



LUFKIN MARCH 1979
ROUNDUP



FROM THE PRESIDENT'S DESK ...

FELLOW EMPLOYEES:

In 1939, Lufkin Foundry & Machine Company, as it was known then, bought the assets of the old Martin Wagon Company which was located on Abney Avenue. The founder was the grandfather of our own Daniel Webster Martin, who now manages our material control department. This acquisition of the Martin Wagon Company was the forerunner of our present Trailer Division.

The Trailer Division originally built pole trailers and floats but later developed a line of vans and dumps, along with all types of special lowboy, oilfield and machinery trailers to give us a diversified line.

During World War II, LUFKIN furnished most of the laundry trailers for the Army, and a complete line of gasoline trailers for the Army Air Corps, in addition to other wartime fabrication.

1974 was our biggest year in the trailer division with sales of \$23 million. In 1975, the new anti-skid law threw a monkey wrench into our trailer sales and production. But Lufkin Industries, by virtue of its diversification, was able to shift some pumping unit production to the trailer plant, and 1490 pumping unit structural assemblies were manufactured there. This enabled Lufkin Industries to have a record year in 1975.

In 1977, the trailer division ventured into a new field and obtained an order for 70 large missile trailers from Lockheed Corporation for the United States Government. These trailers were built to very rigid specifications, and Lockheed inspectors were in our plant to observe, inspect and check all operations.

We quickly found out that building equipment for Uncle Sam was a different task altogether. Now we understand why a bid has to be increased considerably to take care of government red tape with costly yet unnecessary specifications. This was a good, profitable job for Lufkin, and we will be concentrating our efforts to obtain other jobs of this nature for our trailer division in the future.

The year 1978 will go down in the company's history as the best year for the Trailer Division. Diversification is the key to the success of this Division. There have been bad times for the Trailer Division, but with a confidence that these would pass, our people weathered the lean years. Now it would seem their confidence was justified. Business once again is booming in the Trailer Division.

Thus we know that although our gear business has been down for the past three years, it will come back. We can be confident in this.

R. L. Poland

Scholarship Applications Due April 1

Students of LUFKIN employees who are planning to apply for a Lufkin Industries Foundation Scholarship must complete their application and return it before April 1, 1979.

With the deadline only a few weeks away, Carl Liese, secretary of the Foundation, urges all students to complete their applications and return them as soon as possible. Applications for the 4-year scholarships must be received by the secretary of the Foundation at his office at the Trailer Division before April 1, 1979. Applications for the 2-year Angelina College scholarships must also be filed before April 1, 1979 with the Financial Aids Office of Angelina College.

A complete application must be accompanied by the student's high school transcript showing 9th, 10th, 11th, and first semester 12th year grades. In addition, applications for the 4-year scholarships must include the results of the Scholastic Aptitude Test (SAT). Applications without SAT results will not be considered for one of the Foundation's 4-year scholarships.

According to Mutt Barr, president of the Foundation, in order for a student to be eligible, one parent must have been an employee of Lufkin Industries,

Inc. for at least a year when the student registered for his or her senior year. Students who have completed the SAT test should apply for both the 4-year and the 2-year Angelina College scholarships.

The Foundation will award a minimum of five 4-year scholarships and four 2-year Angelina College scholarships in May, 1979. One of the 4-year scholarships will be awarded to a child of an employee working away from the home plant.

Applications for the 4-year scholarships can be picked up

at the personnel office, in the office of the secretary of the Foundation at the Trailer Plant, at any sales branch office or manufacturing facility of Lufkin Industries, Inc. and at the principal's office of Lufkin High School. Applications for the 2-year Angelina College scholarship may be picked up at the Financial Aids office at the college.

A total of 108 scholarships amounting to \$230,000 have been awarded since the scholarship program was started in 1965.



Being on the Job Makes You a



WINNER

April 1, 1979, LUFKIN will begin an incentive Attendance Program. The program is designed to reward those who come to work regularly and to treat accordingly those who miss work.

Absenteeism has become a big enough factor that LUFKIN is taking steps to stop this growing problem.

According to James Horton, Personnel Department and Program Coordinator, on any average work day in 1978, there were 175 LUFKIN employees not at work. This total came from every part of Lufkin Industries; from that idle milling machine in the machine shop, to the molding machine being run by a supervisor in the foundry, to an important job not being done at all in the trailer plant and welding shop.



Every corner of the plant was affected by absenteeism.

