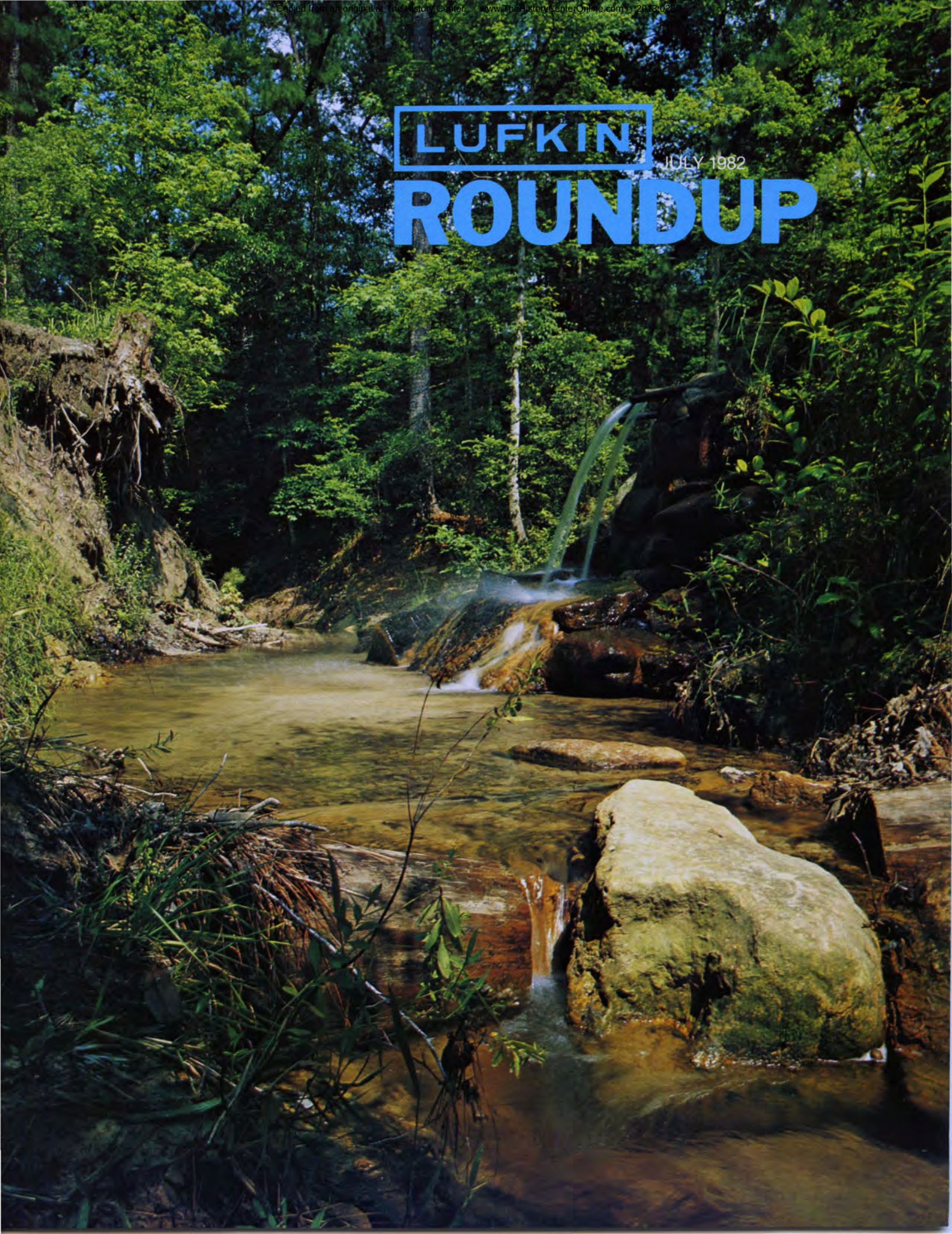


LUFKIN

JULY 1982

ROUNDUP





FROM THE PRESIDENT'S DESK...

FELLOW EMPLOYEES:

During my 38 years with Lufkin Industries, I have seen some very good business years and I have seen times when things were slow, but I have never seen such a drastic change in business that has occurred in such a short time as has recently happened.

The month of March, 1982 was a record, all-time high in the history of Lufkin Industries with an order backlog of over \$100 million dollars in pumping units for the remainder of the year. Yet in a period of one month, most of these orders were cancelled and very few new orders were received to replace them.

This made it necessary to curtail production immediately, and cancel all outside purchases of material in the schedule of vendors that were not needed.

As you know, we reduced our work week to four days, cut out overtime and began a layoff of personnel. Even in the face of these reductions, our inventory rose \$10 million, reaching an all-time high for the company before we could get it under control.

We know that you are just as concerned as management is about this slowdown of business and would like to know how things look in general for the future at Lufkin Industries.

Our main business is geared to the oil companies and their production of oil. In the last several years, they have had a shortage of pumping units and over-ordered to take care of their future needs. In the meantime, about 200 other manufacturers started producing pumping units and flooded the market.

It is estimated that there are at least 8,000 surplus pumping units in inventory in the United States that will have to be used before many new orders will be placed. Many of these new manufacturers with large inventories are now reducing prices, offering free freight to location, free installations and quantity discounts in order to sell their units.

We suspect that with the present rate of drilling it will take about four months to use up this surplus. Therefore, we expect business to be rather slow for the rest of the summer, and hopefully will begin to pick back up in the fall. However, we believe the recovery will be gradual, and we do not think that it will return to what it was at this time last year.

No doubt the recession will take its toll among the financially weak and small pumping unit manufacturers, but there could be a brighter side. The survivors will be tougher, leaner and more productive; more capable of staying in business as we move into a more competitive economy. Fortunately, Lufkin Industries is strong enough financially to weather the storm. We intend for Lufkin to be not only one of the survivors but the first to come back.

Still Working

Oldest living retiree mows yards as he approaches his 94th birthday

At age 93, Joe Smith has the distinction of being the oldest living retired LUFKIN employee. He will be 94 years old on November 25. If you visit him at his home, the chances are slim that he will be sitting in a rocking chair taking life easy.

Probably, he will be out working. Smith mows yards, and his business picks up in the spring and summer time. He has worked as far back as he can remember.

In 1908, he left Louisiana where he had learned to drive a team of mules. "I knew how to chunk leather just like I had a whip," he recalls.

Smith came to East Texas in 1910. "Ever since I've been old enough to do something, I've been working. I used to get up at night when the moon was shining and go out to the field to cut corn tops. I worked in the fuel house at Lufkin Land Lumber Company before it cut out. I'd work in the daytime, then I'd go to the fuel house to work at night." Smith paid for his home while he was working at Lufkin Land.

