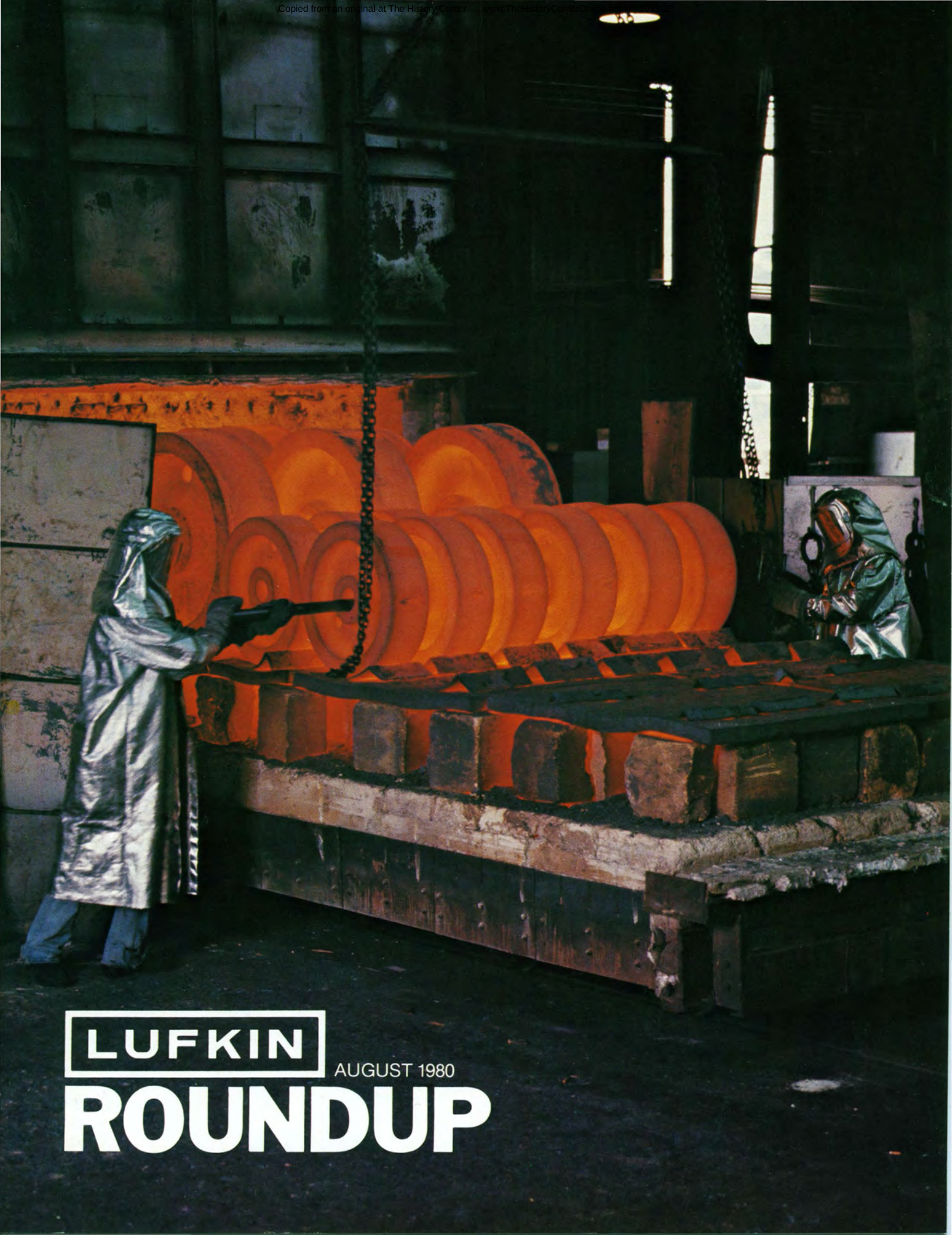


LUFKIN

AUGUST 1980

ROUNDUP

FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

I returned recently from a two-week trip in the "Yankee Country" and have had an opportunity to visit with people from all walks of life.

I find that a lot of people are frustrated and uncertain about present and future conditions in our country. This feeling of helplessness and hopelessness has brought about an attitude to get what we can, while we can, any way we can. It reaches from the welfare rolls, business, government, labor and all in between. As further evidence of this, more dollars' worth of lawsuits have been filed in the last 10 years in our country than were filed in all the centuries before.

We have divided ourselves into different groups—liberals and conservatives, blacks and whites, rich and poor, business and labor, gays and straights, and each has its own axe to grind. Much of our attitudes now seem to be "Hurrah for me and to hell with you."

If you ask how we got into this deplorable condition, we might look back a few years. When we disposed of Watergate by throwing out the alleged perpetrator, we thought we were to enter into a new era of mutual trust between the government and the people. When the expected utopia failed to materialize, we became discontented again. Then as we came to the political crossroads, we heard a new and strange but attractive voice calling to us from the South, in Georgia, who said he would lead us to the "Promised Land." He had no track record, so we had no way of knowing where the tracks would lead.

I am afraid we are now even further back on the track than we were, but I still have confidence in the American people to rescue themselves as they have always done in a crisis.

My country has been good to me. It has been my privilege to live under a system of government set up by the founding fathers who recognized the value, the rights, the freedom and the responsibility of the individual. I believe this concept led us into the free enterprise system that has served our nation so well. It brought us the highest standard of living known to man and has enabled us to help millions of other people all over the world.

Although we have some difficult problems here in America, we can and will solve them, and I have never been tempted to try to find a home in any other place on the globe.

Yes, I may seem pessimistic about tomorrow but I am optimistic about day-after-tomorrow.

FORE!

Employees compete in a two-man golf tournament.

(l-r) The team of David Bowers, manufacturing engineering, and Stanley Beck, plant engineering, won the championship flight with a one-under-par round. Stanley has won the Lufkin Country Club Championship three times. David placed first in last year's third flight division of the club tournament.

John Havard, personnel, jumps for joy after sinking a putt for a par score. John and his partner, Kelley Griffin, won the tournament's flight 'A' competition.

Tough greens and challenging tee placements resulted in 13-over-par average scores during the LUFKIN Employee Golf Tournament.

Twenty-three teams participated in the two-man scramble tournament. Rules governing a two-man scramble permit both team members to shoot and then play the best of the two shots.

Eighteen trophies were awarded to the three top winners of the three different flights. Flights were determined on the basis of percentage after play was completed. Doug Williams and Ray Stephens, material control, coordinated the event.

The team of Stanley Beck, plant engineering, and David Bowers, manufacturing engineering, shot a 1-under-par-71 to win championship honors. Johnny Purvis, automotive-industrial, and Jack Walker, machine shop, third shift, placed a close second with par-72.

Slim Williams, final assembly and shipping, third shift, and Clarence Collins, machine shop, second shift, walked away with the third place trophy with a 2-over-par total. Charles Warrick, trailer engineering, and Pat Gammill, trailer sales, shot a 4-over-par round for fourth place honors.

In the flight 'A' competition, the team of John Havard, personnel, and Kelley Griffin, automotive-industrial, shot a 7-over-par round to win the flight's first place trophy. Phillip Kee, engineering, and Scott Semlinger, foundry offices, second place winners, finished with a round of 80.

Other flight 'A' winners were the third place team of Wayne Bell, trailer offices, and Herman Hellberg, trailer retiree, and the fourth place team of Fred Griffin, engineering, and Walt Bardwell, corporate pilot.

In the flight 'B' competition, the team of R. E. (Mutt) Barr, corporate offices, and Ed Dixon, purchasing, notched the flight's first place trophy. James Parish, husband of Donna Parish, material control, and Bobby Hambrick, engineering, took second place honors.

Also winning in the flight 'B' competition were the teams of Bobby Spells and Bobby Estes, engineering, third place, and Tracy Cartwright and Robert Calloway, engineering, fourth place. Tracy was the only woman to participate in the tournament. □

HEAT TREAT
Art or Science?

