

LUFKIN November 1981 ROUNDUP





FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

The pumping unit market has been very good for the last several years, and we have been able to ship everything we can build. As a result of this lush business, every small manufacturer who has a welding shop has tried to get into the pumping unit business. At this time, there are 165 manufacturers in the United States alone, not counting the other hundred or so throughout the world.

We now find that some of these newly formed manufacturers of pumping units are catching up and building inventory. The market is gradually becoming saturated.

Many of these small companies are offering free delivery and installation, quantity discount, and reducing prices to sell their products.

So far, we have not been hurt in our business, and we believe it will continue to be good far into 1982. We believe our quality, our service and our productivity, as long as we maintain it, will keep us in the forefront.

We are making every effort to keep our quality number one in the trade by providing the best tools available. Also, we have maintained the best sales and service organization in the oil fields. The big question in the future remains: Can we keep the productivity that is needed to maintain our profitability and growth? The answer to this question lies with our employees.

In the future, we will have to compete with the Germans and Japanese who have the highest productivity per employee in the world. Just last week, we lost a \$4 million order of sixteen large marine gear units to a West German firm, on price and delivery, to one of our best marine gear customers. The old axiom "made in Japan" or "made in Germany" does not mean shabby equipment anymore. Their quality is as good as their productivity.

This simply means that our employees have got to keep increasing our work pace if we continue to compete with the rest of the world.

"The UAW will push for job guarantees, not wage hikes, in the 1982 negotiations," says Douglass Fraser, president of UAW. He also advocated a better work pace by members and advised them: "If you want high wages and good fringe benefits, you've got to be more productive."

The United Auto Workers have learned the lesson of productivity the hard way from the Japanese and Germans. Let's hope that we at LUFKIN can keep ahead of them and maintain our position in the marketplace.

We are fortunate to reside in a country where we can work and live where we choose, and enjoy the benefits of a free enterprise system. Let us pause and offer "Thanksgiving" unto God for this great heritage.

A handwritten signature in dark ink, appearing to read "Douglass Fraser". The signature is fluid and cursive, with a large, stylized initial 'D'.



(Left) The no-bake machine in the main bay of the foundry blends sand, resin and catalyst together, and then pours it into the molds. Ferguson developed a new type of mixer head for this mixing process. (Above) Ferguson lined the mixer blades with a plastic-like substance called Tivar 88. The surface reduces the effect of abrasive action.

The ingenuity of one foundry employee is saving the company dollars and valuable production time

Each afternoon as Jimmy Ferguson assisted in changing the high speed mixer head on the main bay no-bake machine that blends sand, resin and catalyst together in the molding process, he thought to himself that there must be a better way.

The mixer head was made of metal, and as it turned inside its cage, the abrasive action of sand against metal wore the blades thin. Every 22 to 24 hours, the mixer head had to be changed. It was an expensive and timely chore. The mixer head cost more than \$825, and took five hours to rebuild and install.

The foundry mechanic began to experiment with an idea. He reworked the mixer head, cutting it

down and realigning the wipers. He then lined the blades with Tivar 88, an ultra-high molecular weight polyethylene.

The first mixer head Ferguson rebuilt lasted six times as long as the metal mixer head. The second mixer head lasted 290 hours, or 14 times longer than the original mixer head. The last two mixer heads he rebuilt should last 350 to 400 hours.

"It takes me about four hours to rebuild a mixer head," says Ferguson, "while it takes only 20 minutes to line the Tivar 88 material on the mixer frame. It also reduces the cost by about \$400."

A one-year employee of the company, Ferguson has 20 years experience as a maintenance tech-

nician in the U. S. Army. He has traveled extensively, serving tours in Guam, Vietnam, Hawaii and Germany. When he decided to retire last year, he came back home to East Texas.

"I've seen most of the world," he says, "and I don't believe there is anywhere more beautiful than East Texas. I enjoy living here again, and the skills I learned in the service are proving valuable on the job here."

Company officials have to agree with Ferguson. His idea of improving the no-bake machine mixer head is saving the company money and valuable production time. He proved again — there is always a better way. □

The Third Time's The Charm

A record number of employees
turn out to give the best that's in them —
a unit of life-saving blood

The old saying goes, "The third time's the charm," and in case of the company's third annual blood drive, the saying is true. The largest number of employees ever turned out to give the best that's in them — a unit of life-saving blood.

A total of 1,234 units of blood were donated from first, second and third shift employees during the plant-wide drive conducted by Stewart Blood Center of Tyler. That total is expected to increase as more employees donate blood toward the company's blood plan at Stewart Blood Center offices in Lufkin Memorial Hospital in the coming weeks. The donations represent 33.4 percent of the local work force, assuring all full-time members of the Lufkin work force, their dependent families, and any East Texas retirees of unlimited blood replacement by the center at no cost for one year.

The drive again was the largest single blood drive in the 27-year history of the Stewart Blood Center. In 1979, a record 881 units of blood were donated by LUFKIN employees. Last year, a total of 1,008 units of blood were donated during the drive, topping the 1979 record.

Material control warehouses at the main plant were converted into

a medical clinic. Employees were screened on the first floor, and transported by elevator to a second floor where blood donations were made. The Stewart Blood Center mobile unit was stationed at the Trailer Division and Industrial Supplies Division.

The blood donated during the drive will help to meet Stewart Blood Center's increasing need for blood. The blood bank supplies blood to 44 area hospitals serving 800,000 East Texans.