He stacked lumber at Angelina County Lumber Company at Keltys. "I was a good lumber stacker," Smith said. "I could stack more lumber than any other man out there. They all tried me—small, large, old and young—but they couldn't stack as much lumber as I could stack. I was small and had short arms. I could take as much lumber as they could pull. The superintendent would bring people out there to watch me stack lumber."

On February 3, 1947, he went to



Joe Smith mows the yard of Fannie Johnson, a widow who can no longer take care of her own lawn. Cutting grass keeps him busy during the spring and summer months.

work as a janitor in the Trailer Division and worked for the company for the next 11 years. Smith retired on November 24, 1958, the day before he was 70 years old, but he did not stop working.

Since then, he has continued to cut yards. He pushes the mower over the grass slowly but methodically. Some of his clients are widows who cannot care for their own yards.

As he approaches 94 years of age, Smith's attitude about work has not changed. "Sometimes you

have pain. If you go to work, the pain is gone when the day is gone," he said.

Smith still sings in the choir at Shiloh Baptist Church. He also travels with the choir. Occasionally, he combines work with pleasure and sings while he mows.

To what does Joe Smith attribute his long life? "If you want good pay, you have to work for the Lord," he said. "He gives you good pay. He made you, and He can take care of you. All you have to do is trust in Him. That's what I do."



Planning Ahead

Now is the time to prepare for retirement, no matter what your age

As life expectancy increases and fewer and fewer employees are content to retire to a rocking chair on the front porch, workers of all ages should prepare for their retirement years. Financial preparation is a must.

Statistics show that the average retiree probably will need at least 70 percent of his working income just to maintain his standard of living. Inflation eats away at savings and pensions. Social security is rarely enough.

Some of the ways workers can prepare for retirement are through savings, insurance and investments. Most financial institutions now offer counseling for retirement planning.

Numerous employees have and are saving and investing their money for the future. There are many examples of employees who have saved a small amount on a regular basis in the LFM Federal Credit Union or in financial institutions and have accumulated nice nest eggs by retirement time.

Other employees have put some of their earnings into stocks, real estate and other investments. Some employees have turned hobbies into small businesses for extra income in their retirement years. The ways to prepare for retirement are numerous.

Austin Freeman, a LUFKIN retiree and secretary-treasurer of the LFM Credit Union, advises young employees to systematically save \$5 or \$10 a week, and forget about it.

One of the biggest encouragements for workers of all ages to

prepare for their retirement years is the change in Individual Retirement Accounts regulations. As of January, 1982, any wage earner may start an IRA and may contribute as much as \$2,000 of his earned income to the account each year. Two-income households may set up two accounts. If one spouse does not work, a couple may contribute a total of \$2,250 into two accounts as long as a minimum of \$250 is kept in the account of the non-working spouse.

All IRA contributions are tax-deductible. No current tax liability is incurred on income and capital gains accrued on an IRA account. When money is withdrawn from the account, it must be added to taxable income for the year it is withdrawn. If money is withdrawn before the individual is 59½ years old, he pays a penalty tax of 10 percent in addition to income tax on the full amount withdrawn.

If a wage earner decides to open an IRA account, there are a variety of ways he can save for retirement. First, he must select a trustee or custodian of his IRA.

The Credit Union can set up IRA's. Under law, life insurance is barred from retirement accounts, but life insurance companies offer annuities that are acceptable. Nancy Mewbourn, vice president of Home Savings and Loan Association, says that an annuity program will be offered soon by agents at participating savings and loan associations. The plan offers income, tax deferred earnings, guaranteed safety of annuity funds and competitive interest rates.

A person may change his IRA

once a year. Mutual fund families offer a wide variety of investment options. Banks and savings institutions accept IRA's. They offer options of certificates with variable rates and certificates with locked-in rates and money market certificates. There are roll-over accounts for lump sums of money deposited 60 days after it is received for deferred tax benefits.

As Kitty Jay, assistant vice president at Lufkin Federal Savings and Loan Association, counsels people about retirement planning, she encourages them to deposit money into IRA's at the beginning of the year and earn tax deferred interest all year.

To illustrate the mind-boggling advantages of starting early in life to prepare for retirement, Mrs. Jay computed the totals wage earners, ages 40, 30, and 25, could accumulate by age 65, if they put \$2,000 into IRA's earning 12½ percent compounded interest each year and did not withdraw any money from the account until retirement at age 65.

Years Until Retire- ment		Invest- ment		Total Amount at Age 65
Age				
40	25	\$50,000	\$	266,668
30	35	\$70,000	\$	863,327
25	40	\$80,000	\$	1,534,183

Wage earners of any age may open IRA's. Eloise Placker of the Trust Department of First City Bank, who handles IRA's, says the youngest person to open an IRA account at First City Bank is eight years old, and the oldest to open an IRA is 65 years old. Even though a person

may withdraw money from an IRA without penalties at age 59½, the money may be left in the account until age 70½.

Another form of retirement program is the Individual Retirement Fund (IRF). This type account allows an individual to make contributions to a retirement account through payroll deductions or monthly additions. The individual does not have to contribute the full \$2,000.

Some people select a self-administered IRA with a brokerage firm.

Money designated for IRA's can be channeled into stocks and bonds, savings, certain types of real estate, oil and gas limited partnerships and mutual funds. Self-directed accounts give the highest degree of flexibility and personal control but may cost more to administer than other types of accounts.

"Everyone should have an IRA," says Randy Price, vice president of Southwest Securities Inc.

"I would encourage all workers to open IRA's as soon as possible,"

says Karl Lemke, vice president of RepublicBank, "even if he only makes a payroll deduction of \$10 a month to an IRA account."

Retirement planning is a gradual process of improving life's satisfaction and security before retirement in order to develop a retirement lifestyle acceptable to the individual. Each individual should find the best method for himself. There are many ways to accomplish this. The key is to begin now in whatever direction suits your particular needs.

What can employees near retirement age expect?

Pension

The first step an employee makes toward retiring at Lufkin Industries is to contact Joan Griffin in the personnel office at least three months before the retirement date.

A 60-year-old employee with 30 years service may retire at reduced benefits. A 62-year-old employee with 15 years service may take early retirement. Normal retirement age is from 65 to 70.

Each pension is figured by the provisions of the Employer's Retirement Plan. Griffin explains to each employee who is about to retire the options available. She processes the employee's earnings and sends the information to the company's actuaries in Dallas to have the pension figured. Then the employee chooses a retirement option.

After the paperwork is completed, employees who have 10 years or more service with the company and receive immediate benefits under the Pension Plan, are eligible for a watch, a gift from the company.

Lufkin Industries retirees always have a stake in their company. Many retirees own stock in the company. A group of retirees meets monthly for coffee and fellowship. Lufkin Industries values the men and women who have worked to make it the company it is today.