"We take something dead and give it life..."

He shrugs and says, "I don't really know how to describe the work we do. I've always thought of it as taking something that is dead and giving it life. Yes, in a way, we give life."

Who is this man and what is his work? The ministry? Medicine? Faith healing? No, it is A. C. Lunsford, foreman, describing the work that he and 18 other heat treaters perform each day in the heat treat department.

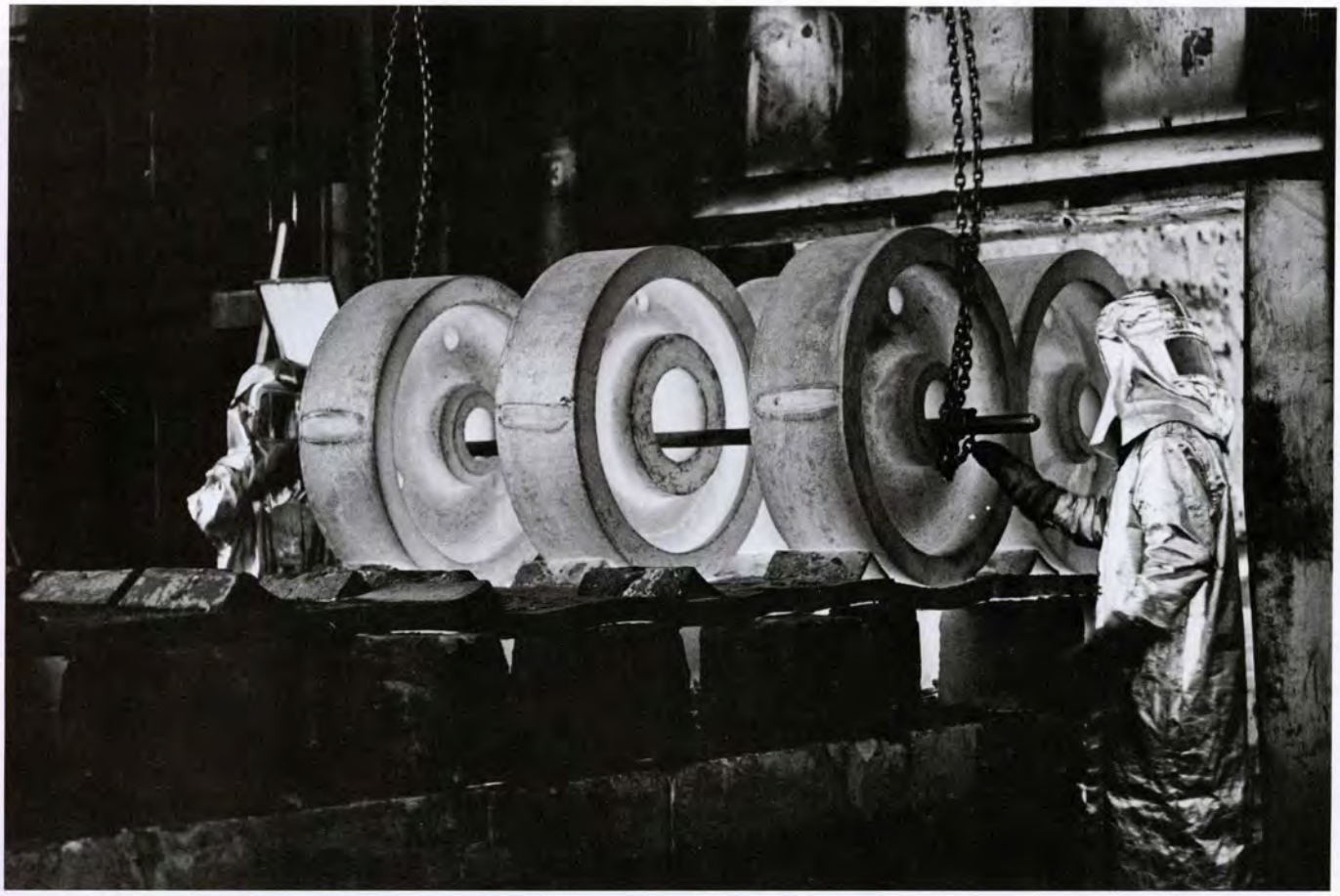
"Without the heat treating process," explains A. C., "many of the parts we produce would be useless, lifeless. The metal could not withstand the wear and tear of heavy industrial equipment. Our treatment gives it life, a purpose."

The heat treat department does just what its name implies — treats with heat certain component parts of the oilfield pumping unit and the industrial or marine gear. The process changes the molecular structure of metal to achieve certain results, such as hardness, strength and wear-resistance.

A multitude of LUFKIN components — everything from ductile iron gear blanks and brake drums to steel pinions and shafts — are heat treated. The department works two full-time shifts, treating some 150,000 pounds of metal each day.

"We have ten furnaces and a new one on the way," says Gerald Germany, supervisor of the heat treat area. "They are generally

Charles Hodges is subjecting a component part to a Brinell test to determine its hardness. The machine makes a small indentation in the metal. The surface measurement of the indentation determines the degree of hardness.



Clarence Ray Newton and Steve Robertson wear heat-repelling asbestos suits as they remove heated gear blanks from the furnaces. The blanks are moved outside to air cool.

burning at temperatures from 1600 to 1800 degrees Fahrenheit. Our people must learn not only how to work with metals but also how to work in very hot surroundings."

Heat treat has often been referred to as an art as well as a science. It has taken years of experimentation to arrive at formulas used to treat different types of metal. Most of the findings were derived from simple trial-and-error.

"It is impossible to learn heat treat by reading a book," says A.C., a heat treater for 23 years. "It takes working with metal everyday to understand the different results. Metal can fool you; it is impossible to know everything about it."

"Different components call for different degrees of hardness," continues Gerald. "A part can be made softer or harder by heating. The heat improves and refines the metal's grain structure."

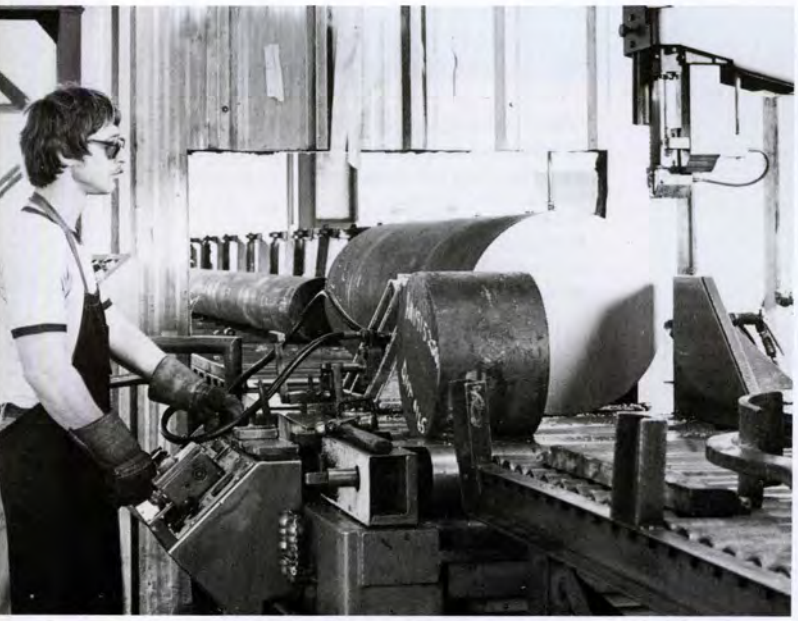
There are essentially four major steps in the heat treat process—heating, quenching, drawing and stress-relieving. The steps vary for different metals and different component parts.