When an employee or a retiree, or any of their dependents, receives a blood transfusion and leaves the hospital, the company insurance department should be notified with the following information: (1) name of patient (2) name of employee (3) relationship of patient to employee (4) home address (5) hospital (6) dates of confinement (7) number of units. The insurance department handles all arrangements with Stewart Blood Center.

There is no limit to the number of pints of blood a member of the Lufkin Industries Family Blood Plan may receive during the one-year membership period. The plan is good at any hospital in the country. □







Pictured are Dorothy, Ferris, Kathy and Henry Sturrock. Ferris and Henry have been foster parents for the past seven years. Four years ago, the couple adopted their daughters, Dorothy and Kathy, who were also foster children.

ROOM FOR ONE MORE

For the Sturrocks, foster parenting has been a challenging, sometimes painful, but always a rewarding experience

"All they need is love."

Tears come to Henry Sturrock's eyes as she describes the foster children who have passed through the Sturrock household for the past seven years. Ferris Sturrock and his wife, Henry, are foster parents for the Angelina Foster Home Program. The couple cares for children who are awaiting adoption or have been temporarily taken from their homes.

"We never had any children of our own," explains Ferris Sturrock, a maintenance man in the trailer repair department for the last 14 years. "One of our nieces lived with us for two years, and when she left, the house

was just too quiet. Our efforts to adopt a child failed, so we decided to become foster parents. It is a decision we never have regretted."

Since that time, the Sturrocks have opened up their home to nine foster children. "Every foster child is different," continues his wife Henry, "and each one has special needs. We have had as many as four girls under our roof at one time. There is always room for one more when a child needs a roof over his head and someone to love."

Because the couple is employed outside the home, they specialize in foster care for older children.

"Teenagers are more independent, and fit better into our household routine," explains Henry. "People will ask us how we handle teenagers—aren't they a lot of trouble? Well, they're not. There is a great need for people to take in older children. We have found them very rewarding."

Only one of the children the Sturrocks have cared for over the years has been a boy. Both Ferris and Henry smile fondly when they remember Bobby.

"We had him for five months," says Ferris, "and he was full of energy. That little fellow was such a sweet child. He and his four brothers and sisters were adopted by a family in Maine that already had five children of their own. As much as it hurt to see him go, we knew he was going to a family that would love him."

"It is always difficult when one of the children leaves," adds Henry. "It hurts. We shed a few tears, and then begin to look forward to the next child. We have had to learn to let go. If we hadn't, well, we never could have remained foster parents."

When the Sturrocks first began foster care, they had no plans to adopt any children of their own. Four years ago, however, two sisters were placed in their care. From the moment the girls arrived, both Ferris and Henry knew they had found a home.

"We had no intentions of adopting a child, but when Dorothy and Kathy came into our home, it was different," continues Henry. "they instantly became a part of us. We both knew we could never give them up."

When Dorothy and Kathy were released for adoption several months later, Ferris and Henry began adoption proceedings. Dorothy is 19-years-old now, and planning a career in nursing. Kathy is a typical 15-year-old, a member of her junior high pep squad eagerly backing the football team each week.

"The girls have been a real joy to us," says Ferris, "but each one of our foster children has been special. People don't realize the jewels they are giving up. They are such good children."

The Sturrocks recommend foster care to anyone who loves children. For them, it has changed their lives.

"Oh, there are problems," says Henry, "but doesn't every household have problems? Some day I wonder just what we have gotten ourselves into, and then one of our foster children who was once withdrawn and distant will smile or giggle. That smile or laugh makes it all worthwhile. It is your reward." □



One bedroom of the Sturrock household is set aside for visiting foster children. For many foster children, it is the first room they have ever had to call their own. Pictured are Henry Sturrock and the couple's present foster child.



The Sturrocks believe that communication between an adult and child is essential for a successful family situation. At mealtime, the entire family gathers to discuss any events of the day. Henry and Ferris set the table while their foster child looks on.

The Angelina Foster Home Program is seeking persons who are interested in becoming foster parents. For more information on the foster home program, contact Jack Barnes at 634-5561.

Photo Gallery '81

Judging is complete in our second photo contest

The winners of Photo Gallery '81 have been selected! Judging has been completed in the ROUNDUP's second annual photo contest, and again, the entries were impressive.

Photographs were divided into three categories for judging: color (slides, transparencies, prints 5x7 or larger), black and white, and snapshots (prints 4x5 or smaller). The top three winning photographs were awarded cash prizes of \$35, \$25 and \$15. Honorable mention winners received \$7.50. Judges for the contest were Bruce Sublett, Angelina College journalism and photography instructor; Jan Anderson-Paxson, LUFKIN NEWS photographer; and Mike Crim, DIBOLL FREE PRESS assistant editor.

The first place winner in the color division was "Peggy's Cove" by Luda Belle Walker, corporate offices. The photograph was shot this summer in a fishing village in Nova Scotia with a Kodak Automatic 35F camera and Kodachrome 64 film. Judges selected the photograph for its "classic composition, muted colors, beautiful line and form."

Lesa Harris, industrial supplies, won second place honors in the color division with her photograph "Colorado Mule Deer." Shot with a Pentax ME camera and Kodacolor 100 film, the photograph was taken this summer in Colorado Springs, Colorado. Judges cited the photograph as "an excellent wildlife photograph of a difficult subject."

"Volcano in Retirement" by Kyle Syler, industrial gear service trainee, was the third place winner in the color division. He shot the photograph of Mt. Ranier from a plane on a return trip from Seattle, Washington using a Pentax K1000 camera and Kodachrome 25 film. Judges liked the photograph's "dramatic impact and color."