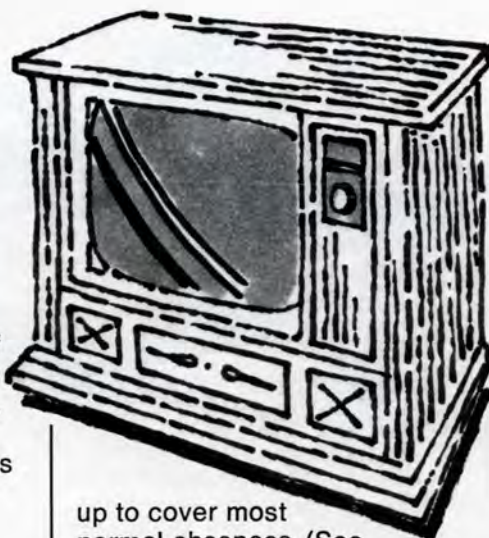
"As a result of high absenteeism we have to hire more employees and have to spread the company benefits much thinner than we would if we had fewer, more steady employees," Horton continued. "Our program should be more successful than other programs of this nature that we've seen because of the incentive portion."

For the duration of this program—April 1, 1979 to April 1, 1980—every bargaining unit employee who works a full calendar month without missing a workday will be rewarded. At this time this program will not include Little Rock and Cushing employees.

The language of the program speaks of excused absences, unexcused absences, absence occurrences and tardy or leaving early occurrences. These need to be defined before the rewards and bonuses are mentioned.

An absence under this program is defined as missing one or more consecutive work days. Every time an employee misses work, for one day or for several consecutive days, an absence occurrence will be charged to that employee.

It is understood that certain absences from work are unavoidable, so a list of eight exceptions has been drawn



up to cover most normal absences. (See the Absence Exception chart.)

After an absence, it will be the employee's responsibility to fill out a form, supplied by the foreman or from the Personnel Department, showing that an approved exception applies. This form must be turned into the employee's immediate supervisor within three work days after the absence. An approved exception will keep an absence occurrence from being entered onto an employee's record.

Tardiness and/or leaving early are also included in the program. Each time the employee comes in late or leaves early, with the same exceptions as those applying to absences, one tardy or leaving early occurrence will be charged to that employee's record.

By following the same procedure as used for the absence occurrence the employee can keep the tardy

or leaving early occurrence from entering the permanent record. Simply fill out the necessary form within three

ABSENCE EXCEPTION CHART

An absence will not be charged to an employee who misses work for one of the following reasons:

- (1) Industrial injury
- (2) Paid Vacation or Holiday
- (3) Jury Duty
- (4) Military Duty
- (5) Death in the Employee's Immediate Family
- (6) Union Business as Approved by the Company Including Leaves of Absence as Stated in the Collective Bargaining Agreement
- (7) Summoned or Subpoenaed to Attend a Legal Proceeding
- (8) Illness or Injury Requiring Hospital Confinement of the Employee or a Member of his Immediate Family. (Including Pregnancies and Time off Before and After Hospital Confinement if Directly Related to Hospital Stay).

work days and give it to the immediate supervisor.

However, if an employee is absent without an approved exception, there is a way to get an absence occurrence off the employee's record.

For each calendar month of no absences the employee will be given a credit which will cancel out one absence occurrence. If, for example, the employee has two absence occurrences recorded, two months with no absences will clean the record.

When the employee leaves early one work day and is also gone the next work day (enough missed time to total eight hours), one absence occurrence will be charged. If the missed time in this type instance is less than eight hours, only a tardy or leaving early occurrence will be charged.

Absence occurrences, tardy or leaving early occurrences, credits—confusing, maybe. Worth it? Certainly.

Every bargaining unit

PRIZE ELIGIBILITY CHART

PRIZE	Number Months of Perfect Attendance Required for Eligibility
Pickup Truck	12
Boat, Motor and Trailer	12, 11
25" Color Television Entertainment Center and Stereo	12, 11, 10, 9
21" Color Console Television	12, 11, 10, 9, 8, 7
Automatic Shotgun	12, 11, 10, 9, 8, 7, 6

employee with perfect attendance for six or more months at the end of the program year, will be eligible for bonus drawings.

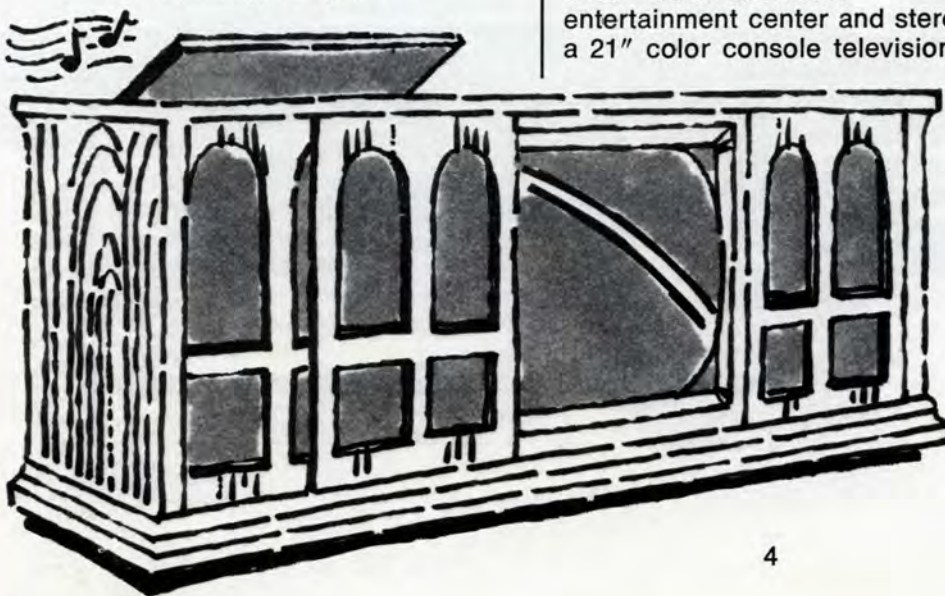
Mutt Barr, executive vice-president, commented about the bonus prizes. "The prizes hopefully will be an incentive for employees to be at work regularly and take care of their responsibilities."