For example, a steel pinion for an industrial gear might undergo all four heat treating steps. First, it is heated, usually to a temperature of 1600 degrees Fahrenheit, for a period of one hour per diameter inch plus an additional hour soak time. After heating, the pinion leaves the furnace for the quench tank. Inside the tank, oil is used to cool the pinion to a temperature of

HEAT TREAT

A. C. Lunsford, first shift foreman, checks the temperature and time on a load of parts in the furnace for heat treating. Records are maintained on every part that goes through the department for heat treating.

Parts which must withstand great pressures are often flame-hardened, a process that results in a thin layer of extremely hard metal on the exterior of the part. Here, Clarence Ray Newton, flame-hardens a shaft. Flames heat the steel while water jets rapidly cool the metal.



The heat treat department is also the home of the bar stock area. As bar stock is needed, it is cut to specified lengths and heat treated. James Matthews, one of five employees in the area, readies a piece for the ovens.

Gear blanks are loaded on a furnace car by Ronnie Garrison. These blanks will be baked overnight at temperatures of 1650 degrees and unloaded in the morning by the first shift crew.

400 degrees. Quenching draws the steel's grain structure closer together, leaving the steel very hard.

Because the steel is left too hard to machine after the quenching process, the pinion must return to the furnace. The draw cycle of the heat treat has begun. The pinion is heated to a temperature of 900 degrees for one hour per diameter inch plus one hour soak time. This second firing softens the steel to the hardness required by engineering specifications. The pinion then is allowed to cool to room temperature.

During the heat treating process, stress is often built up inside the steel and if the stress is not relieved, the pinion could crack or move. To relieve this stress, the pinion is again reheated to a temperature 50 degrees less than the draw temperature, normalizing the grain structure inside the steel, and allowed to cool to room temperature. This stress-relieving process is critical and may be repeated several times.

A ductile iron gear, however, is heat treated differently. After reaching a temperature of 1650 degrees in the furnace and baking one hour per inch of thickness, the gear is air-cooled during the quenching process. No stress-relief if needed.

"Every piece is subjected to a Brinell test," says Gerald. "If it passes the test, then it is shot blasted, painted and delivered to the casting yard."

And what is it like to work in an area where furnaces burn at these temperatures day and night? Gerald says the heat is not a problem for most of the men. They grow accustomed to the temperatures after about 30 days on the job.

"But," A. C. adds quickly, "that afternoon bath sure feels fine." □

The Blacksmith A Vanishing Breed

A. G. forms chisels that will be used in the foundry's cleaning room. Although he works with red hot metals, A. G. says burns are never a problem. "I've just learned to be real careful," he says.

In the days of the Old West, every town had its blacksmith. He fashioned tools for the farmers and ranchers; he shod horses for the cowboys and drifters. He was symbolic of an era, and when it began to die, so did his art.

But for A. G. Hollis, the art of blacksmithing is very much alive. He is a blacksmith in the heat treat department, forging tools from iron in much the same way as the Old West blacksmith.

"There are just some things that must be done by hand," says A. G., "and blacksmithing is one of them. There will always be a need for a good blacksmith."

A. G. began his career as a blacksmith during his World War II military service some 40 years ago. He was assigned blacksmithing duties, producing airplane parts for the Army.

"I guess I just took to it," recalls A. G. "I've been blacksmithing for so long now, I can't remember a time that I didn't."

A blacksmith's tools are simple: furnace, tongs, anvil and hammer. The skill required to create from red hot iron is not so simple.

"The iron is first heated. Different temperatures give different strengths. Our furnace is usually heated to 1800 degrees Fahrenheit," explains A. G. "After the iron is hot, it is placed on the anvil horn and shaped with a chisel and hammer."

The work does not stop there. After the piece is cooled, it must be ground and tempered. Tempering is reheating the item and then dipping it in oil, cooling it quickly and increasing the durability.

A. G. mostly forges handling tools and small machinery parts. He describes his work as challenging because he never knows what he will be asked to create next.

"I've made things I've never heard of or seen," says A. G., "but that is what a blacksmith is. He is a builder, a creator." □

THE TRAILER OF TOMOR

The red-and-white LUFKIN trademark will be seen soon on a new trailer product. The company's first tandem fiberglass reinforced plywood (TFRP) trailer has just rolled off the production lines.

The fiberglass reinforced plywood (FRP) trailer is not new to the trailer business but only recently has been widely accepted by the trucking industry. The trailer offers several advantages over a conventional aluminum trailer.

"There is no corrosion in a FRP trailer," explains LaVan Watts, head of trailer engineering. "The slick outside panels allow smoother air flow causing less air resistance and more fuel economy. Also, there are no outside or inside obstructions to interfere with loading."

The main advantage of this trailer — and its biggest selling point — is that it is almost maintenance-free. If it does need repair, the procedure is very simple — not structurally critical as with the aluminum trailer. It is much like repairing a boat.

"Documented data show that FRP trailers also fare better in a turnover," says LaVan. "In most cases, they can simply be uprighted, hooked to another tractor and complete their journey. An aluminum trailer in a similar accident would be totaled."

Enthusiasm and interest for the new project has been high throughout the Trailer Division. At first, there was concern that working with the fiberglass panels might be a problem for production crews. The thinner, stiffer fiberglass panels proved, however, easier to handle than the smaller, flexible aluminum panels.

"The only problems encountered by production," says LaVan, "were in adapting some of our drilling tools for the fiberglass panels. As

(l-r) Jim Masters and Howard McGill examine the blueprints for the new TFRP trailer. Howard who recently joined the division's engineering department will head up the TFRP trailer design staff. Jim will serve as his assistant.

(l-r) Trailer Division personnel, Dick McKay, vice-president; Jim Horn, sales; Jim Masters, engineering; Jim Riggs, plant superintendent; Bill Miles, engineering; Pat Gammill, sales; and LaVann Watts, engineering, inspect the first TFRP van manufactured by LUFKIN.

ROW

Production is underway on a new line of Lufkin trailers.

we begin our TFRP production on a regular basis, we will purchase any needed tools."

Design plans are now underway on two other TFRP prototypes. The first LUFKIN-built TFRP trailer is currently being tested by several trucking firms. Great Western Trucking Company of Lufkin has used the van in their routine services, and International Paper of Louisiana and Tollie Freightliners of Oklahoma are also scheduled to test the van.

"The out-of-state companies are paper and bulk grain carriers so the trailer will be subjected to some rough loads," comments LaVan. "If there are any problems, they should show up during testing. So far, we have had nothing but compliments."

LaVan adds that the fiberglass reinforced plywood trailer may be the trailer of the future. The division is already receiving inquiries about the trailer from many of its customers.

"Our customers have persistently urged us to begin producing the FRP trailer. They are as excited and eager about the new LUFKIN-built TFRP as we are. The ingredients are here for another successful LUFKIN product." □

up,

"There are no words t

Man has always longed to soar through the sky like a bird. His dream of flight has led to the discovery of an aviation industry. Yet, he still is not satisfied. The search for new and different ways to wing through the air continues.

One of man's latest flying innovations is the sport called kite skiing. Louise Melton, manufacturing engineering, and her husband Danny are enthusiasts of the sport.

"Don't confuse kite skiing with hang gliding," says Louise. "The only similarity between the two sports is that they both use kites.

up and away!

to describe the feelings you have when you're flying through the air."

The wind controls the kite in hang gliding; the boat controls the kite in kite skiing."

Louise and Danny learned kite skiing from a friend who was introduced to the sport in California. Danny has kite skied for three years but Louise first tried the sport last year.

"I always have had a fear of water," explains Louise. "I learned to water ski only last summer, and the idea of kite skiing was overwhelming. I finally mustered enough courage to try it, and I loved it. There are no words to describe the feelings you have when you're flying through the air."

Louise dismisses the notion that a person must be an exceptional skier to kite ski. "If you can get up on skis, you can kite ski. My only problem is keeping my skis on

Louise adjusts the wet suit shorts that are worn during kite skiing. The harness fits over the shorts. Also pictured are Bryce Nutt, Danny Melton and Sheila Arnold.

when I'm flying. I drop them in mid-air which makes landing more difficult. Danny flies with his skies on and comes down on the water without a fall."