Two other photographs also received honorable mention awards in the color division. An autumn scene shot in Sturbridge, Massachusetts by Richard Dombrowski, machinery salesman in Edison, New Jersey, was recognized for its use of color. The photograph, "Treasure on the Beach for the Uninitiated," of a feather on a sandy beach was chosen for its unusual use of texture. The photographer Becky Whisenant works in machinery manufacturing administration.

In the black and white division, only one photograph was selected by the judges because of the number of entries. "Morning Mist" by Gene Hallmark, trailer purchasing, was awarded first place for its "tone and mood." The photograph was taken this summer on Moffet Road at Loop 287 in Lufkin with a Bronica S and 75 mm lens and Kodak Panatomic-X film.

"Cat in the Hat" by Robert McBride, trailer industrial engineering, was the first place winner in the snapshot division. Judges complimented the photograph for its "nice composition and

human interest." They also felt it was a difficult subject to shoot.

Herman Parrish, lathe shop, took second place honors in the snapshot division with his photograph "Squirrel in a Tree." The photograph was shot this summer at the LBJ Ranch in Johnson City, Texas. Judges thought the photograph was "unusual and the subject was difficult to photograph."

The third place winner was "Mirror Image" by G. W. Nichols, San Antonio machinery salesman. Judges believed the photograph of the Snake River in Idaho was "technically well-done and well-composed."

In the snapshot division, two photographs were selected in the honorable mention category. "Lady Dahlia" by Royce Fritz, electrical department, was noted for its "focal point and color." The close-up shot of the flower was taken in a garden in Livingston. The photograph "Little Ones" by Glenn Brock, machine shop, was chosen for its "human interest." It featured two children walking down a path at Holley Bluff on the Angelina River.

Competition in this year's photo contest was great, and the judges were impressed with the quality of photography by LUFKIN employees. But judge Photo Gallery '81 for yourself... the winners and their winning photographs are featured on the following pages and on the inside and back cover of the issue.



Winners in the color division were (l-r) Luda Belle Walker, Lesa Harris and Kyle Syler. All three winners shot their winning photographs while on trips earlier in the year. The photographs are featured on the inside and back cover of the issue.

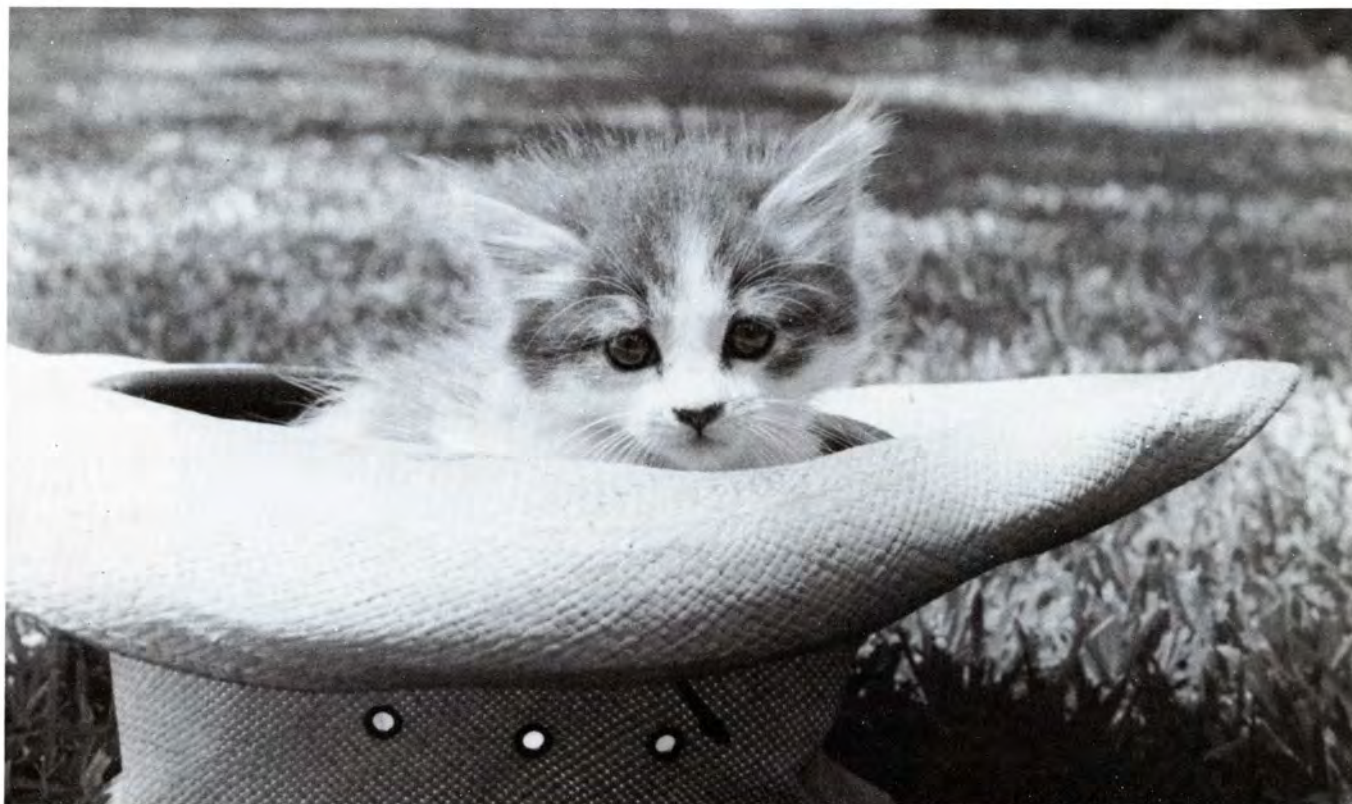


FIRST PLACE
Black and White Division
"Morning Mist"
Gene Hallmark
Trailer Purchasing



Photo Gallery '81

Color snapshots are reproduced in black-and-white.