Social Security

Nine out of 10 workers in the United States are working at jobs covered by Social Security. About one out of every six persons in this country receives monthly Social Security checks. Approximately 10,000 people in Angelina County are drawing Social Security checks. These people are retirees, survivors, or disability recipients. More than 24 million people, 65 and over, have health insurance under Medicare.

Anyone who is eligible for Social Security checks or

Medicare must apply for the benefits. Contact the Social Security office three months before you plan to stop working.

You may apply in person or by phone. You will need your Social Security card or a record of the number. You will need original documents or certified public copies of proof of your date of birth. You will be asked to submit your W-2 (Wage and Tax Statement) forms for the last two years or your latest tax return to get credit for the last two years you worked.

If your spouse is applying for benefits, he or she will need the same documents. It is also a good idea to have a marriage certificate available. Once you have been interviewed, the rest of the business can be conducted by mail.

A person's benefit rate is figured on his age and earnings covered by Social Security. A person who is near retirement age may request an estimate of what he can expect under present rates when he retires.

"When calling the local Social Security office, it is better to call later in the week," says Mike McKinley, field representative. "The office is very busy the first part of the week and the first part of the month. We can give you more prompt service Wednesday or later and after the first of the month."

McKinley stressed that everyone should plan for retirement and not expect Social Security to be the sole retirement income. Social Security payments are not intended to replace all lost earnings. People should try to supplement Social Security payments with savings, pensions, investments, or insurance.

Concerning the present Social Security situation, McKinley commented, "Congress is studying the present Social Security situation and will have to make some hard decisions to fund it. Congress has faced similar problems before and always has resolved them."

1982 Scholars

Foundation awards scholarships to employees' sons and daughters

This spring, 15 graduating seniors whose parents are employed by Lufkin Industries received more than a diploma. Lufkin Industries Foundation awarded nine four-year and six two-year scholarships to these students.

The four-year scholarships for \$4,800 each may be used at any accredited college or university in the United States. The two-year scholarships to Angelina College are for \$1,200 each. The total value of this year's scholarships is \$50,400.

Since the first Lufkin Industries Foundation scholarships were awarded in 1965, including this year's awards, the foundation has given 164 scholarships for a total value of \$428,400. These scholarships, which emphasize the company's personal interest in the higher education of children of employees, are based on character, citizenship and scholastic achievement.



RICHARD ARNOLD COLLMORGEN, — Four-Year Scholarship

A graduate of Lufkin High School, Collmorgen is the son of Mr. and Mrs. Dick Collmorgen, Sr. of Route 11, Box 1250, Lufkin. His father works in the electrical department and has been employed by the company since 1956.

Collmorgen will attend Texas A&M University in the fall and major in engineering. R. E. Barr presented the award.



RONY DALE OGLESBY — Four-Year Scholarship

Oglesby is a graduate of Lufkin High School. He is the son of Gail Fenley of 1615 E. Denman. His mother is employed at the Trailer Division. She joined the company in 1974.

Oglesby plans to attend Texas A&M University this fall and major in mechanical engineering. R. E. Barr, executive vice president of the company and president of the foundation, presented the scholarship.



PHYLLIS ANN HAYS — Four-Year Scholarship

Hays is a graduate of Lufkin High School. She is the daughter of Mr. and Mrs. Brown H. Hays of 200 Chambers Street. Her father, a Trailer Division employee, has worked for the company since 1954. Her mother, June Hays, has been employed by Lufkin Industries since 1981 and works in the structural steel plant office.

She plans to attend Texas Women's University this fall and major in physical therapy. R. E. Barr presented her scholarship.



ADINA MARIE BECK — Four-Year Scholarship

Beck is a graduate of Lufkin High School. She is the daughter of Mr. and Mrs. Stanley Beck of 607 Willow Bend. Her father who works in quality assurance has been employed by the company since 1955. Her mother, Ada Beck, works in the Trailer Division sales office. She was employed in 1965.

Beck will attend Texas A&M University this fall and major in business. R. E. Barr presented her scholarship certificate.



ROBERT CRAIG COLEMAN — Four-Year Scholarship

Coleman graduated from Lufkin High School. He is the son of Mr. and Mrs. Bobby Coleman of 1307 Helen Street. His mother, Betty Coleman, is employed in the order department at the Trailer Division.

He plans to attend Stephen F. Austin State University this fall and major in forestry. R. E. Barr made the scholarship presentation.



SHANNON LEE TEUTSCH — Four-Year Scholarship

A graduate of Lufkin High School, Teutsch is the daughter of Mr. and Mrs. Charles Teutsch of Route 2, Box 940, Lufkin. Her father is employed in the product design engineering department, Machinery Division.

She is planning to major in business and accounting at The University of Texas this fall. R. E. Barr awarded her scholarship.



HILLARI BISHOP — Four-Year Scholarship (Out-of-Town)

A graduate of Tucker High School in Tucker, Georgia, Bishop is the daughter of Mr. and Mrs. David Bishop, Jr. of 5190 Antelope Lane, Stone Mountain, Georgia. Her father started working for the company in 1957 as a salesman in the Machinery Division. He is now sales manager of the Southeastern Division.

Bishop plans to attend Berry College in Rome, Georgia, and major in animal science. Her scholarship was presented by Scott Butler, principal of Tucker High School.



JODY CHRISTINA WILSON — Four-Year Scholarship

Wilson is a 1982 graduate of Central High School. She is the daughter of Mr. and Mrs. Jackie Wilson of Route 8, Box 2160, Lufkin. Her mother, Betty Wilson, is employed in the purchasing department at the Trailer Division and has worked for Lufkin Industries since 1974.

Wilson plans to attend Angelina College and Stephen F. Austin State University and major in business computers. Her scholarship was presented by Dick McKay, vice president and manager of the Trailer Division and trustee of the foundation.



DWIGHT LYNN ARNOLD — Angelina College Scholarship

Dwight Lynn Arnold, son of Mr. and Mrs. Johnny Arnold of Huntington, graduated from Huntington High School. His father is employed in the shaft shop and has worked for the company since 1961. His mother, Nell Arnold, has been employed in the engineering department in the Trailer Division since 1970.

Arnold plans to major in electronic technology at Angelina College. His scholarship was presented by R. L. Poland, president of the company and trustee of the foundation.



PHYLLIS JEAN WILLIAMS — Four-Year Scholarship

A graduate of Hudson High School, Williams is the daughter of Mr. and Mrs. Henry Williams of 169 Lancewood Circle. Her father is employed in the Trailer Division and has worked for the company since 1962.

She plans to attend Angelina College and Stephen F. Austin State University. Her scholarship was presented by Johnny Long, personnel director and treasurer of the foundation.