Because the skier is harnessed to the kite, there is no danger of falling from the kite. He simply lets the boat pick him up, and as his skies leave the ground, he rests back into the harness.

"I sometime forget to relax back into the harness," says Louise. "It is instinct to want to hold your body up with your arms. If you relax and let the boat do the work, it is not tiring at all. It is really exhilarating."

Kite skiing does require a team effort. One person pilots the boat while another person operates the motor's throttle and watches the skier. The throttle controls the speed of the boat which, in turn, controls the height of the kite.

"The person operating the throttle is in charge," adds Louise. "He can bring the skier down at any time by reducing the boat's speed or releasing the skier's rope."

Louise generally flies at speeds from 25 to 30 miles per hour and at heights from 40 to 50 feet. Danny has flown at speeds up to 55 miles per hour and at heights up to 150 feet.

"He's definitely the pro in the family," laughs Louise, "he is very good. He has complete control of the kite, whereas, I just hang on for dear life."

Danny's expertise at kite skiing is renowned in the area. He and a friend, Bryce Nutt, kite ski each year at the Jaycees Annual Fourth of July Celebration at Ellen Trout Park & Zoo. Their program is one of the day's highlights.

"After you have kite skiied, waterskiing seems boring," smiles Louise, "but then we have always been an active family. Before we got into kite skiing, Danny raced motorcycles. I've never considered us daring; we just have fun." □

In kite skiing, the skier must water ski until the boat builds up enough speed to lift him out of the water. For a person Louise's size, the boat must be moving at speeds of 25 to 30 miles per hour.

What goes up must come down. As the speed of the boat is decelerated gradually, the skier slowly descends to the water.

Reminiscences

Sawmill towns I can remember

by Guy Croom

Please pardon me while I stray from the subject of sawmills. I have to mention the party Mr. R. L. Poland hosted for the Lufkin Industries Retired Employees Club June 10 at the company's lodge on Sam Rayburn Lake.

There were approximately 75 people, retirees and their wives, present. Two widows of ex-employees were also included, Mrs. Pete Cooney and Mrs. Alvie Green. As usual, the food at the place left nothing to be desired. That is, of course, if you enjoy a starter of select hors d'oeuvres followed by fried catfish, hushpuppies, black-eyed peas (a speciality of the house), turnip greens with Bermuda onions on the side, and to top the meal off, some of Idear Finley's special peach cobbler. Oh, I forgot the coleslaw which helped the meal immensely.

It's hard to say enough nice things about Kermit Gammill. Kermit, with the help of his lovely wife Kathleen, runs the show down there. It's done very nicely and wisely. Mr. Poland, I thought, made a very appropriate and informative talk. You just can't beat both good food and good talk at one time. Thanks, Bob, for the hospitality.

Now back to the subject at hand: sawmills. In my last column, I was discussing the Elmina sawmill and its general manager, Mr. W. B. Clint. If anything was ever needed at the plant, he did not look for the cheapest rather he looked for the best, and the best was none too good.

The little machine shop I practically grew up in was the best equipped little shop that I ever saw or ever will see again. There was a Lodge & Shipley lathe with a 30-inch swing and 18-foot bed, a little six-foot G. A. Gray planer, a Cincinnati shaper with a 20-inch stroke and a single spindle drill press and bolt cutter. All were new, bought through P. H. McArdle Equipment Company in New Orleans. Many of the tools normally furnished by the machinist, such as caliper scales, surface gauge, thread gauge, etc., were provided.

They were hauling logs over a narrow gauge railroad but the road bed and track were almost the equal of the I & G. N. and the equipment was the best. The main line engine was the biggest narrow gauge engine I ever saw. She was an eight-wheel consolidator with small drivers and 20-inch diameter cylinders. It handled 20 carloads of logs twice a day.

In the discussion of Martin Wagon Company, the question was raised if Mr. Martin patented the slip tongue log cart. I am sure he did not because they were using them at Hyatt about the turn of the century and they were building them at Elmina. That was before Mr. Martin went into business.

Common labor was 15 cents per hour—10 hours a day, six days per week. There was no vacation or paid holidays. There were three holidays in the year: Christmas, 19th of June and the Fourth of July.

Boarding houses were 60 cents per day and that included three meals and a bed. Running the boarding house required long hours.

First, there was the woods crew that had to have breakfast and dinner pails ready so they could leave the mill by 6 a.m. The mill crew didn't start work till 7 a.m. and there was breakfast to fix for them. Maybe two or three of the office workers wouldn't go into work till 8 a.m. and breakfast had to be fixed for them.

Mill and office crews had lunch at the same time but for supper it was different. The mill crew got off at 6 p.m. and had to be served. The woods crew was generally an hour later and they had to be served. So you can see the landlady and her help earned their pay.

The church house at Elmina was non-denominational. It was built by the company at the end of Silk Stocking Street and faced down the street. Of course, Clint saw to it that it was complete with pews, belfry bell and pulpit. It seated about 100 persons.

Usually, Methodist and Baptist alternated Sundays holding services but Sunday school was held every Sunday morning. I was a baseball nut, and there was usually a game on Sunday afternoon but not for me.

There was the story that Clint had been to Houston and got off the passenger train at Elmina about 9:30 a.m. and there was Mr. Thompson (wood superintendent) and about half his crew milling around the commissary.

Clint walked up to Mr. Thompson and said, "Tom, what are all these men doing idle?" Mr. Thompson replied, "Oh, Mr. Clint, we have a near flood in the woods and the mules can't stand up." Clint replied, "It don't rain where I sawmill. Let's get these men back to work."

This story may or may not be true but it would be typical of Clint.

IN FOCUS

Production Promotes Six Employees

Lesley Brooks

Don Baker

Doug Collins

Roy Elliot

Robert Ridgeway

Thomas Reynolds

Six employees have been promoted in different production areas of the plant.

In the welding shop, Lesley Brooks has been promoted to first shift supervisor. He graduated from Lufkin High School and Kilgore Junior College. Brooks has been employed since 1965.

He and his wife Janice reside in Lufkin with their two children, Stacey and Monica.

Don Baker has been promoted to welding shop production scheduler. A graduate of West Sabine High School in Pineland, he has been an employee since 1975.

He and his wife Shay reside in Nacogdoches with their two children, Brooke and Nic.

In the final assembly and shipping area, Doug Collins has been promoted to third shift supervisor in charge of machining operations. A graduate of Avery High School, he became an employee in 1978.

He and his wife Deborah reside in Lufkin with their two children, Lynn and Brian.

In the foundry department, Roy Elliott has been promoted to melting technician in counterweight melting, second shift. He graduated from North High School in Flint, Michigan and was employed by the company in 1978.

He resides in Lufkin and is the father of one daughter, Deborah.

Robert Ridgeway has been promoted to assistant foreman in the foundry's core department, first shift. He attended Moffett Schools and came to Lufkin Industries in 1950.

He and his wife Ellen reside in Huntington. They are the parents of three children, Don, Ronnie and Kathy.

In the machine shop, Thomas Reynolds has been promoted to third shift supervisor. A graduate of Redland High School, he was employed in 1962.

He and his wife Ann reside in Lufkin. they are the parents of five children, Tommy, Connie, Ronnie, Roxan and Kristine. Reynolds is also pastor of the Wallace Chapel Baptist Church.

Retirement Marks 43 Years of Service

Getting to work in the morning was never a problem for retiree Pat Johnson. His home is next door to the company's engineering offices, a four-minute walk from the job he held for 43 years.

"I guess you could say I was close to my work," says Pat. "When we moved here 25 years ago, most of the plant was still located across the street. Today, it is all around us."