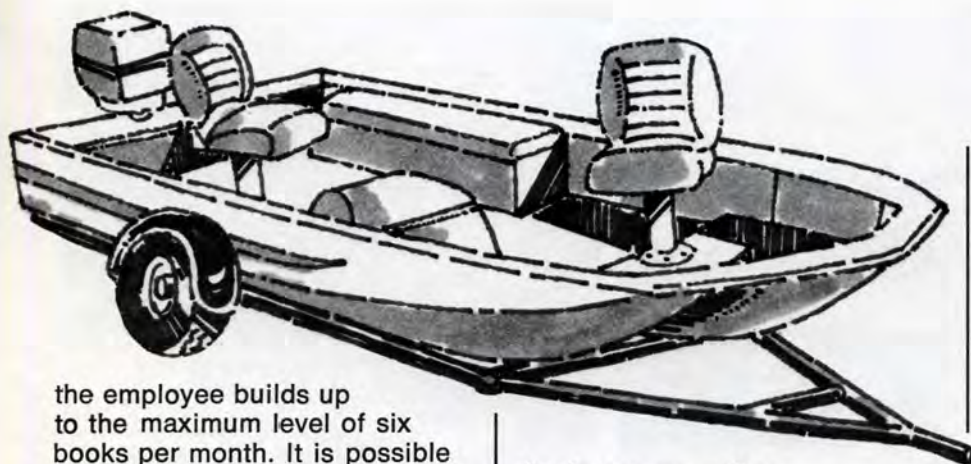
To make the bonus prizes a real incentive, the company is giving away a new pickup truck, a boat, motor and trailer, a 25" color television entertainment center and stereo, a 21" color console television

and an automatic shotgun.

To be eligible for the bonus drawings at the end of the program year, the employee must have had at least six months of perfect attendance. The number of months of perfect attendance dictate the number of chances in the bonus drawings. (See the Prize Eligibility chart.)

It won't be necessary to wait until next April for attendance rewards. Each month employees who have no unexcused absences for that calendar month will be given a certificate good for a book of Green Stamps. (The exception to this is if the month with no unexcused absences is being used to cancel out a month with unexcused absences.) As the months of no absences build up, so do the number of Green Stamp books; two months of no absences get two books of Green Stamps, three months—three books. This goes on until





the employee builds up to the maximum level of six books per month. It is possible to get up to 57 books of Green Stamps during the program year, with a bonus of 25 books added to all employees with 12 months perfect attendance.

Rewarding steady workers is only half the program. Along with the prizes and incentives mentioned, the Attendance Program also carries with it penalties for the employee who keeps on missing work.

Working through the company's computer, an accurate record will be kept of each absence occurrence. As the occurrences mount up without approved exceptions or credits to offset them, action will be taken by the company to remedy the situation.

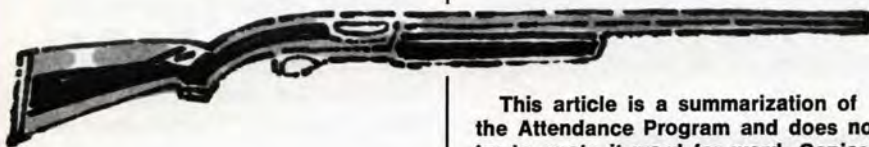
As the occurrences accumulate, a series of verbal, then written warnings, followed by disciplinary layoffs will be given to the employee. As a

final measure, after continued absenteeism, the employee can be terminated.

A similar warning and layoff system applies to repeated tardy and leaving early offenders.

"We think this program assures more equal treatment for violators throughout the plant. But we don't aim to just penalize people; we want to reward those who want to work," Mutt said.

"Roughly, \$1.6 million in wages was lost by LUFKIN employees in 1978 because of absenteeism," President R. L. Poland said. "We feel something should be done to reverse this trend. We are instituting this Attendance Program as a means of impressing everyone with the need to be at work regularly, and to reward those who do. Those who do not will eventually lose their jobs. We believe this is a fair program and trust we will have the cooperation of everyone."



