men were former LUFKIN employees, now deceased. At one time, each had been the working boss of T. J. who enjoyed reporting a few tales of the good old days.

T. J. came to work for LUFKIN in 1929 at the tender age of 16. Uncle Walter Ragland was there to greet the young and eager worker who wanted to learn a trade.

"Believe me, he made a first class boiler maker out of me," said T. J. "At that time, we did not weld pumping units together. The parts were riveted together."

A few years later T. J. was in the paint gang, a job he described as being a "good project

in those days." Then he was placed on the assembly floor where he met Alex Andrews.

"I liked the old fellow. He was a first class machinist who taught me an awful lot."

Since 1946, T. J. has been a setup man. He works in the machine shop, 1st shift. Raymond Beavers, assembly & shipping, 1st shift, is the only man who has been with LUFKIN longer than T. J.

T. J. said he never has ventured "too much out of Lufkin."

"I didn't know what was outside Lufkin until the two strikes. Then I had to go some other place to find a job."

He says he has enjoyed working for LUFKIN all these years but looks forward to retirement next year. He believes the way to learn is to get "into a job and work."

"However, you have to be fortunate like I was and have good teachers."

"That's real good," said the happy foreman, "yep, real good."

In order to familiarize engineers with the FORTRAN IV computer language, General Electric held a school that met every Tuesday for six weeks in the conference room of the engineering department.

Engineers write most of their programs in the basic computer language but GE stressed that FORTRAN IV offers more advantages and features than the basic language.

Graduates of the school include: Greg Badke, Ken Beckman,, Bill



Hard Luck Gambler

Foreman Thomas Ladd calls Glen Nichols, foundry, 2nd shift, a leader. Glen calls himself a hard luck gambler.

For a couple of years, Glen tried to become the successful Las Vegas gambler. "But I gave it up," said a wishful Glen, "I just couldn't beat the system."

Glen, a molder, pours and works the sand into the molds. He knows just how many times to hit or ram the mold so the sand won't hang on to it.

"You learn to tell these things by the way the sand works; it's something you learn as time goes by."

About eight co-workers help Glen on the second shift. He complimented all of them, saying they work real well together.

"If we didn't work well together; we couldn't get anything done."

Glen said he tries to treat people like he wants them to treat him. "I never make a guy do anything I wouldn't do myself."



Wagner, Louis Lloyd, Art Nelson, Billy Fincher, T. D. Lashly, all from engineering; LaVan Watts and Joe Bills, both from Trailer Division.

Deepest Sympathy to:

The family and friends of Michael Williams Griffin, former employee of Automotive & Industrial, who died

August 27, 1975. He was the son of Joan and Kelley Griffin. Joan works in the personnel department and Kelly, Automotive & Industrial.

MARKING AN ANNIVERSARY

TRAILER DIVISION

Employment Date	Years with Co.
C. E. Hicks Oct. 19, 1938	37
Lee Lowery Oct. 17, 1945	30
Winston Richard Oct. 14, 1946	29
Burnice Scarborough Oct. 3, 1950	25
Hollis Burnett Oct. 3, 1950	25
R. D. Clark Oct. 4, 1950	25
E. J. Kirk Oct. 4, 1951	24
Oren Rice Oct. 15, 1952	23
Roy Brown, Jr. Oct. 27, 1952	23
B. H. Hays Oct. 11, 1954	21
E. E. Dover Oct. 24, 1955	20
R. C. Jackson Oct. 5, 1955	20
J. R. McDuffie Oct. 6, 1955	20
C. P. Gault Oct. 26, 1964	11
Chester Hodge Oct. 24, 1966	9
E. R. Jenkins Oct. 14, 1968	7
John Snider Oct. 1, 1969	6
Larry Holcomb Oct. 8, 1969	6
R. B. Hensarling Oct. 16, 1969	6
A. E. Duffield Oct. 29, 1969	6
Tony Jordan Oct. 12, 1971	4
W. K. Green Oct. 18, 1971	4
Kirby McAdams Oct. 9, 1972	3
Carl Gooding Oct. 4, 1973	2
Howard Price Oct. 18, 1973	2
Willie Mae Smith Oct. 22, 1973	2
Joe LeBlanc Oct. 29, 1973	2
Mary Alexander Oct. 29, 1973	2
Bobby Cranford Oct. 9, 1974	1