Before his retirement in May, Pat worked as an inspector in the machine shop. It was a job he enjoyed but does not miss.

"Retirement agrees with me. I enjoy doing what I want to do when I want to do it. Of course, I miss the fine people I worked with over the years but it was time for me to retire."

LUFKIN crews working behind Pat's house are constantly teasing him while he's gardening or taking an afternoon snooze in his favorite lawn chair.

"They are always ribbing me about living the easy life," laughs Pat. "I tell them their day will come."

The decision to retire was not an easy one for Pat but he has no regrets. "Whenever I start wondering what I'm missing, I just lean over the fence and someone fills me in on all the gossip. I'm never too far from the old gang."

Schools Honor Students

Three children of LUFKIN employees were recognized for scholastic achievement during May graduation exercises.

Brenda Ann Tankersley, daughter of Mr. and Mrs. Ervin Anderson, was awarded her master of education degree from Stephen F. Austin State University. She teaches in the Lufkin Independent School District. Her father has been employed in the foundry for 29 years.

Jim Boonstra, son of Jim and Maria Boonstra, was named salutatorian of his junior high graduating class at Huntington Junior High. He maintained a 96.8 grade average during three years of junior high. He was also named Most Studious and Most Athletic. His mother is employed in the personnel department.

Aaron Wiley, son of Mr. and Mrs. J. T. Wiley, was chosen outstanding first grade student at Kennard Elementary. His father is a time checker in the foundry's cleaning room, second shift.

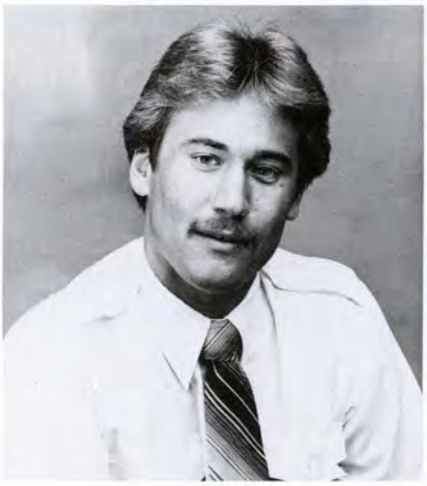
Brenda Ann Tankersley

Jim Boonstra

Aaron Wiley

Mickey Mark, a member of the Angelina County Unit of the American Heart Association and personnel officer, explains single rescuer cardiopulmonary resuscitation (CPR) to Paul Kitchens, foundry electrician. Paul was one of 26 foundry employees who participated in CPR classes initiated by the foundry department. CPR trains a person to maintain life in a victim whose breathing and heart functions have stopped.

Pilot Joins Company



Scott Hegland, formerly a pilot with Beech Aircraft Corporation of Houston, has joined Lufkin Industries as a company pilot.

A graduate of the University of Central California, he holds a bachelor of science degree in aviation transportation. He has also studied at Embry Riddle Aeronautical University and Illinois State University.

Hegland is a licensed commercial pilot with a total of 1550 flying hours, 550 of those hours recorded in a multi-engine airplane. He is also a certified single and multi-engine flight instructor.

A new addition to the Reppond household is Amanda Renee born April 18. Her father is Gary Reppond, machine shop, second shift, and her grandmother is Mary Mott, machine shop, second shift.

Two-year-old David Michael Modisette is the son of Mike Modisette, machine shop, second shift.

Lufkin Softball Teams

STEALERS — (Front row) (l-r) Jimmy Byrd, data processing; James Beall, machine shop, 2nd shift; James Davis, manufacturing engineering; Doug Hudson, data processing. (Back row) (l-r) Tim Coker, data processing; Ed Glover; David Putska, Tim Beamon, Bob McCarroll and Chuck Crowson, data processing.

OILERS — (Front row) (l-r) Mark Wright, material control; Don Davis; Paul Gene Crawford, material control; Kent James, manufacturing engineering. (Back row) (l-r) Keith Humbert, material control; Gary Long, manufacturing engineering; Gary Boyett, gear cutters; James Curry, material control; Richard Guevara, tool room. (Not pictured) Mike Sanford and Doug Williams, material control.

BANDITS — (Front row) (l-r) Arthur Anderson; Oscar Vasquez and Vince Woods, welding shop, 3rd shift; Clifford Hughes, welding shop, 1st shift. (Back row) (l-r) Kerry Scarborough, welding shop, 1st shift; Russell Ash, welding shop, 3rd shift; Jerry Watson, welding shop, 1st shift; Elmer Anderson, welding shop, 3rd shift.

NIGHT OWLS — (Front row) (l-r) Jesse Morgan, automotive-industrial; David Bryce; Doug Harry and T. G. Loving, machine shop, 3rd shift; Darrell Roberts. (Back row) (l-r) Al Cates; Robert Turner, lathe shop, 3rd shift; Mike Fletcher; Roschal Mooney; Randy Duke; J. B. Johnson, shaft shop, 3rd shift.

ANNIVERSARIES 10 YEARS OR MORE

ROY DAVIS
Material Control
13 years

HOSIA HARRIS
Welding & Structural
19 years

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

LEONARD AVERY
Gear Cutters
25 years

CURTIS MILLS
Automotive & Industrial
32 years

J. D. PITTS
Tool Room
30 years

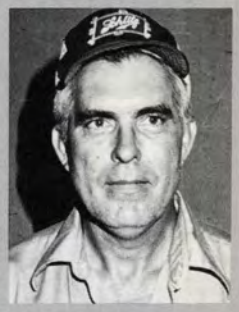
EDDIE MITCHELL
Mechanical Maintenance
14 years

ARTHUR DONNELL
Welding & Structural
25 years

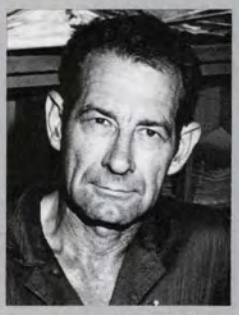
JONELL ASHBY
Manufacturing Engineering
19 years