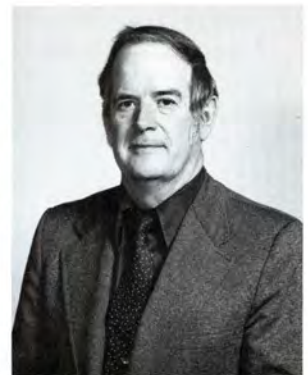


FIRST PLACE
Snapshot Division
"Cat in the Hat"
Bob McBride
Trailer Industrial Engineering





SECOND PLACE
Snapshot Division
"Squirrel in a Tree"
Herman Parrish
Lathe Shop



THIRD PLACE
Snapshot Division
"Mirror Image"
G. W. Nichols
Machinery Sales

IN FOCUS

Departments Announce Promotions

Eight employees have been promoted in three departments of the Machinery Division.

In the machine shop, three promotions have been announced. Phillip Lowery, Jr. has been promoted to second shift general foreman. Wayne Bynum has been promoted to a second shift supervisor, and Billy Joe Smith has been promoted to a third shift supervisor.

Lowery previously served as a second shift assistant general foreman. Employed by the company in 1964, he is a graduate of Benjamin Franklin High School in San Francisco, California. He and his wife, Patricia, reside in Lufkin. They are the parents of three children, Carla, Trey and Clyde.

Bynum joined the company in 1975, and is classified as a class A machine operator. He attended Jacksonville High School, and has completed several vocational courses in industrial education. He and his wife, Sue, reside in Lufkin with their three children, Danna, Christy and Jennifer.

A graduate of Rusk High School, Smith has been employed by the company for 12 years, and has risen to the classification of set-up man. He and his wife, Mary, reside in Rusk. They are the parents of three children, Debra, Bobbie Whitaker and Vickie Goff. They also are the grandparents of Billy Wayne Whitaker and Stephen Goff.

In the foundry, four promotions have been announced. Johnny Stott, Mattie Wilson and Delmon Green, Jr. have been promoted to shop floor controllers in the shop floor reporting group. This group has been formed with the responsibility of accurate production reporting for the foundry. Billy McClendon has been promoted to second shift pattern shop foreman. Due to the growth of foundry operations, a

second shift was added to the pattern shop to handle maintenance of patterns.

Stott was employed by the company in 1974. Prior to his promotion, he was a foundry draftsman. He is a graduate of Lufkin High School. He and his wife, Barbara, reside in Lufkin with their daughter, Sarah.

A graduate of Timpson High School, Wilson also joined the company in 1974. Since that time, she has worked as a molder. She resides in Lufkin with her two sons, Frederick and Cedric.

Green was employed by the company earlier this year. He attended Apple Springs High School and Angelina College. Prior to his promotion, he served as a molding system helper. He

resides in Huntington.

A 16-year employee of the company, McClendon is a graduate of Lufkin High School. He previously worked as a class A patternmaker. He and his wife, Carolyn, reside in Diboll with their two children, Craig and Sandy.

In the welding and structural shop, Bobby G. Napier has been promoted to first shift electrical supervisor. Previously a class A electrician, he has been employed by the company for one year. He is a graduate of Odessa High School, and attended the Redco G.E. SCR school.

He and his wife, Carolyn, reside in Groveton. They are the parents of five children, Debby McCaslin, Bobby Elton, George Kris, Harrell Bryant and Thor Floyd.



Phillip Lowery



Wayne Bynum



Billy Smith



Johnny Stott



Mattie Wilson



Delmon Green, Jr.



Billy McClendon



Bobby Napier

High School Courses Available to Employees

For persons with less than a high school education, the Lufkin Adult Learning Center is offering courses free to adults 16 years of age and older. The center offers courses in math, reading, writing, history, literature, spelling, geography, science, English as a second language for Mexican Americans and other foreign-born adults.

The Lufkin Adult Learning Center is an educational institu-

tion serving the needs of Lufkin area adults through the East Texas Adult Education COOP and the Lufkin Independent School District.

The center is located at 107 East Lufkin Avenue, and is open from 8 a.m. till 4 p.m. Mondays and Wednesdays and from 8 a.m. till 8 p.m. on Tuesdays and Thursdays. On Fridays, the center closes at noon. For more information, call 639-3059.

Company Increases Tuition Aid Reimbursement

The personnel department has announced that tuition aid reimbursement has been increased from \$150 to \$200 maximum per semester. The tuition aid program refunds the cost of tuition, fees and books to employees who satisfactorily complete accredited college or vocational courses.

The goal of the program is to prepare employees for greater responsibilities and opportunities within the company. To qualify for tuition aid, an employee must have worked full-time for a minimum of one year. Educational expense refund applications are available from the personnel department, and must be on file before an employee attends classes. The forms also require approval from the employee's supervisor. For a refund, courses must be completed with a grade of "C" or better.