FOUNDRY DEPARTMENT

Employment Date	Years with Co.
R. C. Proctor Oct. 12, 1942	33
Floyd Wiley Oct. 9, 1945	30
John Elijah Oct. 22, 1945	30
John Forney Oct. 22, 1945	30
Odis Garner Oct. 24, 1950	25
Kenneth Murrell Oct. 25, 1950	25
Haywood Henderson Oct. 14, 1952	23
Delmer McGaughey Oct. 13, 1953	22
Zephaniah Atkinson Oct. 8, 1954	21
Lonnie Greer Oct. 11, 1954	21
Steve English Oct. 9, 1956	19
Lenard Anders Oct. 22, 1962	13
Elmo Scott Oct. 7, 1964	11
Jimmy Jones Oct. 11, 1966	9
C. L. Davis Oct. 13, 1971	4
H. I. Walker Oct. 17, 1972	3
C. H. Swift Oct. 18, 1972	3
M. O. Kizer Oct. 19, 1972	3
Jim Bowden Oct. 26, 1973	2
Donald Criswell Oct. 2, 1974	1
George Taylor Oct. 7, 1974	1
Michael Parrish Oct. 7, 1974	1
Curtis Dupree Oct. 8, 1974	1
Walter Oder Oct. 9, 1974	1
E. A. Parrish Oct. 9, 1974	1
W. R. Hartsfield Oct. 14, 1974	1
J. A. Allen Oct. 14, 1974	1
Julius Lee Cox Oct. 14, 1974	1
Curtis Bryant Oct. 16, 1974	1
Dan Wade Oct. 16, 1974	1
W. E. Little Oct. 22, 1974	1
W. L. Ellis Oct. 29, 1974	1

ENGINEERING

Employment Date	Years with Co.
Cletis Fuller Oct. 12, 1942	33
J. W. Courtney Oct. 8, 1965	10
Ronald Rogers Oct. 23, 1967	8

UTILITY MAINTENANCE

Employment Date	Years with Co.
Leonard Grimes Oct. 28, 1952	23
Wesley Cloudy Oct. 7, 1963	12

MAIN OFFICE

Employment Date	Years with Co.
Roy Willmon Oct. 27, 1947	28
Lee Burnett Oct. 24, 1951	24
Judy Talton Oct. 10, 1966	9
Lavelle Glenn Oct. 21, 1968	7
Dollie Green Oct. 7, 1974	1

Stewart Rogers	Oct. 7, 1974	1
William Sharp	Oct. 11, 1974	1

SECURITY GUARD

Employment Date	Years with Co.
M. L. Lightfoot Oct. 11, 1966	9
Paul Crye Oct. 2, 1973	2

ELECTRICAL DEPARTMENT

Employment Date	Years with Co.
Carroll Hargis Oct. 12, 1964	11
Richard Bivin Oct. 1, 1966	10
R. L. Dennie Oct. 2, 1972	3
W. R. Clark Oct. 17, 1972	3
J. D. Drake Oct. 15, 1973	2
Jessie Satterwhite Oct. 7, 1974	1
James Bowman Oct. 28, 1974	1

ASSEMBLY & SHIPPING

Employment Date	Years with Co.
Jack Lewis Oct. 10, 1951	24
Sherman Farr Oct. 15, 1962	13
James W. Allen Oct. 17, 1962	13
W. H. Lambert Oct. 28, 1968	7
W. Compean, Jr. Oct. 9, 1974	1