HUBERT PITTMAN
Industrial Gears
11 years

JACK ROBERTS, JR.
Pipe House
26 years



GEORGE BRANTON
Welding & Structural
26 years



GRADY KIRKLAND
Welding & Structural
30 years

HARVEY JACKSON
Lathe Shop
39 years

DONNA PARISH
Material Control
10 years

CHARLES TEUTSCH
Engineering
15 years

E. W. CHAPMON
Traffic
30 years

LARRY POWELL
Production Control
11 years

JAMES THOMAS
Pumping Unit
Gear Box Assembly
22 years

BRADY BURNETT
Gear Cutters
18 years

TROY JOHNSON
Welding & Structural
10 years

THOMAS LADD
Foundry Offices
10 years

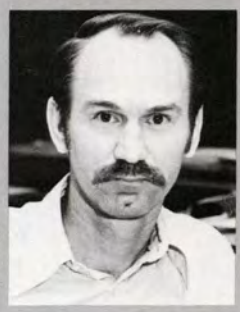
JAMES KING
Trailer — Dumps
12 years

RAY STEPHENS
Material Control
15 years

JAMES PARNELL
Jigg Shop
23 years

DICK McKAY
Vice President—Trailer Div.
24 years

DEAN BROWN
Trailer — Maintenance
16 years

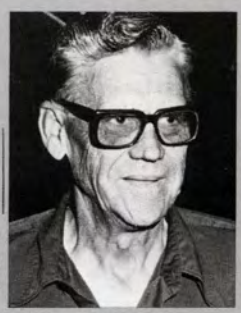


JESSIE LANDERS
Trailer — Engineering
16 years

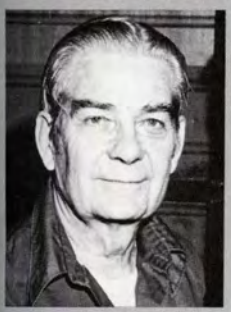
JAMES WOOD
Gear Cutters
26 years

JOHN LEWIS
Trailer — Parts
15 years

WILLIE CHATMAN
Welding & Structural
14 years

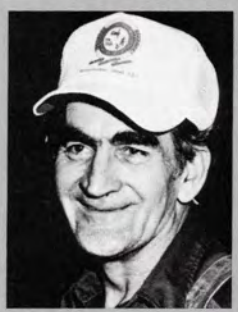


VERNON McADAMS
Final Assembly & Shipping
14 years

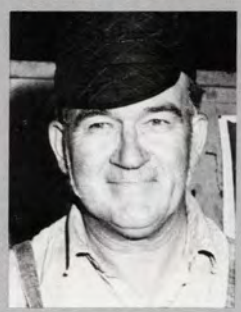


LESLIE MIDGLEY
Machine Shop
30 years

ROY TULLOS
Foundry — Maintenance
18 years



JAMES OATES
Welding & Structural
30 years



LEONARD MODISETTE
Welding & Structural
30 years

CHARLIE JACKSON
Welding & Structural
12 years

ROBERT THIGPEN
Trailer — Pumping Units
16 years

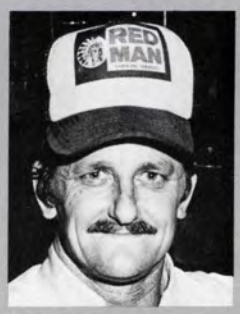
LEETOLIA YARBROUGH
Trailer — Van Subs
15 years

ALLEN FANCHER
Trailer — Maintenance
16 years

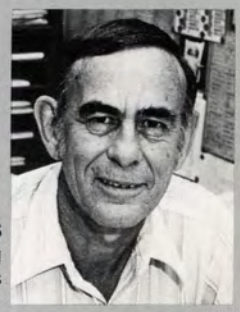
ANNIVERSARIES *10 YEARS OR MORE*

FREDDIE FOWLER
Trailer—Van Subs
17 years

GENE MARTIN
Trailer—Floats
15 years



VERNICE ROEBUCK
Tool Room
11 years



DOYLE BOWERS
Manufacturing Engineering
39 yers

SILOUS RUSSELL
Welding & Structural
30 years

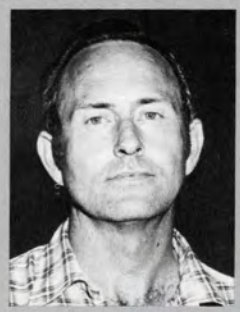
MIKE KARTYE
Machinery Sales
14 years

CONNELLEE BISHOP
Trailer—Float Subs
30 years

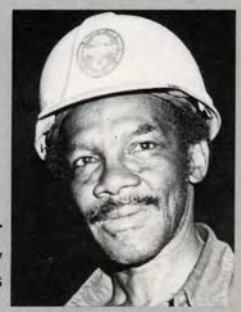
ARCHIE RICE
Trailer—Machines
26 years

RICHARD HAMILTON
Welding & Structural
14 years

CHARLES SKIPPER
Trailer—Repair
16 years



DONALD KENDRICK
Trailer—Maintenance
11 years

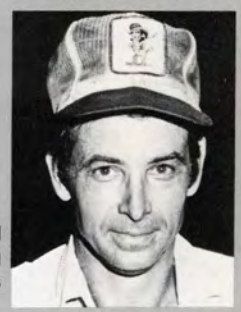


RAYMOND HULETT
Foundry—Main Bay
30 years

CHARLES DANIEL
Machine Shop
36 years

NOLAN WILSON
Accounting
35 years

WILLIE CALVIN
Machine Shop
19 years



JAMES H. THOMPSON
Final Assembly & Shipping
14 years

BILL LOVE
Machine Shop
30 years

RAY HALL
Office Services
18 years

FRANK GRIMES, JR.
Material Control
13 years

BILL PENNINGTON
Vice President—
Welding & Structural
23 years

JOHN RIDGEWAY
Foundry—Core Room
30 years

PAUL THOMPSON
Welding & Structural
26 years

BILLY BRYCE
Foundry—Core Room
11 years

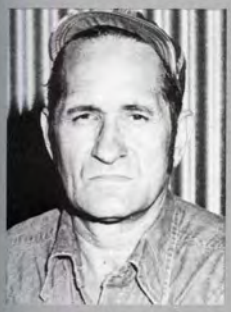
ARTHUR HARRISON
Foundry—Main Bay
30 years

JOE VARGA
Engineering
19 years

TONY ADKINS
Foundry—Main Bay
30 years

JESSE MORGAN
Automotive & Industrial
13 years

JOHN FRANKLIN
Engineering
15 years



JAMES EVANS
Foundry—Cleaning Room
33 years

LARRY CADDELL
Welding & Structural
13 years

BILLIE KELLEY
Machine Shop
30 years

JOHN SMITH
Jig Shop
25 years

SMITHIE REEVES
Machine Shop
30 years

ROBERT BREVELL
Foundry—Maintenance
24 years

WILLIAM THORNE
Foundry—Cleaning room
35 years

DELBERT McWILLIAMS
Shaft Shop
30 years

IZERE MURPHY
Foundry—Side Bay
35 years

JOE ED WATSON
Welding & Structural
26 years

LARRY BLANTON
Shaft Shop
10 years

JACK GREEN
Automotive-Industrial
24 years

JIM CUMMINGS
Traffic
25 years

DAVID RICHARD
Welding & Structural
11 years

C. V. McLAIN
Industrial Gears
29 years

ANNIVERSARIES

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
William Thorne	August 13, 1945	35
Izere Murphy	August 17, 1945	35
James Evans	August 30, 1947	33
Tony Adkins	August 8, 1950	30
Arthur Harrison	August 14, 1950	30
Raymond Hulett	August 15, 1950	30
John Ridgeway	August 19, 1950	30
Robert Brevell	August 22, 1956	24
Roy Tullos	August 28, 1962	18
Billy Bryce	August 5, 1969	11
Charles Gibson	August 6, 1969	11
Thomas Ladd	August 26, 1970	10
Marvin Free	August 27, 1970	10
R. L. Ross, Jr.	August 10, 1971	9
Jimmy Whitaker	August 24, 1971	9
Melvin Harris	August 24, 1971	9
Willie Robinson	August 24, 1971	9
Bobby Allen	August 30, 1973	7
Thomas Jenkins	August 31, 1973	7
Alice Thompson	August 5, 1974	6
John Moore	August 5, 1974	6
Charles Adams	August 13, 1974	6
R. V. Horace	August 27, 1974	6
William Gilbert	August 11, 1975	5
J. D. White, Jr.	August 21, 1975	5
John Powell	August 22, 1975	5
Dornest Spikes, Jr.	August 26, 1975	5
Willie Bryant	August 24, 1976	4
Alfred Navarro	August 26, 1976	4
Roy Williams	August 8, 1977	3
William Hollingsworth	August 8, 1977	3
James Malone	August 10, 1977	3
Marvin Allen	August 11, 1977	3
Charles Winthrop	August 29, 1977	3
Craig Person	August 29, 1977	3
Jim Butler	August 29, 1977	3
Roger Hurts	August 2, 1978	2
Gaylon Taylor	August 15, 1978	2
John McElwee	August 21, 1978	2
Larry Loyd	August 24, 1978	2
James Craven	August 24, 1978	2
Everardo Luna, Jr.	August 25, 1978	2
Rogelio Daniel	August 1, 1979	1
Jack Haney	August 7, 1979	1
Alton Inman	August 8, 1979	1
Pedro Jasso	August 9, 1979	1
Marcos Rodriguez	August 10, 1979	1
Calvin Oliver	August 14, 1979	1
Frederic Gilmore	August 15, 1979	1
Bennie Ikner	August 17, 1979	1
Richard Cruz	August 20, 1979	1
Julian Bermudez	August 20, 1979	1
Helen Ladd	August 20, 1979	1
Eleazar Carrillo	August 21, 1979	1
William Wade	August 29, 1979	1
Heriberto Perez	August 29, 1979	1