Since the tuition aid reimbursement began in August, 1979, a total of 102 employees have participated in the program.

Retirement Ends 31-Year Career

Retiree Austin Freeman was employed by the company for 31 years, first as a welder in the Trailer Division and then as a security guard on gate 8, but he probably is best known for his work with the LFM Federal Credit Union. For the past 17 years, he has served as secretary-treasurer of the employee organization.

"We started the credit union in 1961 with five members and \$25,"

recalls Freeman. "At our first organizational meeting, we collected \$900 from new members. Today, we handle around \$300,000 a month, and have more than \$3.7 million in assets."

Freeman believes that the credit union makes saving easier for employees. "The credit union is the best savings plan a working man can have. With payroll deductions, the money comes directly out of your check, and you don't miss it. I try to encourage everyone to save something each week, no matter how little, because over the years, it really adds up. The key is to leave the money alone, and let it grow."

Since his retirement, Freeman spends most of his free time at the credit union. He also plans to garden and to spend more time with his family. He is the father of one son and three daughters, and the grandfather of seven children.

"Retirement is not that big of change for me," says Freeman. "I am still around the company, and the credit union is a full-time job. I believe it is important to remain active after retirement, and one thing for sure, I am busy."



Austin Freeman



Trailer plant welding technician Leon Walker has been elected to the grade of senior member of the Society of Manufacturing Engineers. The institution was organized for the advancement of scientific knowledge in the field of manufacturing engineering. Walker is a 41-year employee of the company.

Credit Union Offers All-Savers Certificates

The LFM Federal Credit Union is offering the new tax-free All-Savers Certificates (ASCs) to credit union members. The ASCs are one-year share certificates that pay 70 percent of the one-year Treasury-bill rate. The interest/dividend that savers earn on ASCs is tax free up to a total of \$1,000 for individuals filing single income tax returns and \$2,000 for joint income tax returns.

The certificates may be purchased in any denomination of \$500 or more, and will be available through December 31, 1982. ASC rates will be established every four weeks, normally on a Thursday with the rate effective the following Monday for the next four-week period. The yield to maturity on ASCs must equal 70 percent of the average investment yield on one-year Treasury bills at the most recent auction.

The \$1,000/\$2,000 tax exclusion is a one-time, total lifetime exclusion of interest income per person regardless of the number of certificates purchased or the number of years in which exclusions are taken. Any ASC interest more than \$1,000 for single taxpayers or \$2,000 for couples is

fully taxable.

Tables are available at LFM Federal Credit Union for members to compute ASC interest yields after adjusting for tax benefits. For example, if the Treasury bill yield is 15 percent, the All-Savers yield would be 70 percent of that figure or 10.5 percent.

If you are in the 24 percent tax bracket, the ASC would pay the equivalent of a taxable yield of 13.82 percent. If you are in the 44 percent tax bracket, the equivalent yield would be 18.75 percent; and those in the 49 percent bracket, 20.59 percent.

There are penalties for early withdrawal from the ASC program. If any portion of the certificate is withdrawn before maturity, the saver loses the tax exemption on all dividends earned on the ASC. The member also is subject to the usual minimum early withdrawal penalties on share certificates issued by federal credit unions. ASC certificates cannot be used as collateral for loans.

For more information on All-Savers Certificates, contact the LFM Federal Credit Union at 632-4397 or stop by their offices on Ellis Street.



Brad Turner is the one-year old son of Larry and Renee Turner. Renee is employed in the electrical department. His grandfather is James Elliott, machine shop, first shift.



Leah Cartwright, the granddaughter of Floyd Cartwright in the traffic department, celebrated her first birthday last month. Her parents are Ronnie and Jerri Cartwright.

Engineer Joins Department

Gene Tate has been employed as a project manufacturing engineer in the manufacturing engineering department. Tate has 20 years of previous service with the company as a design engineer and a product sales manager. Prior to rejoining the company, he served as vice-president and chief engineer for Kerr's Inc.

A graduate of Stevens Institute of Technology with a bachelor of science degree in mechanical engineering, he has served as past president of the local chapter of the Texas Society of Professional Engineers and as a state director for the organization.

He and his wife, Connie, reside in Lufkin. They are the parents of three children, Richard, Ragan and Susan.



Gene Tate



Three-year-old Ryan, six-year-old Nicole and seven-month-old Rodney are the children of Billy and Cindy Durham. Their father is employed at the trailer plant.

ANNIVERSARIES

3-9 YEARS



KARA PORTER
Machine Shop
3 years



JOHNIE HORACE
Foundry—Cleaning Room
6 years



WILLIE SETTLER
Final Assembly & Shipping
3 years



MARTHA WILLIAMS
Office Services
4 years



JOHNNY JOHNSON
Final Assembly & Shipping
3 years



TRU DUC VU
Welding & Structural
5 years



PATTIE SMITH
Trailer—Floats
3 years



MARTIN HABACEK, JR.
Final Assembly & Shipping
4 years



LUNELL CURL
Pumping Unit Gear Box
Assembly
3 years



CURTIS ANTHONY
Foundry—Core Room
9 years



JOHN FOSTER
Welding & Structural
5 years



J. L. HORACE
Material Control
3 years



JAMES ROBERTS
Trailer-Painthouse
3 years



DONALD DAVIS
Final Assembly & Shipping
6 years



ROBERT BOYNTON, JR.
Material Control
7 years



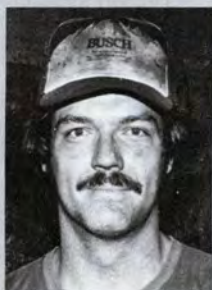
MICHAEL MARK
Personnel
5 years



SAMUEL PRICE
Gear Cutters
3 years



DAVID GLOVER
Truck Shop
3 years



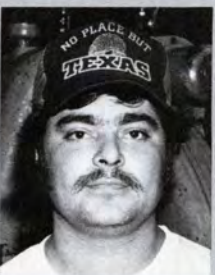
ROY PAUL WEATHERS
Trailer—Machines
5 years