This article is a summarization of the Attendance Program and does not try to quote it word for word. Copies of the original can be obtained from the Personnel Office or the supervisor.

GREEN STAMP BOOK AWARD CHART

An employee will be awarded Green Stamp books for consecutive months free of unexcused absences according to the following table:

1 Month	1 Book
2 Months	2 Books
3 Months	3 Books
4 Months	4 Books
5 Months	5 Books
6 Months	6 Books
7 Months	6 Books
8 Months	6 Books
9 Months	6 Books
10 Months	6 Books
11 Months	6 Books
12 Months	6 Books
	57 Books



INSURANCE BENEFITS OFTEN...



Insurance claims must be brought to the insurance offices, located in the Personnel Department, to Sheila Nevils, Leelana Orr or Joe Perkins

Company insurance coverage is a company benefit that can be as good as the employee makes it. But according to Insurance Office employees, some employees may not be using their coverage to its fullest potential.

"Our insurance coverage is good and fairly simple," says Leelana Orr, insurance clerk, "but many employees don't completely understand the benefits to which they are entitled.

"Most of the problems we have are due to misinformation or lack of information on the part of the employee, she said.

Every LUFKIN employee becomes eligible for the company group insurance plan upon completion of their 90-day probationary period. The company pays 60% of each bargaining unit employee's premium.

Under the company insurance plan, the bargaining unit employee and all dependents are covered under a comprehensive medical plan. In addition, the employee receives a \$10,000 life insurance policy and weekly disability benefits.

"All bargaining unit employees who are off work more than four days due to personal sickness or accident, and are under a doctor's care, are eligible for weekly benefits to help replace lost wages," Leelana continued.

"Many employees are confused about these weekly disability benefits. They think it doesn't apply when they go to the hospital, but it applies any time a bargaining unit employee is off work more than four days and is under a doctor's care."

Keeping the insurance office informed is the first step an



Joe Perkins, insurance manager, will answer questions concerning employee coverage



Sheila Nevils, left, and Leelana Orr handle the paper work involved in filing an insurance claim

employee should take in all insurance matters.

"The employee is responsible for letting the insurance office know what is happening," Joe Perkins, insurance manager, said. "We can't do anything for the employee until he has notified us."

Perkins reminded employees to notify the insurance office of new dependents or any changes in the number of dependents. An employee should drop by the insurance office and sign a new card reflecting the changes. This could result in a reduction in premium for the employee.

According to the insurance office staff, there is often confusion over family and personal benefits offered in the comprehensive medical insurance plan.

Each family member is covered under the plan. There is a \$100 deductible per calendar year on each member, or \$300 maximum per family. The insurance will pay 80% of all medical expenses over \$100 for each member, or 80% of all medical expenses over \$300 that

occur during the calendar year for the entire family.

Leelana, Sheila Nevils, and Joe are glad to help an employee with insurance claims. But they remind employees to bring doctor's bills, hospital statements, ambulance charges, prescriptions for medicine and any other medical bills with them. A copy of all bills must be attached to the claim when it is filed.

Joe recommends that employees keep separate records of medical expenses for each member of the family. "Keep some type of itemized statement showing the doctor's diagnosis, date and charge for services," he said.

"Be sure to keep each person's records separate. Anytime a member of the family accumulates over \$100 of medical expenses in a 365-day period, bring all the bills to Leelana, Sheila or myself and

we'll file a claim.

Joe said they were often asked how long children are covered. Children are covered from the day they are born until their 19th birthday if they are unmarried. They can be covered until their 23rd birthday if they are enrolled in school, single and dependent on the employee for support.

An insurance plan similar to LUFKIN's bargaining unit employee package, which costs \$31 a month for an employee with two or more dependents, would cost \$78 a month without the company's contribution, and as much as \$100 a month if bought by an individual without the group rate.

Keeping accurate records of medical expenses and reporting them regularly to the insurance office is practically all an employee must do to take advantage of this valuable company benefit.

...MISSED

Your Giving Helped These Employees

Each year in October, employees are asked to give to the United Way.

Two important things happen when employees open their hearts, billfolds and purses.

First, for every dollar an employee gives, the company gives a matching dollar.

Second, five percent of what the employees and the company give together is retained in a fund to be administered by and used for employees of Lufkin Industries.

Recently two employees were assisted by this fund.

Jesse Brooks, brass foundry, 1st shift, and his family lost their house and all their belongings when a fire ravaged their home. In addition to a collection of money from his co-workers, he and his family received money from the United Way Employees Fund at Lufkin Industries.

Otis Jenkins, welding shop, 1st shift, received help from this fund in a special way. Mrs. Jenkins must be placed on a dialysis machine three times each week to have her blood purified since she has no kidneys to do this. Each session on the dialysis machine lasts six hours.

The United Way Employees Fund at Lufkin Industries purchased a special chair which will make this life-saving process more endurable for the Jenkins.

Your United Way dollars made these two gifts possible.



