

LUFKIN MAY 1983
ROUNDUP
Preserving Our Environment

From the President's Desk

"We must gear ourselves to compete"

For several years, the electronics industry has felt the effect of the Japanese in-roads into the American market, even to the point of crushing almost all American competition. This also is true of industries manufacturing cameras, motorcycles, shipbuilding and practically every type of communications equipment. Now the Japanese are expanding their lead into producing steel, automobiles, machine tools, gears and nearly all types of other heavy durable products.

Their average wage scale for qualified and experienced labor is less than our starting or minimum wage, and they likewise are subsidized by the Japanese government.

We lost a million-dollar order recently on six large Delaware-New Jersey ferry propulsion marine gear drives to a Japanese firm on price alone, and we bid this job at rock-bottom. Four other American suppliers bid higher than us.

The Japanese industry, with the help of their government, pools their resources and aids one another without having to fight any unrealistic environmental laws, E.E.O.C., monopolies, or anti-trust suits that cost millions of dollars like the investigation we faced last year. Another case in point as reported in IRON AGE magazine follows:

"One U.S. based company recently lost a \$662 million contract for subway cars to a foreign competitor. In an after-the-fact move, the U.S. Commerce Department ruled that the foreign company's government subsidized the sale through low interest rates to the tune of more than \$110,000 per car. Anyway, the jobs and profits with the order will go abroad."

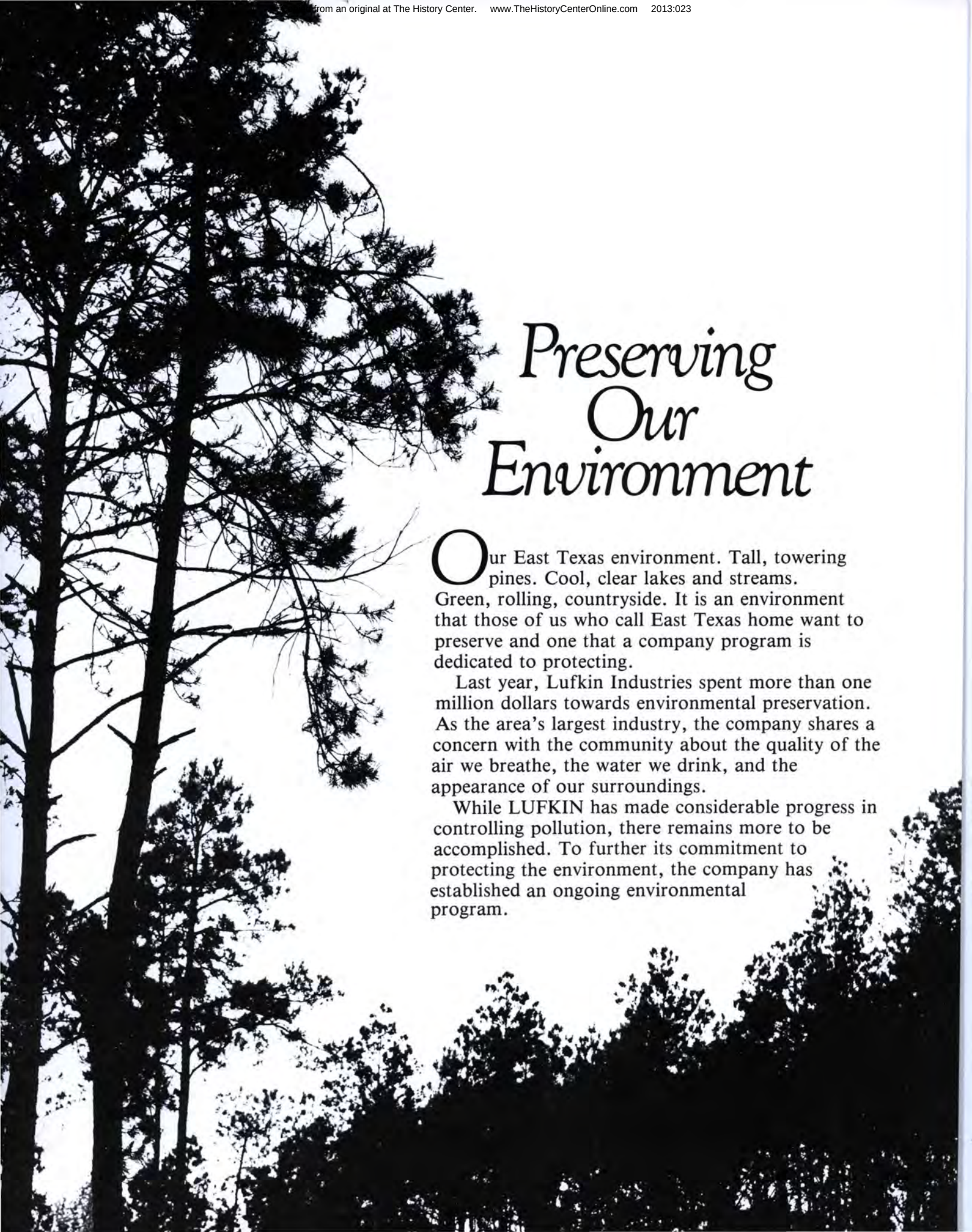
We lost a large order of 100 pumping units to one of our best customers in Canada because we have to pay a 10 percent duty, yet a Canadian firm can build and ship units to the U.S. with no duty, and they have a 30 percent inflation advantage when they sell for American dollars.