L. P. GRIGGS
Industrial Gears
8 years



DAVID BAZAR
Material Control
4 years



EUGENIO ALDAVA
Gear Cutters
3 years



BOB McCARROLL
Data Processing
8 years



TOMMY WELLS
Trailer—Floats
7 years

3-9 YEARS



KENNETH FAIRES
Trailer—Floats
4 years



WILLIAM GRADY
Industrial Supplies
3 years



DONNY GARTON
Welding & Structural
6 years



BOBBY GREENVILLE
Welding & Structural
7 years



JOHN RICHARD
Final Assembly & Shipping
4 years



DAVID LAWSON
Trailer—Engineering
4 years



MAMIE EVANS
Foundry—Side Bay
4 years



LESLIE SEGREST
Foundry—Maintenance
8 years



MIKE JUSTUS
Foundry—Maintenance
6 years



JAMES TURNER
Final Assembly & Shipping
4 years



RENE BRASHEAR
Trailer—Offices
4 years



OLIVIA THOMPSON
Welding & Structural
3 years



CARLOS TOVAR
Gear Cutters
3 years



GARY HATLAY
Foundry—Electrical
3 years



RICHARD GUEVARA
Gear Cutters
7 years



CLEVELAND ADAMS
Trailer—Repair
4 years



JUANITA JOHNSON
Welding & Structural
3 years



ARTHUR CHATMAN
Welding & Structural
9 years



LEONARD SULLIVAN
Welding & Structural
8 years



BELTON HAVARD
Welding & Structural
5 years



MIKE CURRY
Traffic
6 years



DORMAN BOAZ
Machine Shop
8 years



O'NEAL JONES
Foundry—Main Bay
7 years



HUGH LAMBRIGHT
Trailer—Floats
9 years



ANDY MODISETTE, III
Machine Shop
5 years



CHESTER SICKELS
Welding & Structural
6 years



JEWEL BREWER
Welding & Structural
3 years



ALBERT FUNDERBURK, JR.
Foundry — Electrical
4 years



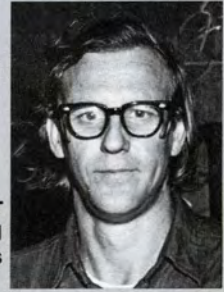
BRENDA TAYLOR
Welding & Structural
3 years



J. M. HANEY
Trailer — Parts
3 years



JAMES NERREN
Final Assembly & Shipping
4 years



DAVID HOLT
Welding & Structural
5 years



CHARLES MORGAN
Final Assembly & Shipping
3 years



CARLON MAXIE
Welding & Structural
3 years



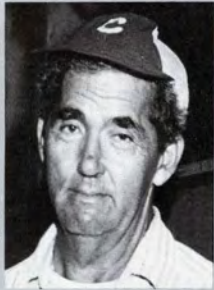
CURTIS DUPREE
Foundry — Main Bay
5 years



RITA CALDWELL
Welding & Structural
3 years



MARIE RAY
Welding & Structural
3 years



WARREN STEEL
Trailer — Paint House
3 years



JUNE GARTON
Welding & Structural
3 years



PAT MOLANDES
Foundry — Offices
4 years



JAMES BURRELL
Final Assembly & Shipping
7 years



JOE CALHOUN
Foundry — Cleaning Room
4 years



MELBA HELTON
Gear Cutters
3 years



ARTIS GREGORY, JR.
Foundry — Side Bay
6 years



JUDY BUSSEY
Welding & Structural
3 years

MACHINE SHOP

	Employment Date	Years With Co.
Johnnie Carroll	November 24, 1952	29
Campbell Tullios	November 2, 1953	28
James Holiday	November 15, 1954	27
Alvin Powell	November 21, 1955	26
Cleveland Simmons, Jr.	November 21, 1961	20
Jerry Tullios	November 28, 1961	20
Robert Manning	November 8, 1965	16
Clarence Thorn	November 10, 1965	16
Manzel Clark	November 12, 1965	16
John Reece	November 14, 1966	15
Alvie Luce	November 22, 1966	15
Larry Tompkins	November 13, 1967	14
Clarence Matchett	November 21, 1967	14
Jerry Taylor	November 18, 1969	12
Francis Hyde	November 16, 1970	11
Jerry Brock	November 23, 1970	11
L. P. Griggs	November 1, 1973	8
Clifton Marze	November 1, 1973	8
Dorman Boaz	November 7, 1973	8
Richard Guevara	November 19, 1974	7
Mike Curry	November 18, 1975	6
Andy Modisette III	November 16, 1976	5
David Glover	November 2, 1978	3
Samuel Price	November 7, 1978	3
Eugenio Aldava	November 10, 1978	3
Carlos Tovar	November 20, 1978	3
Melba Helton	November 20, 1978	3
Lunell Curl	November 22, 1978	3
Kara Porter	November 22, 1978	3
Daniel Phipps	November 2, 1979	2
Clara Landers	November 5, 1979	2
Richard Miller	November 7, 1979	2
Jack Hightower	November 7, 1979	2
Gene Lee	November 12, 1979	2
Jerry Jenkins	November 14, 1979	2
Marvin Stubblefield	November 19, 1979	2
Eddie Peoples	November 27, 1979	2
Terry Redd	November 27, 1979	2
Melvin Mitchell	November 2, 1980	1
Michael Kimmelshue	November 3, 1980	1
Carl Ferguson	November 4, 1980	1
Opal Salinas	November 5, 1980	1
Gary King	November 5, 1980	1
Robert Fenner	November 11, 1980	1
James Weir, Jr.	November 11, 1980	1
Timothy Johnson	November 12, 1980	1
Travis Amie	November 13, 1980	1
Gerald Hejnar	November 16, 1980	1
Gregory Dawson	November 17, 1980	1
Freddie Williams	November 18, 1980	1
Guadalupe Luna	November 20, 1980	1
George Blaisdell	November 24, 1980	1