PATTERN SHOP

	Employment Date	Years With Co.
Floyd Boozer, Jr.	August 31, 1978	2
Varie Henderson	August 2, 1979	1

LITTLE ROCK FOUNDRY

	Employment Date	Years With Co.
Clarence Potts	August 3, 1978	2
Dennis Spradlin	August 9, 1978	2
Edward Dobbs	August 17, 1978	2
William Nash	August 6, 1979	1
Michael Creamer	August 21, 1979	1
James Freeman	August 21, 1979	1
Gary Calley	August 28, 1979	1

MATERIAL CONTROL

	Employment Date	Years With Co.
R. L. Hamilton	August 9, 1966	14
Ray Stephens	August 15, 1966	14
Frank Grimes	August 9, 1967	13
Roy Davis	August 17, 1967	13
Donna Parish	August 6, 1970	10
Becky Gilmore	August 1, 1973	7
Amy Basham	August 7, 1974	6
Donna Lightfoot	August 22, 1977	3
Lonnie Ethridge	August 2, 1978	2

PERSONNEL

	Employment Date	Years With Co.
George Cook	August 20, 1975	5
Billy Redd	August 4, 1978	2
Jana Bowers	August 20, 1979	1

MACHINE SHOP

	Employment Date	Years With Co.
Harvey Jackson	August 8, 1941	39
G. C. Lafferty, Jr.	August 29, 1941	39
Charles Daniel	August 23, 1944	36
James Parnell	August 23, 1948	32
Charles Campbell	August 2, 1950	30
Bill Love	August 7, 1950	30
Billie Kelley	August 7, 1950	30
Smithie Reeves	August 8, 1950	30
William McWilliams	August 11, 1950	30
J. D. Pitts	August 15, 1950	30
Leslie Midgley	August 16, 1950	30
James Wood	August 3, 1954	26
Jack Roberts, Jr.	August 30, 1954	26
John Smith	August 19, 1955	25
James Thomas	August 25, 1958	22
Leonard Avery	August 29, 1955	25
Willie Calvin	August 10, 1961	19
Brady Burnett	August 10, 1962	18
Gary Hopper	August 14, 1964	16
Eddie Mitchell	August 3, 1966	14
Larry Powell	August 12, 1969	11
Hubert Pittman	August 14, 1969	11
Vernice Roebuck	August 25, 1969	11
Larry Blanton	August 18, 1970	10
David Hartman	August 31, 1970	10
Maurice Lamb	August 19, 1971	9
Hero Mitchell, Jr.	August 23, 1971	9
Richard Brashear, Jr.	August 23, 1971	9
Thomas McFarland	August 1, 1972	8
Arnold Cole	August 14, 1972	8
Jerry Luce	August 21, 1972	8
Marvin Freeman	August 28, 1972	8
Maurits Jansen	August 9, 1973	7
Robert Spencer	August 28, 1973	7
John Sigler	August 13, 1974	6
Mary Patton	August 13, 1974	6
Rickey Pantalion	August 14, 1974	6
J. D. Robinson	August 22, 1974	6
Joe Taylor	August 28, 1974	6
Elton Wright	August 14, 1975	5
Lloyd McFarland	August 25, 1975	5
Kenneth Lambert	August 25, 1975	5
Michael Miles	August 25, 1976	4
John Phillips	August 1, 1977	3
Donald Spicer	August 8, 1977	3
Reggie Modisette	August 11, 1977	3
Renee Turner	August 22, 1977	3
James Moody	August 15, 1978	2
Algie Kilgore, Jr.	August 25, 1978	2
Billie Sanders	August 28, 1978	2
Terry Tullos	August 28, 1978	2
Daniel Armet	August 2, 1979	1
Billy Ross	August 3, 1979	1
Paul Crawford	August 6, 1979	1
Helen Mericle	August 6, 1979	1
Robert Smith	August 8, 1979	1
Billy Reynolds	August 8, 1979	1
David Goolsby	August 9, 1979	1
John Smith	August 9, 1979	1
G. W. Sisson	August 22, 1979	1
Joe Wilson	August 23, 1979	1
Michael Stephens	August 27, 1979	1
Danny Ross	August 28, 1979	1
Carl Kiel	August 28, 1979	1
Paul McKinney	August 28, 1979	1
Ronald Hawkins	August 29, 1979	1
L. D. Hooper	August 29, 1979	1
Frank Pachicano	August 30, 1979	1

MANUFACTURING ENGINEERING

	Employment Date	Years With Co.
Doyle Bowers	August 18, 1941	39
Jonell Ashby	August 8, 1961	19
J. C. Matlock	August 6, 1979	1

TRAFFIC

	Employment Date	Years With Co.
E. W. Chapmon	August 5, 1950	30
Jim Cummings	August 11, 1955	25

MACHINERY SALES & SERVICE

	Employment Date	Years With Co.
Doyle Herndon	August 20, 1959	21
Pat Stanley	August 1, 1966	14
Mike Kartye	August 9, 1966	14
John Skillern	August 7, 1978	2
Amando Ramirez	August 1, 1979	1
John Scott	August 15, 1979	1

TRAILER PLANT

	Employment Date	Years With Co.
Connelle Bishop	August 28, 1950	30
Archie Rice	August 23, 1954	26
Dick McKay	August 1, 1956	24
Katherine Luker	August 27, 1956	24
Gene Nelson	August 27, 1962	18
Freddie Fowler	August 1, 1963	17
Calvert Olds	August 20, 1963	17
Charles Skipper	August 10, 1964	16
Jesse Landers	August 18, 1964	16
Robert Thigpen	August 20, 1964	16
Allen Fancher	August 24, 1964	16
Dean Brown	August 25, 1964	16
John Lewis	August 16, 1965	15
Gene Martin	August 18, 1965	15
Leetolia Yarbrough	August 24, 1965	15
Bob McBride	August 23, 1967	13
James King	August 26, 1968	12
Donald Kendrick	August 26, 1969	11
Sherman Blanton	August 10, 1970	10
Billy Thomas	August 21, 1972	8
Louis Ross	August 21, 1972	8
William Dykes	August 28, 1972	8
Gail Fenley	August 12, 1974	6
Dean Perkins	August 2, 1977	3
Isaac Wheeler	August 9, 1977	3
Charles Davis	August 29, 1977	3
Louis Jackson	August 7, 1978	2
Glenn Coutee	August 21, 1978	2
David Ackerman	August 24, 1978	2
Sidney Polk	August 2, 1979	1
Christopher Stewart	August 2, 1979	1
Ernest Thornton	August 7, 1979	1
Joyce Ponder	August 14, 1979	1
Arthur Hadley	August 16, 1979	1
Royce Collier	August 16, 1979	1
Lloyd McKnight	August 21, 1979	1

TRAILER SALES & SERVICE

	Employment Date	Years With Co.
Donald Butler	August 21, 1956	24
Garland Lewis	August 27, 1957	23
E. L. Johnson	August 27, 1957	23
Floyd Bates	August 1, 1960	20
Kenny Coleman	August 10, 1964	16
William Money	August 11, 1969	11
Phillip Coderre	August 21, 1972	8
Jose Sanchez	August 21, 1972	8
Larry Hendzel	August 19, 1976	4
Billy Eaton	August 30, 1977	3
John Thrasher	August 7, 1978	2
Donald Hamilton	August 9, 1978	2
Tony Boston	August 6, 1979	1
Lucas D. Mayfield	August 6, 1979	1
Basillo Juarez	August 7, 1979	1
Clarence Forte	August 7, 1979	1
Jose Guerra	August 7, 1979	1
Daniel Shaw	August 10, 1979	1
Charles Wolfe	August 20, 1979	1
Toney Carney	August 22, 1979	1