Behind Jesse Brooks and his family is what remains of their house and all their personal belongings. They were assisted in this time of great need by the United Way Employees Fund.



This special chair was purchased by the United Way Employees Fund for Mrs. Otis Jenkins. She must spend six hours each day three days each week attached to a dialysis machine. Otis Jenkins works the first shift in the Welding & Structural plant.

WHO'S WHO AT LUFKIN



Dewey Wells has been promoted to Construction Coordinator in the Foundry Engineering Department. He was formerly with Brown & Root and Cameron Iron Works in Houston before being employed by LUFKIN in 1977.



Dr. James Horton has accepted a position in the Personnel Department. He was formerly director of the Anderson College Center, a branch campus of the Henderson County Junior College Technical-Vocational School.



Bill Williams has been promoted to Manager of the Sales Order Entry Department. He will be responsible for all pumping unit and gear order entries.



Leelana Orr has assumed the duties of Insurance Clerk in the Insurance Office of the Personnel Department. She will be assisting employees with insurance claims.



Larry Cloyd has been promoted to Warehouse Working Foreman in Material Control Warehouse 18.



Doyle Lunsford has assumed the duties of Supervisor in the Machine Shop Maintenance Department.



Chester Hornbuckle has assumed the duties of Supervisor of the Commercial Gear Assembly Floor on the second shift.



SAFETY GLASSES

Chips and shavings make no distinction as to whether or not an employee's shift has officially started. Play it safe. Wear safety glasses at all times while in the plant.

These photographs were staged purposefully to emphasize the safety reminder for this month.



Incorrect. J. C. Thorn, left, watches over J. R. (Yank) Williams' shoulder while he operates a drill press in the machine shop. Notice where J. C. is wearing his safety glasses.



Correct. Henry Whitten, left, and Tommy Davis watch this machine with their safety glasses in the proper place.

CELEBRATING AN ANNIVERSARY 3~9 YEARS

LEE ALEXANDER
Main Bay
5 years



NORMAN BARLOW
Trailer—Machines
6 years



WILBUR L. BRUTON
Yard Crew
6 years



BOBBY M. ALLEN
Welding & Structural
6 years



GARY D. BOYD
Quality Assurance
7 years



JAMES E. BURSE
Welding & Structural
6 years



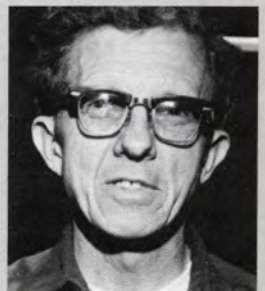
WINFORD ALLEN
Machine shop
3 years



LOUIS C. BROCK
Assembly & Shipping
5 years



J. C. COFFIELD
Material Control
9 years



PALMER L. ARNOLD
Mechanical Maintenance
4 years



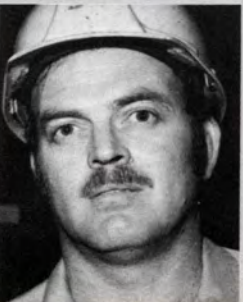
MELVIN BROCK JR.
Welding & Structural
9 years



JERRY FERGUSON
Trailer—Vans
7 years



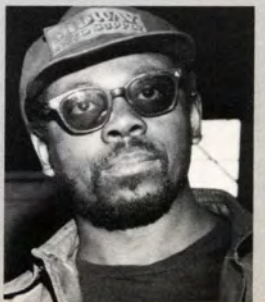
TERRY P. BAIRD
Foundry—Maintenance
8 years



JANICE J. BROOKS
Automotive & Industrial
8 years



LLOYD B. FROR
Assembly & Shipping
4 years





TRUMAN E. FUSSELL
Foundry—Pipefitter
4 years

JOHN W. JACKSON
Trailer—Yard Crew
3 years



ELTON R. MENEFF
Pattern Shop
6 years



ELMER HALL
Welding & Structural
5 years

SUE G. JOSEPH
Key punch
3 years



LEROY MOONEY JR.
Shaft Shop
4 years



TED I. HEARNSBERGER
Assembly & Shipping
6 years

JAMES E. JOSHUA
Machine Shop
9 years



TOMMY E. NASH
Assembly & Shipping
6 years



DAVID L. HENSARLING
Machine Shop
4 years

AUGUST G. KULMS
Machine Shop
6 years



CECIL E. PRIMROSE
Electrical
6 years



EUGENE HODGE
Foundry—Yard Crew
7 years

FLOYD D. LEWIS
Side Bay
4 years



EARL J. RANDOLPH
Trailer—Vans
3 years



MIKEL G. HORTON
Machine Shop
3 years

HENRY MACK
Main Bay
4 years



JESSIE J. RAY JR.
Security
8 years



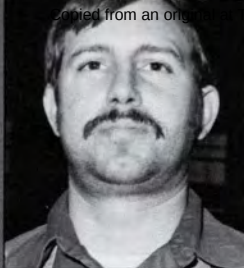
WILLIAM G. HOWARD
Assembly & Shipping
6 years