FINAL ASSEMBLY & SHIPPING

	Employment Date	Years With Co.
Chester Robinson	November 28, 1969	12
James Burrell	November 26, 1974	7
Donald Davis	November 6, 1975	6
James Turner	November 7, 1977	4
James Nennen	November 21, 1977	4
John Richard	November 28, 1977	4
Martin Habacek, Jr.	November 28, 1977	4
Earl McGallion	November 2, 1978	3
Charles Morgan	November 2, 1978	3
Willie Settler	November 9, 1978	3
Timothy Haggard	November 28, 1979	2
Richard Landers	November 3, 1980	1
Richard Welch	November 5, 1980	1
Hubert Sutton	November 21, 1980	1
Kenneth Taylor	November 24, 1980	1
Andrew Stevens	November 24, 1980	1

ENGINEERING

	Employment Date	Years With Co.
Louis Fincher	November 15, 1929	52
Bob Freeman	November 16, 1959	22
Marvin Kimmey	November 16, 1959	22
Charles Killingsworth	November 17, 1980	1

PERSONNEL

	Employment Date	Years With Co.
Michael Mark	November 1, 1976	5
Lamberto Gonzalez	November 3, 1978	3

MACHINERY SALES & SERVICE

	Employment Date	Years With Co.
H. H. Muller	November 29, 1949	32
Don Stanley	November 9, 1965	16
Jacqueline Campbell	November 8, 1971	10

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Ed Dietz	November 3, 1952	29
Aaron Pigg	November 1, 1963	18
William Grady	November 15, 1978	3
Louise Rowe	November 15, 1978	3
Ronnie Phillips	November 6, 1979	2

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
E. E. Edwards	November 21, 1945	36
Judge Burrell	November 4, 1946	35
Seamon Rigsby	November 1, 1947	34
Dock Spencer	November 4, 1947	34
Levi Patton	November 2, 1955	26
Henry Jefferson	November 18, 1955	26
Clifford Johnson	November 18, 1958	23
Cloyce Fussell	November 8, 1961	20
Maurice Patton	November 17, 1961	20
Norris Alexander	November 22, 1961	20
Preston Cauley	November 17, 1966	15
Willie Polk	November 26, 1968	13
Alton Bennett	November 15, 1971	10
Curtis Anthony	November 2, 1972	9
Leslie Segrest	November 19, 1973	8
O'Neal Jones	November 21, 1974	7
Johnnie Horace	November 6, 1975	6
Artis Gregory, Jr.	November 24, 1975	6
Mike Justus	November 24, 1975	6
Richard Rhodes	November 10, 1976	5
Curtis Dupree	November 17, 1976	5
Joe Calhoun	November 8, 1977	4
Pat Molandes	November 14, 1977	4
Mamie Evans	November 14, 1977	4
Albert Funderburk, Jr.	November 21, 1977	4
Gary Hatlay	November 30, 1978	3
Ricardo Cervantes	November 1, 1979	2
Jose Luna	November 1, 1979	2
Ray Baxter	November 11, 1979	2
Kenneth Moore	November 12, 1979	2
Elaine Rogers	November 12, 1979	2
Refugio Rojas	November 15, 1979	2
Jose Munoz	November 15, 1979	2
Thomas Sides	November 19, 1979	2
Amado Padilla	November 20, 1979	2
Harold Kelley	November 20, 1979	2
Feliciano Salazar	November 25, 1979	2
Carlos Palomo	November 25, 1979	2
David Castillo	November 25, 1979	2
William Gavette, Jr.	November 26, 1979	2
Matilde Lopez	November 26, 1979	2
Juan Hernandez	November 28, 1979	2
Manuel Capetillo	November 28, 1979	2
James Henderson	November 4, 1980	1
Billy Dixon	November 5, 1980	1
David Ferrell	November 11, 1980	1
Arturo Torralba	November 20, 1980	1
Donald Ridgeway	November 24, 1980	1

LITTLE ROCK FOUNDRY

	Employment Date	Years With Co.
Gene Harris	November 1, 1977	4
Cleddell Hansberry	November 10, 1977	4
Royal Doss	November 18, 1977	4
Mark Sweeden	November 17, 1980	1
Paul Wills	November 17, 1980	1
Bobby Price	November 25, 1980	1
Rharril Hill	November 26, 1980	1

CORPORATE OFFICES

	Employment Date	Years With Co.
Joe Floyd	November 22, 1948	33
Walt Bardwell	November 21, 1962	19
Bob McCarroll	November 1, 1973	8
Martha Williams	November 2, 1977	4
Nancy Moore	November 20, 1979	2
Brenda Weeks	November 24, 1980	1