CYNTHIA REJEAN CHRISTIE — Angelina College Scholarship

Christie, a graduate of Hudson High School, is the daughter of Mr. and Mrs. Audie Ray Christie of Route 4, Box 5590, Lufkin. Her father is employed in the structural steel plant and has worked for the company since 1962.

She will major in elementary education. Johnny Long presented her scholarship.



CECIL WAYNE PAGE — Angelina College Scholarship

A Lufkin High School graduate, Page is the son of Mr. and Mrs. P.C. Page of 906 Westbury. His father works in the industrial gear department. He started working for the company in 1975.

R. E. Barr presented the scholarship.



MELISSA LYNN SCARBROUGH — Angelina College Scholarship

A Lufkin High School graduate, Scarbrough is the daughter of Mr. and Mrs. Calvin Scarbrough of Route 1, Box 363, Diboll. Her father works in the industrial engineering department at the structural steel plant. He has been an employee since 1962.

R. E. Barr presented her scholarship.



STEVEN DALE NORMAN — Angelina College Scholarship

Norman graduated from Lufkin High School. He is the son of Mr. and Mrs. John Norman of 412 Garner Street. His father, who is employed in the foundry side bay, has worked for the company since 1962.

Norman plans to study data processing in college. His scholarship was presented by R. E. Barr.



SHALONDA LYNCH — Angelina College Scholarship

Lynch graduated from Lufkin High School. She is the daughter of Mr. and Mrs. Elmer Lynch of 515 Setliff. Her father has been employed at the Trailer Division since 1966.

R. E. Barr presented her scholarship.

BOYKIN SPRINGS

Even in the peak of the summer when East Texas is scorching hot, the spring-fed lake at Boykin Springs is still cool.



Tucked away in Angelina National Forest, Boykin Springs is one of East Texas' beautiful places for a day among the pines, a swim in the lake, or a hike in the woods. Lufkinites can drive to the recreation area in approximately an hour and burn less than a tank of gas for the entire trip.

Many visitors to the area simply pack a picnic lunch and spend the day at the 10-acre spring-fed lake surrounded by longleaf pines and ferns. There are camping facilities for those who want to stay several days.

Boykin Springs Recreation Area features camping, fishing (electric motors only), swimming and

canoeing. The lake is stocked by the Texas Parks and Wildlife Department, and cold water trout fishing is available during the winter months.

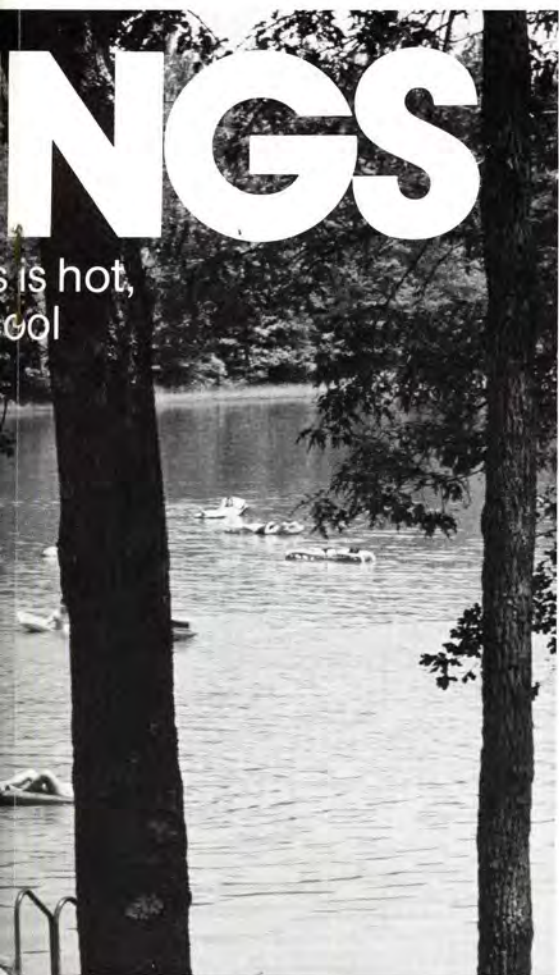
Several forest types, including longleaf pine, bald cypress, loblolly pine and hardwoods, are found in the area. Flowering trees, such as dogwood and magnolia, also flourish there.

Hundreds of species of wildlife make their home near the area. Visitors have seen more than 200 species of birds, many mammals, reptiles and fish. The red-cockaded woodpecker, an endangered species, has been sighted by hikers and bird watchers.

The Sawmill Hiking Trail, which is approximately 5.5 miles long, connects Boykin Springs to the Bouton Lake Recreation Area and the old Aldridge Sawmill. Primitive camping is allowed year-around.

A small community thrived at the Aldridge sawmill site until 1920, but all that remains of the community is large concrete structures and a log holding pond.

Information concerning the National Forest recreation areas is available at the National Forest headquarters in Lufkin or at the ranger stations for the national forests.



(Above, Top) Cool spring water is refreshing on a summer day. (l-r) Daniel, William and Jason Dykes, children of William Dykes, Trailer Division; and their cousin, Tammy Havard, daughter of Allen Havard, structural steel plant; enjoy playing in the water at Boykin Springs. (Left) The William Dykes family came to Boykin Springs for a day of picknicking and fishing. Crossing a stone bridge (l-r) are: Ruby Dykes, Tammy Havard, carrying Jason Dykes, William Dykes with his father, William Dykes, and Daniel Dykes. (Right) Camping, fishing and hunting are the principal recreations of the Dykes family. Dykes grew up near Zavalla, and has hunted and fished in the Angelina Forest all his life. He and his son, Jason, agree that food tastes better in the woods.

IN FOCUS

Sudden Death Play-off Determines Golf Winners



Golf team, (l-r) Pat Gammill, Trailer Division; Larry Walker, production control; Ray Stephens and Doug Williams, material control; won the Memorial Day weekend employee tournament. Team members watch as Williams sinks the winning putt.

The top two teams tied for first place with scores of 65, 7 under par, at the employee four-man scramble, 18-hole golf tournament held May 29 at the Lufkin Country Club. First place team of the tournament was determined on the second hole in sudden death play-off.

Members of the winning team were: Doug Williams, material control; Pat Gammill, Trailer Division; Ray Stephens, material control; and Larry Walker, production control. Each team member received a trophy and a \$25 gift certificate from the pro shop.

Each team was composed of an A, B, C and D ability player. Several teams had five players. The 49 golfers on the 11 teams that played in the tournament were either employees, retirees or spouses of employees.

After each man hit the ball, the team selected the best shot to play. The other players dropped their balls in the general vicinity of the best ball, and played from there. The score was a composite of the best shots. The tournament was played by USGA rules.