EDDIE MASK
Shipping
6 years



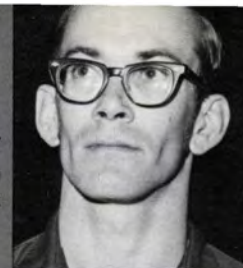
WILLIAM H. REDD
Utility Maintenance
5 years

BOBBY L. SHORT
Welding & Structural
9 years



JAMES E. VANN
Welding & Structural
6 years

WILLIE C. WIGLEY
Machine Shop
9 years



MARY E. SMITH
Purchasing
6 years



C. V. VanSCHOU BROEK
Welding & Structural
4 years

JAMES M. WOLFE
Machine Shop
7 years



JAMES E. SOWELL
Assembly & Shipping
7 years



KENNETH R. WALDROP
Machine Shop
4 years

E. E. YOUNG
Machine Shop
3 years



AUTREY G. TENNYSON
Main Bay
4 years



W. C. WATSON
Lathe Shop
4 years

PAUL D. TUSCANA
Casting Yard
4 years



CURTIS WATTS
Core Room
4 years

Credit Union Holds Annual Meeting

Nearly 100 persons jammed the District Courtroom January 20 for the annual LFM Federal Credit Union Stockholders meeting.

Austin Freeman, secretary-treasurer, told the stockholders that the credit union assets were over \$2.5 million at the end of 1978, up \$55,000 from the previous year. For the second consecutive year a 7 percent dividend was paid to shareholders.

A. C. Hunt, shaft shop, 1st shift; Billy Ray Harris, foundry

office; Hubert Lankford, gear cutters, 1st shift; and Jerry Jackson, assembly & shipping, 1st shift, whose terms as directors had expired, were re-elected to two-year terms.

Officers for 1979 are Billy Ray, president; Leonard Avery, gear cutters, 1st shift, vice-president and Freeman, secretary-treasurer.

MARKING AN ANNIVERSARY

MACHINE SHOP

	Employment Date	Years with Co.
Johnson, V. P.	March 11, 1937	42
Campbell, Grady M.	March 12, 1941	38
Treadwell, Tom S.	March 3, 1947	32
Yount, Luther	March 5, 1951	28
Nash, J. B.	March 20, 1952	27
Christina, A. L.	March 2, 1953	26
Berry, Rex K.	March 22, 1954	25
Wallace, Gayland	March 24, 1954	25
Lunsford, Doyle	March 2, 1959	20
Montes, George R.	March 2, 1959	20
Nash, Ross	March 6, 1959	20
Turner, Sam C.	March 23, 1962	17
Hollis, A. G.	March 30, 1962	17
Lankford, Hubert	March 4, 1963	16
Wright, Rayford	March 20, 1963	16
Barge, A. J., Jr.	March 5, 1965	14
Brown, Ira M.	March 14, 1967	12
Cole, Jimmy L.	March 22, 1966	13
Due, Grady E.	March 23, 1966	13
Clark, Lowell L.	March 30, 1967	12
Modisette, Royce	March 20, 1968	11
Pillows, Edward A.	March 4, 1969	10
Smith, Billy J.	March 10, 1969	10
Collins, Ivy J. Jr.	March 11, 1969	10
Garcia, Jesse R., Jr.	March 25, 1969	10
Coffield, J. C.	March 9, 1970	9
Joshua, James E.	March 12, 1970	9
Wigley, Willie C.	March 26, 1970	9
Sowell, James E.	March 14, 1972	7
Boyd, Gary D.	March 28, 1972	7
Wolfe, James M.	March 30, 1972	7
Hearnberger, Ted	March 12, 1973	6
Kulms, August G.	March 14, 1973	6
Nash, Tommy E.	March 20, 1973	6
Howard, William G.	March 21, 1973	6
Bruton, Wilbur L.	March 27, 1973	6
Redd, William H.	March 8, 1974	5
Brock, Louis C.	March 27, 1974	5
Waldrop, Kenneth	March 2, 1975	4
Arnold, Palmer L.	March 3, 1975	4
Fussell, Furman E.	March 3, 1975	4
Hensarling, David L.	March 11, 1975	4
Tuscan, Paul D.	March 18, 1975	4
Fror, Lloyd B.	March 24, 1975	4
Mooney, Leroy Jr.	March 26, 1975	4
Watson, W. C.	March 30, 1975	4
Young, E. E.	March 15, 1976	3
Allen, Winford	March 16, 1976	3
Horton, Mikel G.	March 17, 1976	3
Acosta, Jerry L.	March 1, 1977	2
Kennedy, Emory	March 6, 1977	2
Harkness, David A.	March 7, 1977	2
Evans, Robert L.	March 9, 1977	2
Essary, Jack L.	March 10, 1977	2
Germany, Gerald P.	March 14, 1977	2
Harwell, Tommy L.	March 14, 1977	2
Lewis, Woodrow M.	March 15, 1977	2
Bryant, James A.	March 17, 1977	2
Chmielewski, James	March 21, 1977	2
Walker, Jimmy L.	March 21, 1977	2
Bove, Charles J.	March 22, 1977	2
Justus, Dennis O.	March 22, 1977	2
Hodges, Charles W.	March 28, 1977	2
Flores, Florentine	March 10, 1978	1
Calhoun, Franklin	March 14, 1978	1
Hamblin, Larry R.	March 16, 1978	1
Christopher, B. R.	March 20, 1978	1
Thompson, Sheran C.	March 20, 1978	1