WELDING SHOP

Employment Date	Years with Co.
W. A. Hopson Oct. 18, 1944	31
Jodie Gleen Oct. 23, 1956	19
J. G. Stephenson Oct. 6, 1964	11
D. L. Kelsey Oct. 1, 1965	10
S. D. Swindle Oct. 25, 1965	10
J. E. Williams Oct. 29, 1969	6
J. L. Burrell Oct. 10, 1972	3
Paul Smith Oct. 19, 1973	2
Bobby Ward Oct. 29, 1973	2
Joe Watkins Oct. 30, 1973	2
Eddie Loche Oct. 30, 1973	2
Ronnie Moore Oct. 2, 1974	1
Terry Woods Oct. 7, 1974	1
Larry Craig Oct. 7, 1974	1
Thomas Horn Oct. 14, 1974	1
Mark Allen Oct. 14, 1974	1
Weldon Slaton Oct. 15, 1974	1
Joe Grisham Oct. 15, 1974	1
Angus Russell Oct. 16, 1974	1
Prudencio Flores Oct. 16, 1974	1
Dan Bentley Oct. 21, 1974	1
Wesley Sowell, Jr. Oct. 22, 1974	1
Doug Stanley Oct. 23, 1974	1
Gary Reid Oct. 28, 1974	1

PATTERN SHOP

Employment Date	Years with Co.
Larry Stringer Oct. 13, 1966	9
J. F. Lord Oct. 6, 1971	4

MACHINE SHOP

Employment Date	Years with Co.
G. W. Haygood Oct. 14, 1939	36
C. M. Ruby Oct. 2, 1941	34
G. C. Starrett, Jr. Oct. 14, 1941	34
Floyd Vann Oct. 14, 1946	29
William Higdon Oct. 13, 1947	28
John Lawrence Oct. 4, 1950	25
Bill Luce Oct. 26, 1950	25
Denzel Harris Oct. 10, 1951	24
Pete Yount Oct. 11, 1951	24
Vic Stephano Oct. 30, 1951	24
Jim Fenley Oct. 6, 1955	20
F. W. Phillips Oct. 27, 1955	20
J. H. Elliott Oct. 28, 1955	20
Thomas Nerren Oct. 25, 1956	19
Cliff Foster Oct. 10, 1961	14
Edward Gardner Oct. 11, 1961	14
Johnny Arnold Oct. 16, 1961	14
Doug Giles Oct. 18, 1961	14
Billy Rice Oct. 24, 1961	14
Lloyd Elkins Oct. 17, 1962	13
James Cates Oct. 28, 1963	12
J. E. Youngblood Oct. 2, 1964	11

J. D. White	Oct. 14, 1964	11
James Cole	Oct. 22, 1964	11
Michael Shuell	Oct. 27, 1964	11
M. T. Wilson	Oct. 1, 1965	10
William Williams	Oct. 4, 1966	9
Robert Barbe	Oct. 10, 1967	8
R. F. Crawford	Oct. 16, 1967	8
Mathis Wade, Jr.	Oct. 19, 1967	8
Willie Holcombe	Oct. 30, 1967	8
John Musgrove	Oct. 9, 1968	7
Charles Jones	Oct. 2, 1969	6
S. G. Greer	Oct. 7, 1969	6
M. E. Atkinson	Oct. 8, 1969	6
Homer Smith	Oct. 28, 1969	6
Jerry Thornton	Oct. 11, 1971	4
Hail Hawkins	Oct. 26, 1971	4
Ronald Smith	Oct. 10, 1972	3
Bobby Epperly, Sr.	Oct. 11, 1972	3
Norman Baird	Oct. 16, 1972	3
Sandra McMullen	Oct. 16, 1972	3
Jim Martin	Oct. 18, 1972	3
John L. Johnson	Oct. 10, 1973	2
Fred Liedtke	Oct. 1, 1974	1
J. R. Glass	Oct. 2, 1974	1
J. R. McCroan	Oct. 3, 1974	1
Vernon Modisette	Oct. 7, 1974	1
Alton Peterson	Oct. 7, 1974	1
Denton Smith	Oct. 15, 1974	1
William Tyer	Oct. 16, 1974	1
Joe Burch	Oct. 16, 1974	1
Dennis McMillan	Oct. 18, 1974	1
Kenneth McKnight	Oct. 20, 1974	1
Jerry Rice	Oct. 23, 1974	1
Carroll Bridwell	Oct. 28, 1974	1
Jerry Hamilton	Oct. 29, 1974	1
J. A. Lunsford	Oct. 29, 1974	1
B. D. Higinbotham	Oct. 30, 1974	1