Second place team was: Stanley Beck, quality assurance; R.E. Barr,

corporate offices; Ed Dixon, purchasing; and Mike Cloyd, material control. They received \$20 gift certificates from the pro shop.

Third place team with a score of 67, five under par, was: David Bowers, manufacturing engineering; Scott Semlinger, foundry offices; Dan Pillar, sales trainee; and Pete Vinson, foundry. Each third place team member received a dozen golf balls.

Only eight strokes separated the scores of the top and the bottom teams in the tournament.

Two Promotions Announced

Company officials have announced the promotions of two employees.

Kenny Modisette was promoted from material handler specialist to yard foreman in the Trailer Division. He has worked for the company since 1978.

Modisette is a Central High School graduate. He and his wife, Jeanne, have twin daughters, Karla and Kerri.

Jerry Cortines was promoted from cycle counter to warehouse supervisor in the material control department. He began working for the company in 1968.

Cortines is a graduate of Nacogdoches High School. He and his wife, Cecilia, have one son, Doug.



Kenny Modisette



Jerry Cortines

In the news

Lufkin High School Drafting Club members competed against 5,000 students in the Texas State Industrial Arts Student Association contests in Waco in May.

Steve Flournoy, son of **Morgan Flournoy** of industrial engineering, received a second place ribbon for his drawing.

Nancy O'Neill, daughter of **Mitchell O'Neill** of industrial engineering, won a third place ribbon for her entry.

Lee Burnett, accounting department, will be installed in September as vice president of the Texas State Bowling Association. He has served as a director of the state association and as secretary of the Lufkin Bowling Association since 1956.

Joe Behannon, tool room, was elected to the board of directors of the Texas State Bowling Association for District 14.

The company sponsors two bowling teams.

Glenn Havard, third shift machine shop employee, won

second place in the Lufkin Mall Arm Wrestling Classic. He finished third in the Southwest U.S. Open professional arm wrestling championship in Orange.

Havard competes in the heavyweight division composed of men weighing 220 pounds or more.



Lee Burnett



Joe Behannon



Glenn Havard

Retirees Represent 121 Years of Service



Perry Grisham

Five employees representing 121 years of service with the company have retired.

Perry Grisham retired after 35 years with the company. He was employed in 1947 as secretary to Guy Croom, machine shop superintendent. In 1952, he was transferred to the material control department.

Until his retirement, Grisham worked in various areas of that department. "Through my activities within the company, I have worked with almost every department in the company and with some of the branches," Grisham said.

Grisham plans to stay busy during his retirement years. "I have the good fortune of having a little acreage," he said.

He enjoys working outdoors. Grisham and his wife grew up during the Depression years and know how to work the soil. "We had to farm on the side to survive back then. My dad resorted to working new ground to eke out enough to live on," Grisham recalls.

Grisham will not devote all of his retirement time to work. His wife plans to retire this summer



Jimmie Whitaker

after 40 years with the Southland Division of St. Regis.

"We plan to travel, Grisham said. "We went to Hawaii last year, and have been to a few sections of the continent. My wife would like to go to the European area and to the Holy Land."

Retiree Jimmie Whitaker says he has worked many places, but he never has found a company as good as Lufkin Industries. "This is one of the best companies in the Southwest to work for," he said.

Before his retirement, Whitaker operated a Bobcat in the main bay of the brass foundry. "I liked that job very much," he said with a smile.

Whitaker started working in 1971 on the second shift in the side bay preparing molds for the shakeout. He was employed by the company for one year in 1948.

He does not have any definite plans for his retirement. He might try his hand at fishing. Whitaker grew up on a farm and likes to garden. He can pursue this interest at his farm near Nacogdoches.

W. H. Crain has worked in the



W. H. Crain

foundry since 1947. He started in the shake out department. Then he went to the molding department. He drove a forklift before he was made a supervisor in the main bay. When he retired, he was a warehouse supervisor.

"I've found that for a place to work, you can't beat this place," Crain said. "It's a good company, and if you will put out, they will give it back to you in return."

The biggest change that Crain has seen during his 35 years in the foundry is the no-bake system. "It just doesn't seem real," he said. "You can make a mold and pour it. It doesn't have to go through an oven or anything."

His work in the foundry sent his three daughters to college. Two of them graduated. His adopted son, Kelvin, who finished high school this spring, worked in the foundry department last summer.

Crain's retirement plans include working around his home and some fishing. He also plans to visit his brother in Washington and his sister in California.

Campbell Tullos estimates that he has driven two million miles for the company. Before he came



Campbell Tullos

to work for LUFKIN, he drove a bus and hauled logs. In 1953, he operated forklifts, yard trucks and crane cars in the machine shop.

About 1956, he started driving a truck. At first, he was an extra driver, then in 1962 he went on a salary. He has hauled pumping units as far away as Edmonton, Canada; and to Montana, Wyoming, North Dakota, Colorado, New Mexico, Oklahoma, Kentucky, Missouri, Illinois and Florida. Many times, he transported pumping units to West



Maurice Lamb

Texas.

When he arrived at his destination, it took an hour or two to unload the unit on the site. "Actually, truck drivers are salesmen for the company," Tullos commented. "Customers depend on us. We really represent the company because we're in direct contact with the customer."

Tullos does not plan to cover many miles on the highway during his retirement, but he will drive his tractor. "I enjoy farming," he said. "I've got four acres in cultivation. It's planted

in peas and corn."

He fishes with his grandson and babysits for his four grandchildren.

After 25 years of hauling pumping units, Tullos says, "I leave the company with no regrets. I've enjoyed working here. I've never been mistreated."

Since 1971, Maurice (Pete) Lamb has driven 40 miles from his home in Pennington to work each day. He started off sweeping floors in the machine shop. About a year later, his foreman put him on the slab machine as a helper. When he retired, he was the set-up man for pumping unit gear boxes on an Ingersoll machine.

"I kind of regret retiring. I liked working, but my health was failing me. I think a heap of Lufkin Industries," he said.

Before he came to work for LUFKIN, he cut logs. With a family of 12 children to provide for, he was accustomed to hard work. "Work is all I know," Lamb said.

Retirement allows him to do some truck farming. First he shares whatever vegetables he has with his married children, then he gives away any surplus that is left.

Feedback:

Q. What telephone number does an employee dial in case of an emergency in one of the areas of the plant?

A. In cases of emergency, such as fire or injury, personnel at the downtown plant or the Industrial Supplies Division should dial ex-

tension 666. Employees at the trailer plant or the new structural steel and final assembly and shipping plant should dial 881-666.

Ray Hall, manager of office services, reports that when the emergency number is dialed, the phone rings at gate one, next door to the corporate offices. This gate is manned 24 hours a day, seven days a week. The guard is then responsible for directing the proper emergency assistance to the area calling.