FOUNDRY

	Employment Date	Years with Co.
Stringer, N. L.	March 20, 1947	32
Modisette, A. J., Jr.	March 1, 1948	31
Robertson, Lessie	March 3, 1953	26
Cole, William R.	March 18, 1963	16
Reynolds, Billy Jr.	March 11, 1968	11
Willmon, Don	March 10, 1969	10
Baird, Terry P.	March 9, 1971	8
Hodge, Eugene	March 7, 1972	7
Menefee, Elton R.	March 8, 1973	6
Primrose, Cecil E.	March 15, 1973	6
Alexander, Lee E.	March 25, 1974	5
Lewis, Floyd D.	March 3, 1975	4
Mack, Henry	March 5, 1975	4

Watts, Curtis J.	March 5, 1975	4
Tennyson, Autry G.	March 10, 1975	4
Green, Larry G.	March 1, 1977	2
Justus, Rickey D.	March 2, 1977	2
Culpepper, Walter P.	March 9, 1977	2
Martin, Charley A.	March 14, 1977	2
Oder, Walter J.	March 14, 1977	2
Henderson, Jace, Jr.	March 30, 1977	2
Freeman, Tom E.	March 1, 1978	1
McClure, Jerry L.	March 9, 1978	1
Jackson, Otis A.	March 10, 1978	1
Ashworth, Charles A.	March 15, 1978	1
Hunter, Howard K.	March 20, 1978	1
Castillo, Edwardo T.	March 21, 1978	1
Sheppard, Donald R.	March 23, 1978	1
Modlin, Gary W.	March 27, 1978	1
McMillan, Darryl L.	March 28, 1978	1
Daniel, Mario A.	March 29, 1978	1

WELDING & STRUCTURAL PLANT

	Employment Date	Years with Co.
Wallace, B. R.	March 17, 1937	42
Moreland, John E.	March 11, 1946	33
Davis, Barner	March 8, 1954	25
Jones, Donald H.	March 28, 1955	24
Williams, Marlin S.	March 3, 1959	20
Mitchell, Robert	March 16, 1959	20
Jenkins, Otis	March 8, 1965	14
Sullivan, Freddie A.	March 11, 1965	14
Brooks, Jesse M.	March 29, 1965	14
Allen, Joe D.	March 30, 1965	14
Brock, Melvin, Jr.	March 4, 1970	9
Short, Bobby L.	March 16, 1970	9
Mask, Eddie	March 6, 1973	6
Burse, James E.	March 12, 1973	6
Allen, Bobby M.	March 26, 1973	6
Vann, James E.	March 26, 1973	6
Hall, Elmer	March 20, 1974	5
Flowers, Thomas L.	March 3, 1975	4
VanSchoubroeck, C. V.	March 31, 1975	4
Escobedo, Francisco	March 8, 1977	2
Jiminez, Jose L.	March 14, 1977	2
Shoffitt, Andrew J.	March 17, 1977	2
Young, Arthur Jr.	March 28, 1977	2
Adams, James M.	March 30, 1977	2
Havard, Danny G.	March 1, 1978	1
Celestine, Milton W.	March 2, 1978	1
Burnett, Thomas L.	March 14, 1978	1
Coutee, Carl W.	March 20, 1978	1
Anderson, Elmer L.	March 22, 1978	1
McMahan, Charles D.	March 27, 1978	1

TRAILER DIVISION

	Employment Date	Years with Co.
Bailey, Milton E.	March 2, 1950	29
Oliver, Coy	March 2, 1950	29
Nash, Fred	March 20, 1952	27
Mainer, James D.	March 25, 1952	27
Malnar, Bobbie R.	March 7, 1962	17
English, Richard P.	March 8, 1962	17
Molandes, Orvell J.	March 8, 1962	17
Sturrock, Ferris L.	March 12, 1968	11
Westbrook, Bob C.	March 3, 1969	10
Yarbrough, Marlin R.	March 25, 1969	10
Ferguson, Jerry	March 14, 1972	7
Barlow, Norman	March 20, 1973	6
Jackson, John W.	March 3, 1976	3
Randolph, Earl J.	March 8, 1976	3
Felder, Ray C.	March 16, 1978	1
Scogin, Patricia	March 30, 1978	1