TRAILER SALES & SERVICE

Employment Date	Years with Co.
J. E. Walker Oct. 7, 1954	21
R. W. Boyd Oct. 1, 1955	20
R. C. Jackson Oct. 5, 1955	20
Ernest Dailey Oct. 22, 1956	19
Bill Mayfield Oct. 26, 1964	11
R. L. Watkins Oct. 26, 1970	5
Curtis Ryan Oct. 1, 1974	1
Paul Dailey Oct. 1, 1974	1

MATERIAL CONTROL

Employment Date	Years with Co.
A. C. Hunt, Sr. Oct. 27, 1954	21
John Laird Oct. 17, 1956	19
Andrew White Oct. 9, 1961	14
Gary Greening Oct. 24, 1961	14
J. T. Stuckey Oct. 10, 1967	8
C. E. Curry Oct. 12, 1967	8
Jimmy Hambert Oct. 1, 1974	1

INDUSTRIAL ENGINEERING

Employment Date	Years with Co.
Calvin Scarbrough Oct. 27, 1964	11

PRINT SHOP

Employment Date	Years with Co.
T. C. McMullen, Jr. Oct. 25, 1957	18

MACHINERY SALES & SERVICE

Employment Date	Years with Co.
A. G. Briceno Oct. 1, 1962	13
J. L. Mullen Oct. 14, 1963	12
H. R. Stevens Oct. 7, 1974	1
H. W. Goshko Oct. 28, 1974	1

AUTOMOTIVE & INDUSTRIAL

Employment Date	Years with Co.
Bob Taylor Oct. 27, 1941	34
Barbara Pletcher Oct. 18, 1949	26
Robert Burroughs Oct. 15, 1952	23
Bill Myers Oct. 1, 1957	18
Harvey Graham Oct. 5, 1961	14
Nora Smith Oct. 2, 1967	8
S. L. Mackey Oct. 5, 1970	5
R. A. Thompson Oct. 20, 1971	4

LUFKIN ROUNDUP

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Roundup Laughs



"Pa ain't home," said the youngster to the minister who called on a Sunday afternoon. "He went over to the golf club."

When the minister's face registered distress, the youngster hastily added, "Oh, he ain't gonna play golf, not on Sunday. He just went over for a few high-balls and a little game of poker."

ABOUT THE COVER

In the 17th century, French explorers were awed by the natural beauty of the Turtle and Flambeau River area. The Flambeau Flowage is the connecting link between the Turtle and Manitowish River.

The flowage, about 17,000 acres in size is one of Wisconsin's great water areas. There are hundreds of miles of wild shoreline, numerous islands, and much scenic beauty.

The Turtle-Flambeau Flowage is one of the best known fishing areas in the northwoods. Anglers can catch musky, northern pike, bass, walleyed pike and pan fish.

When I got my bill for the operation I found out why they wear masks in the operating room.

The country minister was preaching to the unusually crowded church.

"I'm very pleased to see such a large number of you at our Easter services. Since many of you will not be here again until next Easter, I'd like to take this occasion to wish you a merry Christmas!"

Hillbillies are strange sometimes. One feller didn't kiss his wife for years, but shot another feller who did.

Mailmen at a post office discovered that one package in a sack of parcel post bundles had broken open. The damaged package contained U.S. Postal Service pamphlets telling people how to wrap parcels for safe delivery.

A committee of five consists of the man who does the work, two to pat him on the back and two to bring in a minority report.

A kindly old lady stopped a toddler at Miami Beach and asked, "What's your name?"

The toddler answered, "Richard."

"Richard what?" persisted the old lady. "What's your last name?"

"My last name," pondered the toddler momentarily, then said brightly, "Oh, I know. Richard stop that immediately."

"How's business?" asked the customer to the cashier at the local restaurant.

"It could be worse," said the cashier. "I might own it."

Realtor to a home-seeking pair of honeymooners: "First you tell me what you can afford. Then we'll have a good laugh and go from there."

LUFKIN ROUNDUP

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