FEEDBACK is a two-way, confidential communication program designed to answer employees' questions concerning company-related topics. Questions are submitted through the ROUNDUP editorial offices and forwarded to the person or department best qualified to answer the question. Questions of general interest are published in the FEEDBACK column.

To participate in the program, send your name, address and question to: **FEEDBACK, Public Relations, P.O. Box 849, Lufkin, Texas 75901.**

ANNIVERSARIES

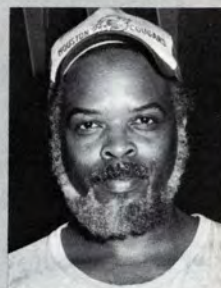
10 Years or More



HAROLD DAVIS
Accounting
26 years



TRAVIS STONE
Machine Shop
32 years



WILLIAM CURL
Final Assembly & Shipping
14 years



JOHN A. McCARTY
Structural Steel Plant
32 years



RONALD SMITH
Structural Steel Plant
17 years



BILLY GARDNER
Pumping Unit Gear Box
Assembly
19 years



RAY AUSTIN
Foundry—Mechanics
12 years



GEORGE MARTIN
Foundry—Mechanics
12 years



JERRY SANDLIN
Pumping Unit Gear Box
Assembly
11 years



THOMAS ALEXANDER
Structural Steel Plant
26 years



CHARLENE CORTINES
Industrial Supplies
10 years



DON WIER
Trailer—Purchasing
14 years



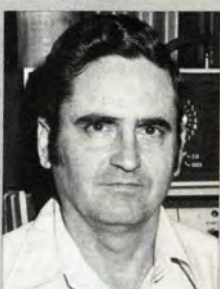
CHESTER MITCHELL
Industrial Gears
15 years



RED RICHARDS
Industrial Supplies
28 years



D. D. ALLEN
Trailer—Floats
32 years



A. D. JUMPER
Lathe Shop
28 years



DAVID RIVERS
Final Assembly & Shipping
13 years



CLARENCE OWENS
Structural Steel Plant
11 years



KEN BECKMAN
Engineering
10 years



WILLIAM H. MORGAN
Industrial Supplies
12 years



JAMES BASHAM
Foundry—Cleaning Room
31 years



LUTHER WHITEHEAD
Trailer—Floats
32 years



LARRY ARNOLD
Pumping Unit Gear Box
Assembly
18 years



DENNIS FLOWERS
Gear Cutters
18 years



JOHNNIE E. JONES
Structural Steel Plant
32 years



BILL MILES
Trailer—Engineering
31 years



JERRY WIGLEY
Manufacturing Engineering
10 years



LEROY PATTON
Foundry—Cleaning Room
20 years



JAMES LARUE
Foundry—Main Bay
28 years



RALPH JONES
Foundry—Main Bay
15 years



TANSEAL YARBROUGH
Machine Shop
12 years



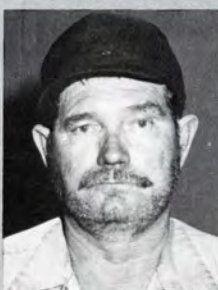
ROBERT ADAMS
Trailer—Pierce Rivet
15 years