TRAILER OFFICE

	Employment Date	Years with Co.
Liese, Carl	March 27, 1946	33
Horn, James H.	March 18, 1957	22
Fuller, Elmer H.	March 1, 1958	21
Wade, Joe F.	March 29, 1965	14
Quintanilla, Jose R.	March 20, 1976	3
Raney, Benjamin H.	March 14, 1977	2
Waller, Joseph Jr.	March 28, 1977	2
Wolfe, Charles	March 3, 1978	1
Oxford, Mike	March 6, 1978	1
Benning, James	March 16, 1978	1

SALES ORDER ENTRY DEPARTMENT

	Employment Date	Years with Co.
Vinson, L. E.	March 26, 1962	17

MACHINERY SALES

	Employment Date	Years with Co.
Gissler, Jack	March 24, 1947	32
Walters, Keith	March 1, 1973	6
Dombrowski, R.	March 7, 1977	2

MAIN OFFICE

	Employment Date	Years with Co.
Parrish, Eulen	March 3, 1947	32
Cortines, Martin	March 23, 1959	20
Smith, Mary	March 19, 1973	6
Joseph, Sue	March 29, 1976	3
Merriwether, Pat	March 1, 1977	2
Daniel, Phyllis	March 27, 1978	1

ENGINEERING

	Employment Date	Years with Co.
Griffith, Selman	March 16, 1960	19
Bills, Peggy	March 10, 1977	2
Chunn, Debra	March 29, 1978	1

MATERIAL CONTROL

	Employment Date	Years with Co.
Gray, Rufus	March 8, 1962	17
Champion, Mike	March 6, 1967	12
Redd, William, Jr.	March 21, 1977	2
Wright, Mark	March 9, 1978	1

MANUFACTURING ENGINEERING

	Employment Date	Years with Co.
Temple, Bill	March 16, 1954	25

MACHINERY SERVICE DEPARTMENT

	Employment Date	Years with Co.
McWilliams, Hugh	March 25, 1969	10

TRAFFIC

	Employment Date	Years with Co.
Chapman, Robert	March 19, 1951	29
Steele, Charles	March 27, 1963	16
Sheffield, Gary	March 29, 1978	1

AUTOMOTIVE & INDUSTRIAL

	Employment Date	Years with Co.
Morris, Shaila	March 28, 1966	13
Brooks, Janice	March 29, 1971	8
Phillips, Randall	March 13, 1978	1

PERSONNEL

	Employment Date	Years with Co.
Perkins, Joe	March 15, 1954	25

PATTERN SHOP

	Employment Date	Years with Co.
McKinney, Steve, Jr.	March 22, 1954	25

CUSHING PLANT

	Employment Date	Years with Co.
Baker, Larry	March 27, 1970	9

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roundup laffs

Little Timothy had just bought Grandma a Bible for Christmas and wanted to write a suitable inscription on the fly leaf. He wracked his brain until he suddenly remembered his father had a book with an inscription of which he was very proud. So Tim decided to copy it. Imagine Grandma's surprise on Christmas morning when she opened her gift, a beautiful Bible, and found neatly inscribed the following phrase: "To Grandma, with compliments of the author."

The other day an 80-year old man was asked why he married the seventh time.

"Well, I'll tell you—for the little bit they eat, I wouldn't be without one."

She: "Steward, I've got a complaint. A sailor came into my cabin last night."

He: "Well, what do you expect for second class, the captain?"

A city girl was telling her friends about her brother-in-law's farm which she had just visited. "It's one of those experimental farms," she explained, "where the cows have calves without any bulls around. They call it artificial inspiration."

"Dad," asked a small boy, "Where are the Alps?"

Father, absorbed in the evening paper: "Ask your mother. She puts everything away."

The smoothest running families are those that believe in teen work.

A wife is a woman who stands by her husband through all the troubles he wouldn't have if he were single.

Children who watch TV are assailed by frightening topics ranging from those smoking-is-dangerous spots to civil strife in far-off lands. Seven-year-old Paula demonstrated that such news makes a lasting impression when she finished her bedtime prayer like this:

" . . . And thank you, Lord, that we live in a country that is overrun by Americans."

Girls believe in love at first sight. Men believe in it at first opportunity.

A friend of ours who travels by plane a good deal says that his pet peeve is the good looking airline stewardess who straps him in his seat and then asks, "Is there anything you'd like?"

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IABC Member of International Association of Business Communicators

About the Cover:

The year 1978 was a record year for the Trailer Division. A total of 3534 trailers were built and shipped—an increase of 1200 trailers more than were built in 1977.

It also was a banner year for pumping units. A total of 5685 units were shipped in 1978. This compares to 4842 shipped in 1977.

LUFKIN Photographer David Freeze took this photograph of a LUFKIN truck operated by LUFKIN driver Lonnie Tubbe on his way to deliver a LUFKIN pumping unit loaded on a LUFKIN flat-bed trailer.