PUBLIC RELATIONS

	Employment Date	Years With Co.
Virginia Allen	November 1, 1946	35
Elaine Jackson	November 17, 1980	1

WELDING & STRUCTURAL

	Employment Date	Years With Co.
Henry Gibson	November 20, 1945	36
William Rogers	November 14, 1950	31
Hollis Mott	November 21, 1955	26
Billy Kirkland	November 10, 1961	20

	Employment Date	Years With Co.
James Dunn	November 14, 1966	15
Amos Mayo	November 19, 1969	12
Cecil Agent, Jr.	November 15, 1972	9
Arthur Chatman	November 27, 1972	9
Leonard Sullivan	November 5, 1973	8
Bobby Greenville	November 5, 1974	7
Chester Sickels	November 10, 1975	6
Donny Garton	November 17, 1975	6
John Foster	November 4, 1976	5
Tru Duc Vu	November 11, 1976	5
Belton Havard	November 16, 1976	5
Doniel Horn	November 22, 1976	5
David Holt	November 23, 1976	5
Joe Hollis	November 30, 1976	5
Marie Ray	November 1, 1978	3
Carlton Maxie	November 6, 1978	3
Brenda Taylor	November 10, 1978	3
Jewel Brewer	November 13, 1978	3
Judy Bussey	November 15, 1978	3
Olivia Thompson	November 16, 1978	3
Rita Caldwell	November 27, 1978	3
June Garton	November 27, 1978	3
Juanita Johnson	November 27, 1978	3
Rita Caldwell	November 27, 1978	3
Robert Myers	November 6, 1979	2
Kalvin Buckley	November 7, 1979	2
Terry Anderson	November 12, 1979	2
Kevin Lowman	November 20, 1979	2
Hoang Nguyen	November 26, 1979	2
Deborah Ash	November 4, 1980	1
James Wheeler	November 6, 1980	1
Elton Grimes	November 7, 1980	1
Tommy McCombs	November 7, 1980	1
Elvin Cooper	November 10, 1980	1
Felix Veliz	November 10, 1980	1
David Odgen	November 10, 1980	1
Richard Herring	November 10, 1980	1
Rodney Mosbey	November 11, 1980	1
Clifton Gilder, Jr.	November 13, 1980	1
Hiatus Bryant	November 14, 1980	1
Lannas Bryant, Jr.	November 14, 1980	1
Billy Jones	November 17, 1980	1

CUSHING PLANT

	Employment Date	Years With Co.
Dudley Matlock	October 21, 1978	3

TRAILER PLANT

	Employment Date	Years With Co.
J. W. Smith	November 14, 1944	37
E. L. Tullios	November 27, 1951	30
Bob Beddingfield	November 12, 1952	29
Dennis Rice	November 21, 1966	15
James Tucker	November 24, 1970	11
Hugh Lambright	November 29, 1972	9
Tommy Wells	November 11, 1974	7
Roy Weathers	November 29, 1976	5
Kenneth Faires	November 7, 1977	4
Cleveland Adams	November 7, 1977	4
David Lawson	November 14, 1977	4
Rene Brashear	November 28, 1977	4
J. M. Haney	November 1, 1978	3
Warren Steel	November 13, 1978	3
Pattie Smith	November 14, 1978	3
James Roberts	November 21, 1978	3
Robert Nicholson, Jr.	November 29, 1978	3
Michael McClain	November 5, 1979	2
Alice Mills	November 13, 1979	2
Bobby Tucker	November 27, 1979	2
Jerry Faires	November 4, 1980	1
David Birdwell	November 17, 1980	1
William Cooley	November 24, 1980	1
William Crew	November 24, 1980	1

TRAILER SALES & SERVICE

	Employment Date	Years With Co.
John Elliott	November 3, 1970	11
Clovis Craig	November 13, 1972	9
James Jones	November 8, 1976	5
Harley Steele, Jr.	November 16, 1977	4
Tracy Bisang	November 16, 1979	2
Jesus Cobia	November 29, 1979	2

MATERIAL CONTROL

	Employment Date	Years With Co.
Robert Boynton, Jr.	November 22, 1974	7
David Bazar	November 21, 1977	4
J. L. Horace	November 21, 1978	3
Patricia Edwards	November 5, 1979	2
Robert Clements	November 6, 1980	1
Dwain Forsythe	November 17, 1980	1
Michael Webb	November 24, 1980	1

Photo Gallery '81

SECOND PLACE
Color Division
"Colorado Mule Deer"
Lesa Harris
Industrial Supplies



THIRD PLACE
Color Division
"Volcano in Retirement"
Kyle Syler
Industrial Gear Service

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

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Public Relations Staff:

Janice Aston, Managing Editor
Elaine Jackson, Special Projects Editor
David Freeze, Manager, Photographic Services
Tom Johnston, Photographer
Chuck Stevenson, Audio-Visual Coordinator
David Willmon, Manager, Advertising & Sales Promotion
Jo Ann Anderson, Administrative Assistant

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THE COVERS:

Front: A record number of 1,234 units of blood were donated during the third annual company blood drive. For the story and photographs, see page 2.

—Photo by David Freeze

Back: The first place winner in the color division of this year's photo contest was "Peggy's Cove" by Luda Belle Walker, corporate offices. For more Photo Gallery '81, see the inside back cover and page 6.