HAROLD NEWSOM
Trailer—Order Department
28 years



MORGAN FLOURNOY
Plant Engineering
17 years



ROBERT HARRIS
Utility Maintenance
20 years



FRANK STEVENSON
Corporate Offices
26 years



JOHN NORMAN
Foundry—Side Bay
20 years



WOODROW WILSON
Pumping Unit Gear Box
Assembly
32 years



JOE JUMPER
Trailer—Maintenance
21 years



WAYNE CHAMBLEE
Machine Shop—
Maintenance
21 years



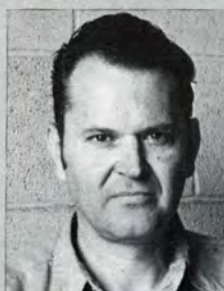
BOBBY COLBERT
Tool Room
10 years



JERRY PALMORE
Pattern Shop
14 years



JOE LITTLE
Foundry—Main Bay
32 years



WINFRED MOLANDES
Trailer—Vans
21 years



LARRY VANN
Pattern Shop
16 years



JAMES GILCREASE
Foundry—Main Bay
16 years



CLIFFORD TREVATHAN
Accounting
34 years



BILLY SAXON
Foundry—Side Bay
16 years



DAVID ALFRED
Trailer — Vans
13 years



WILSON GREEN
Trailer — Maintenance
31 years



CHARLES COLE
Machine Shop
12 years



PHILLIP LOWERY, JR.
Machine Shop
18 years



CECIL KUEHL
Trailer — Box Fixtures
21 years



JIMMY HUNTRESS
Order Entry Department
32 years



MARION FERGUSON
Machine Shop
28 years



ELIE SMITH
Personnel
27 years



CHARLES WARRICK
Trailer — Engineering
13 years



MIKE PENN
Machine Shop
17 years



HAROLD ROGERS
Machine Shop
14 years



RICHARD RUSHER
Foundry
10 years



BILL TROUT
Corporate Offices
25 years



CHARLES SMITH
Gear Cutter
15 years

MACHINERY OPERATIONS

	Employment Date	Years With Co.
Bona Dixon, Jr.	July 31, 1941	41
Woodrow Wilson	July 5, 1950	32
Travis Stone	July 27, 1950	32
Marion Ferguson	July 26, 1954	28
A. D. Jumper	July 30, 1954	28
Charles Chamblee	July 19, 1961	21
Robert Harris	July 23, 1962	20
Billy Gardner	July 29, 1963	19
Dennis Flowers	July 15, 1964	18
Phillip Lowery, Jr.	July 20, 1964	18
Larry Arnold	July 27, 1964	18
Mike Penn	July 27, 1965	17
Morgan Flournoy	July 27, 1965	17
Charles Smith	July 18, 1967	15
Chester Mitchell	July 19, 1967	15
Harold Rogers	July 11, 1968	14
Charles Cole	July 8, 1970	12
Joe Grimes	July 13, 1970	12
Tanseal Yarbrough	July 17, 1970	12
Jerry Sandlin	July 19, 1971	11
Bobby Colbert	July 5, 1972	10
Jerry Wigley	July 31, 1972	10
James Bell	July 3, 1973	9
Glenn Brock	July 9, 1973	9
Aaron Clinton	July 16, 1973	9
Edward Butler	July 19, 1973	9
Ronald Brown	July 19, 1973	9
Jack Gaston	July 30, 1973	9
Chester Attaway	July 30, 1973	9
Kenneth Spivey	July 8, 1974	8
Linda Russell	July 8, 1974	8
Harry Mewbourn	July 15, 1974	8
Charles Anderson	July 21, 1974	8
Margie Lee	July 24, 1974	8
Elbert Maiden	July 7, 1975	7
Wyatt Hight	July 8, 1975	7
Jimmy Marshburn	July 10, 1975	7
David Lee	July 21, 1975	7
John Halsell	July 21, 1975	7
Billy Kittrell	July 12, 1976	6
Eddie Fowler	July 20, 1976	6
David Frederick	July 10, 1977	5
Robert Foley	July 11, 1977	5
Ralph McClain	July 3, 1978	4
Vernon Bluford	July 7, 1978	4
James Palmer	July 17, 1978	4
Betty Harris	July 19, 1978	4
Lorinzo Tatum	July 19, 1978	4
Tony Ellington	July 24, 1978	4
Ray Manley	July 26, 1978	4
Bessie Alvers	July 28, 1978	4
Jose Morales	July 3, 1979	3
Lance Dickens	July 10, 1979	3
Donald Wolfe	July 11, 1979	3
Glenda Faircloth	July 12, 1979	3
Joe Pierce	July 16, 1979	3
Garvin Cannon	July 16, 1979	3
Don Wall	July 16, 1979	3
Franklin Robinson	July 17, 1979	3
David Lowry	July 24, 1979	3
Willie Bryant	July 24, 1979	3
Curtis Massingill	July 24, 1979	3
Virginia Garza	July 30, 1979	3
Rayford Roberts	July 30, 1979	3
Phillip Williams	July 31, 1979	3
Wilber Williams	July 1, 1980	2
Steven Taylor	July 6, 1980	2
Lewis Hodges	July 6, 1980	2
Billy Stein	July 7, 1980	2
Stephen Beam	July 8, 1980	2
Steven Phillips	July 14, 1980	2
Doris Haskett	July 15, 1980	2
Gerald Patrick	July 22, 1980	2
James Goodwin	July 27, 1980	2
Ernest Frazier	July 28, 1980	2
Richard Caples	July 1, 1981	1
James Clark	July 13, 1981	1
Virgil Berwick	July 13, 1981	1
Kevin Luebke	July 14, 1981	1
Juan Zuniga	July 15, 1981	1
Elmer Heishman	July 16, 1981	1
Norman Moore	July 16, 1981	1
James Norwood	July 20, 1981	1
Dan Lambert	July 20, 1981	1
Willie Mark	July 22, 1981	1
Dwight Bailey	July 23, 1981	1
Joe Perez	July 24, 1981	1
John Barfus	July 27, 1981	1
Gustavous Mark	July 27, 1981	1
Eugene Tate	July 29, 1981	1
Syble Renfro	July 29, 1981	1
Robbie Lee	July 29, 1981	1
Moody Jennings	July 31, 1981	1

MACHINERY SALES & SERVICE

	Employment Date	Years With Co.
John Rouse	July 8, 1974	8
Howard Cordell	July 2, 1981	1
Francisco Frausto	July 15, 1981	1

MATERIAL CONTROL

	Employment Date	Years With Co.
Jimmy Little	July 28, 1980	2
Perry Corbell	July 6, 1981	1
Victor Stewart	July 29, 1981	1

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Red Richards	July 20, 1954	28
William H. Morgan	July 16, 1970	12
Charlene Cortines	July 3, 1972	10
L. J. Loving	July 5, 1977	5
Charles Watts	July 3, 1978	4
Kenny Moulder	July 28, 1981	1

STRUCTURAL STEEL PLANT

	Employment Date	Years With Co.
John A. McCarty	July 19, 1950	32
Johnnie Jones	July 21, 1950	32
Thomas Alexander	July 19, 1956	26
Ronald Smith	July 20, 1965	17
Clarence Owens	July 29, 1971	11
Lester Ener	July 29, 1974	8
Stephen Simcoe	July 29, 1974	8
Donald Baker	July 1, 1975	7
Lenoscar Lockhart	July 1, 1975	7
Noel Marshall	July 14, 1975	7
J. R. Burrell	July 21, 1975	7
Charles Calhoun	July 31, 1975	7
Luther Patton, Jr.	July 19, 1976	6
James Goolsby, Jr.	July 5, 1977	5
William Massingill	July 6, 1977	5
James Hodges	July 7, 1977	5
Rogelio Reyes	July 20, 1977	5
John Hall	July 21, 1977	4
Timothy Teel	July 17, 1978	4
Charles Lambert	July 2, 1979	3
Arnold Parker	July 2, 1979	3
Samuel Taylor	July 3, 1979	3
Terry Davis	July 18, 1979	3
Homer Olivarez	July 19, 1979	3
Louis Neese	July 23, 1979	3
Vernell Randle	July 23, 1979	3
Jimmy Releford, Jr.	July 26, 1979	3
Debra Criswell	July 1, 1980	3
James Patton	July 2, 1980	3
Juan Morales	July 7, 1980	3
Sarah Mangan	July 7, 1980	3
Jerry Gilbert	July 8, 1980	3
Willie Shephard	July 9, 1980	3
Cathy Gilder	July 10, 1980	3
Teresa Florez	July 11, 1980	3
Ralph Carlwright	July 13, 1980	3
Richard Havard	July 14, 1980	3
Juan Cruz	July 14, 1980	3
Frank Oder	July 15, 1980	3
Robert Brazeal	July 16, 1980	3
Booker Washington, II	July 30, 1980	2
Bobby Baker	July 2, 1981	1
Gustavo Varela	July 2, 1981	1
Lonnie Kilgore	July 8, 1981	1
Kenneth Byars	July 8, 1981	1
Fredrick Ward	July 13, 1981	1
Jannie Jones	July 13, 1981	1
Danny Kirtley	July 26, 1981	1
Pedro Orozco	July 27, 1981	1
Jesus Cruz	July 28, 1981	1
Thomas Malone	July 29, 1981	1

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
Jimmy Ramey	July 26, 1967	15
William Curl	July 10, 1968	14
David Rivers	July 15, 1969	13
Peedikayil Joseph	July 8, 1976	6
John Nelson	July 14, 1978	4
Timothy Penick	July 27, 1978	4
Danny Elliott	July 2, 1979	3
Earline Walker	July 30, 1979	3
Frances Bryan	July 31, 1979	3

Jeffrey Hofacker	July 7, 1980	2
James Scott	July 7, 1980	2
Barry Killingsworth	July 9, 1980	2
Horace Moultrie	July 15, 1980	2
Charles Doggett, Jr.	July 17, 1980	2
Mark Andrews	July 21, 1980	2
Ronald Portis	July 14, 1981	1
Clarence Brownell	July 22, 1981	1
Willie Doiley	July 23, 1981	1