CORPORATE OFFICES

	Employment Date	Years With Co.
Nolan Wilson	August 8, 1945	35
Ray Hall	August 1, 1962	18
Joy Havard	August 22, 1973	7
Arthur Paust	August 3, 1976	4
Billi Williams	August 19, 1976	4
Diane Farrior	August 14, 1979	2
Dixie Weaver	August 25, 1978	2
Matthew Bieri	August 20, 1979	1
Sondra Bennett	August 20, 1979	1
Jerry Hill	August 27, 1979	1

AUTOMOTIVE-INDUSTRIAL

	Employment Date	Years With Co.
Curtis Mills	August 11, 1948	32
Jack Green	August 1, 1956	24
Jesse Morgan	August 21, 1967	13
Van Hooker	August 8, 1972	8
Claude Freeman	August 28, 1972	8
Darrell Gregory	August 5, 1975	5
Lanita Loving	August 18, 1978	2
Sherman Stewart	August 22, 1978	2

ENGINEERING

	Employment Date	Years With Co.
Joe Varga	August 23, 1961	19
John Franklin	August 9, 1965	15

Charles Teutsch	August 23, 1965	15
Lil Etheridge	August 2, 1971	9
Terry Orr	August 16, 1976	4
Ron Quates	August 22, 1977	3
Connie Townsend	August 20, 1979	1

WELDING SHOP

	Employment Date	Years With Co.
Silous Russell	August 7, 1950	30
James Oates	August 17, 1950	30
Leonard Modisette	August 23, 1950	30
Grady Kirkland	August 23, 1950	30
Joe Ed Watson	August 5, 1954	26
Paul Thompson	August 9, 1954	26
George Branton	August 23, 1954	26
Arthur Donnell	August 12, 1955	25
Bill Pennington	August 1, 1957	23
Hosia Harris	August 18, 1961	19
Kenneth Matthews	August 15, 1966	14
James Thompson	August 23, 1966	14
Willie Chatman	August 25, 1966	14
Larry Caddell	August 16, 1967	13
Charlie Jackson	August 21, 1968	12
David Richard	August 20, 1969	11
Troy Johnson	August 27, 1970	10
W. S. Washington	August 3, 1971	9
William Loche	August 11, 1972	8
Milton Grimes	August 6, 1974	6
Doris Hooper	August 12, 1974	6
George Johnson	August 28, 1974	6
John Hodges	August 4, 1975	5
Ira Mott	August 25, 1975	5
John Johnson	August 25, 1976	4
Patrick Fitzgerald	August 10, 1977	3
Ronnie Jones	August 22, 1977	3
Rick Huckabee	August 29, 1977	3
Jimmy Jackson	August 15, 1978	2
James Russell	August 21, 1978	2
Travis Matthews	August 3, 1979	1
Jose Arrellano	August 6, 1979	1
Craig Anglin	August 6, 1979	1
Kenneth Hopson	August 6, 1979	1
Rowena Douglas	August 8, 1979	1
Doris Gregory	August 10, 1979	1
Jodie Johnson	August 13, 1979	1
Bradley Wall	August 14, 1979	1
Lillie McKelvey	August 14, 1979	1
J. O. Diaz	August 14, 1979	1
Sherry Meaux	August 21, 1979	1
Emmett Rushing	August 21, 1979	1
Jolyn Neveu	August 21, 1979	1
Milton Burrell	August 23, 1979	1
James Daniels	August 28, 1979	1
Alpidio Rodriguez	August 29, 1979	1
Darrell Sanders	August 29, 1979	1
Elijah Olumese	August 30, 1979	1

FINAL ASSEMBLY & SHIPPING

	Employment Date	Years With Co.
Vernon McAdams	August 22, 1966	14
James Thompson	August 23, 1966	14
James Davis	August 4, 1972	8
James Hanes	August 4, 1972	8
William Loche	August 11, 1972	8
Armon Thrasher	August 24, 1972	8
Charles Reeves	August 1, 1974	6
Sheran Thompson	August 24, 1977	3
Alexander Koshy	August 24, 1977	3
Talmadge Hyde	August 3, 1978	2
Chris Skelton	August 21, 1978	2
Nelda Howell	August 29, 1978	2
Chris Cross	August 3, 1979	1
Carolyn Havard	August 5, 1979	1
James Howell	August 7, 1979	1
Juadalupe Perez	August 14, 1979	1
Theodore Perez	August 15, 1979	1
Helen Hill	August 22, 1979	1

CUSHING PLANT

	Employment Date	Years With Co.
Lester McGowan	August 23, 1978	2
Michael Jefferies	August 28, 1978	2
Jerry Denney	August 2, 1979	1
Joe Moore	August 8, 1979	1
Joe Pate	August 23, 1979	1
Steve Doughty	August 28, 1979	1

ROUNDUP LAFFS

"William, you've forgotten my birthday again," sobbed the disappointed wife.

"Darling," soothed the husband. "How can you expect me to remember your birthday when you don't ever look a day older?"

Those who say you can't take it with you never saw a car packed for a vacation.

Son: "What does 'procrastinate' mean?"

Dad: "I'll tell you later."

It's better to sleep on what you plan to do than to be kept awake by what you've done.

Life is what happens to you while you're making other plans.

The hardest decision in life: When to start middle age.

The pastor was visiting his parishioner who was celebrating his 95th birthday.

"I'm happy to be this old because I don't have an enemy in the whole world," mused the old man.

"Why that is a beautiful thought," said the preacher.

"Yes," agreed the man. "I don't have an enemy in the world today. I've outlived every one of the rascals!"

"I'm not saying you're fibbing, Stephen," the young mother said upon finding her son on the street when he should have been in class. "I'm just telling you I've never heard of schools giving time off for good behavior."

BUMPERSTICKER: Stop inflation. Act your wages.

A man was complaining to his tailor about the delay in making a new suit. "Six weeks!" he protested. "Why, the world was created in six days."

"I know," countered the tailor. "And just look at it."

"I told my girl the truth," a man confided to a friend. "I told her I was seeing a psychiatrist. And she told me the truth: She's seeing a psychiatrist, two plumbers and a bartender."

Nowadays, a man goes into politics with a wonderful future and comes out with a terrible past.

People who fight fire with fire usually end up with ashes.

A politician, a lawyer and an engineer were sentenced to death on the guillotine in France, where a condemned man has the choice of how he lays his head on the block. It is also the law of the land that if the guillotine malfunctions for any reason, it is considered an "act of God" and the prisoner goes free.

Since the politician had always had problems facing issues squarely, he elected to go face down. The blade jammed and stopped an inch from his neck, so he was set free.

Since the lawyer had the ability to talk out of both sides of his mouth, he chose to lay his head sideways, looking neither up nor down. Again, the blade malfunctioned and he, too, was set free.

The engineer, who was trained to face issues squarely, placed his head on the block looking straight into the blade. Out of habit he eyed the mechanism, and as the executioner prepared to pull the trip rope the engineer shouted, "Hold it! I see what your problem is."

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

Address Correction Requested

LUFKIN ROUNDUP
Volume 37, Number 8, 1980

Published monthly by Lufkin Industries, Inc., for active and retired employees and their families. Produced by the Public Relations Department: Virginia Allen, Director, P. O. Box 849, Lufkin, Texas 75901.

Public Relations Staff:
David Willmon, Assistant Director
Janice Aston, Associate Editor
Chuck Stevenson, Audio-Visual Coordinator
David Freeze, Photographer
Tom Johnston, Photographer

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The Covers

Front: The qualities of many metals can be improved by undergoing a special heat treating. Some 150,000 pounds of component parts are processed each day in the heat treat department. For the story, see page 2.

—Photo by David Freeze

Back: Flying through the air with the greatest of ease is kite-skier Louise Melton of the manufacturing engineering department. For more on kite skiing, see page 8.

—Photo by David Freeze