PERSONNEL

	Employment Date	Years With Co.
Elie Smith	July 13, 1955	27
George Roach	July 1, 1977	5
Carl Christopher	July 24, 1979	3
Wayne Palmer	July 8, 1980	2
James McGee	July 14, 1980	2
Raymond McCollum	July 3, 1981	1
Susan Campbell	July 6, 1981	1

CORPORATE OFFICES

	Employment Date	Years With Co.
Clifford Trevathan	July 16, 1948	34
Harold Davis	July 16, 1956	26
Frank Stevenson	July 30, 1956	26
Bill Trout	July 25, 1957	25

ENGINEERING

	Employment Date	Years With Co.
Kenneth Beckman	July 17, 1972	10
Melba Parker	July 25, 1977	5
Johnny Melton	July 24, 1978	4
Ellis Gorman	July 23, 1979	3

ORDER ENTRY DEPARTMENT

	Employment Date	Years With Co.
Jimmy Huntress	July 24, 1950	32

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
Joe Little	July 5, 1950	32
James Basham	July 20, 1951	31
James LaRue	July 19, 1954	28
John Norman	July 16, 1962	20
Leroy Patton	July 23, 1962	20
Billy Saxon	July 14, 1966	16
James Gilcrease	July 18, 1966	16
Larry Vann	July 21, 1966	16
Ralph Jones	July 17, 1967	15
Jerry Palmore	July 27, 1968	14
Ray Austin	July 14, 1970	12
Jerome Thompson	July 14, 1970	12
George Martin	July 14, 1970	12
Richard Rusher	July 17, 1972	10
Troy Smith	July 9, 1973	9
Gary Selman	July 25, 1973	9
Mattie Wilson	July 9, 1974	8
Dorothy Jones	July 9, 1974	8
Josephine Patton	July 18, 1974	8
Georgia Bryan	July 18, 1974	8
Jesse Brooks	July 2, 1975	7
Gerald Coutee	July 28, 1975	7
Odis Hamilton	July 6, 1976	6
Michael Bellamy	July 19, 1977	5
Leonard Sweat	July 27, 1977	5
Daniel Salas	July 17, 1978	4
Louis Dunham	July 21, 1978	4
Houston Davidson	July 24, 1978	4
Roy Elliott	July 24, 1978	4
Billy Ferguson	July 26, 1978	4
Jack Russell	July 6, 1979	3
Martin Castro	July 10, 1979	3
Freddy Wyatt	July 16, 1979	3
Francisco Sanchez	July 23, 1979	3
Anselmo Rodriguez	July 26, 1979	3
Charles Mark	July 27, 1979	3
Ronald Camp	July 30, 1979	3
Marrell Johnson	July 1, 1980	2
Charlie Lewis	July 6, 1980	2
Lloyd Gruber	July 7, 1980	2
Alfredo Hidalgo	July 17, 1980	2
Bobby Salinas	July 18, 1980	2
Dorothy Brown	July 22, 1980	2
Jerry Douglas	July 25, 1980	2

Roger Coleman	July 29, 1980	2
Thomas Hunter	July 5, 1981	1
James Hurts	July 8, 1981	1
Ernesto Conde	July 9, 1981	1
Patrick Henderline	July 16, 1981	1
Rodney Thacker	July 16, 1981	1
Charles Holman	July 19, 1981	1
Crescencio Villarreal	July 20, 1981	1
Roy Lisenby	July 26, 1981	1
Steadman Young	July 29, 1981	1
Ramon Cavazos	July 30, 1981	1

LITTLE ROCK FOUNDRY

	Employment Date	Years With Co.
Willie Crockett	July 12, 1978	4
Beldon Golatt	July 3, 1979	3
Clayborn Brooks	July 2, 1980	2
Larry Johnson	July 23, 1980	2
Fred Brown	July 22, 1981	1
Ron Harris	July 30, 1981	1

PUBLIC RELATIONS

	Employment Date	Years With Co.
David Willmon	July 6, 1976	6

MACHINERY MANUFACTURING ADMINISTRATION

	Employment Date	Years With Co.
Becky Whisenant	July 9, 1979	3
Freddie Teal	July 16, 1979	3

TRAILER PLANT

	Employment Date	Years With Co.
Luther Whitehead	July 6, 1950	32
D. D. Allen	July 18, 1950	32
Bill Miles	July 25, 1951	31
Wilson Green	July 27, 1951	31
Harold Newsom	July 6, 1954	28
Ruby Gilbert	July 3, 1961	21
Winfred Molandes	July 19, 1961	21
Joe Jumper	July 19, 1961	21
Cecil Kuehl	July 19, 1961	21
Robert Adams	July 17, 1967	15
Don Wier	July 16, 1968	14
David Alfred	July 7, 1969	13
Charles Warrick	July 16, 1969	13
Martha Calcote	July 9, 1973	9
Cecil Malone	July 25, 1977	5
Joseph Bevil	July 13, 1978	4
David Craven	July 19, 1978	4
Albert Lane	July 26, 1978	4
Leon Lambright	July 30, 1979	3
Jack Brooks	July 3, 1980	2
Martin Pool	July 9, 1980	2
Mark McCoy	July 15, 1980	2
Danny Lock	July 28, 1980	2
Charles Allen	July 28, 1980	2
Michael Molandes	July 29, 1980	2
Ronald Tate	July 30, 1980	2

TRAILER SALES & SERVICE

	Employment Date	Years With Co.
Floyd Bailey	July 14, 1969	13
Freddy Drury	July 20, 1970	12
Ernest Watkins	July 17, 1972	10
Olney Dupeire	July 16, 1973	9
Henry Apkins, Jr.	July 3, 1975	7
Luther Mayfield	July 17, 1978	4
Patricia Tyler	July 20, 1978	4
William Oswalt	July 2, 1979	3
Eloy Perez	July 14, 1980	2
Benjamin Raney	July 14, 1980	2
Nestor Hernandez	July 21, 1980	2
Steven Hazard	July 21, 1980	2
Jon Monzingo	July 25, 1980	2
Cleophas Irby	July 17, 1981	1

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

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
Houston, Texas
Permit No. 5340



INSIDE

Still Working	1
Planning Ahead	2
1982 Scholars	4
Boykin Springs	8
IN FOCUS	10
Anniversaries	14

COVERS

Front: During the mid-summer heat, there is always a cool spot at Boykin Springs in Angelina National Forest, an ideal setting for a family outing in the East Texas piney woods. For the story, see page 8.

— Photo by David Freeze

Back: Joe Smith, the oldest living retired LUFKIN employee, worked in the Trailer Division before his retirement in 1958. For the story, see page 1.

— Photo by Tom Johnston

LUFKIN ROUNDUP

Volume 39, Number 7, 1982

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:

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

IABC Member of International Association
of Business Communicators

Copyright© 1982 Lufkin Industries. All rights reserved.