On a recent U.S. Navy inquiry for four large marine gears, the Navy specified West German cut gears. It is almost impossible to get the Navy to change their specifications so that an American company can bid. I wonder what will happen if a national emergency ever exists, and our Army and Navy needs American industry as in World War II.



We realize that American industry must get competitive with the rest of the world, but we will need the cooperation of our government and our labor to do it. It will be our job in industry to provide the design and technology to produce the products more efficiently.

In the short-term, we are hurting. But for the long-range, we must gear ourselves to compete in this new environment, both domestically and on an international scale.



Preserving Our Environment

Our East Texas environment. Tall, towering pines. Cool, clear lakes and streams. Green, rolling, countryside. It is an environment that those of us who call East Texas home want to preserve and one that a company program is dedicated to protecting.

Last year, Lufkin Industries spent more than one million dollars towards environmental preservation. As the area's largest industry, the company shares a concern with the community about the quality of the air we breathe, the water we drink, and the appearance of our surroundings.

While LUFKIN has made considerable progress in controlling pollution, there remains more to be accomplished. To further its commitment to protecting the environment, the company has established an ongoing environmental program.

Since 1981, environmental scientist Roy Euper has been responsible for organizing the company's environmental efforts. His job is to insure that the company is meeting all federal and state environmental regulations and doing everything possible to improve and protect our East Texas environment.

"The sheer number of environmental laws, and the frequency of new ones, make it difficult for individual departments to handle their own environmental affairs," he explains. "There are many permits and reports that must be filed continuously with federal and state agencies. The paperwork can be tremendous."

Lufkin Industries adheres to environmental regulations and standards set up by several major pieces of federal legislation—the National Environmental Policy Act of 1969, the Clean Air Act of 1970, the Federal Water Pollution Control Act of 1972, the Resource Conservation and Recovery Act of 1976 and the Toxic Substances Control Act of 1976. Then there is an abundance of corresponding state-level environmental legislation.

"I have volumes of books on each piece of federal legislation, and then another set of books explaining it," says Euper. "I have to monitor any area that falls under these regulations and then submit the required reports, applications, questionnaires and replies to the regulatory agencies."

Many of the company's environmental efforts are through capital expenditures for non-polluting manufacturing



Environment coordinator Roy Euper describes his job as "reports and more reports." He is responsible for filing all required environmental documents to governmental regulatory agencies.

equipment. The new \$3.5 million cupola system installed in late 1981 features a pollution control system that is 99 percent efficient in removing pollutants from the unit's exhaust. As gases come off the melting iron, they are piped through a quenching unit where jet streams of water cool them. Then they are piped to bag houses which contain special bags that trap the dust. Only cleaned gases are released into the air.

As a result, emissions from the control system are well below allowed emission standards, and the quality of air around the downtown foundry has been greatly improved.

There are times, however, when the cap on the cupola system opens automatically because of the failure of one of the afterburners that converts the carbon monoxide into harmless carbon dioxide. The trapped gases could become explosive if not released. "The





Air pollution has been avoided by the use of several particulate removal systems. (Above) The new melting system in the foundry features a pollution control system that is 99 percent efficient in removing pollutants from the air. (Left) The new paint filtration system in the new structural plant features a more efficient water-wash filtration system.

only time a noticeable emission from the foundry occurs is when there is some kind of mechanical breakdown that could become a possible safety hazard," continues Euper. "When the cap does lift automatically, no matter how short the time period, I file a report to the Texas Air Control Board explaining why the cap opened."

Air pollution also has been avoided by the use of other particulate removal systems in several parts of the company. The shot blast systems in the structural steel and trailer plants feature dust



collectors that remove particles from the air. Filtration systems on paint booths in those areas absorb any overspray from the paint and filter it from the air. The foundry utilizes dust collection systems on any of its operations where dry sand is transferred. Since 1975, the department has doubled its dust collection capacity.

"A good example of how the company continually improves its pollution control methods is the new water-wash filtration systems in use on the paint booths in the structural plant," says Euper. "A new type of paint also was selected that emits less volatile organic components into the air. These components are not really a problem in our area because we have a limited amount of industry.

But in the cities, they contribute to the amount of smog."

Since many of the manufacturing processes of LUFKIN require vast amounts of water, the company is concerned about the efficient use of this valuable resource. Lufkin Industries increased its involvement in water pollution control when it built a new waste water treatment plant to serve its two manufacturing plants on Highway 69 in the Buck Creek area.

The new waste water treatment facility is an activated sludge plant that treats 74,000 gallons of water a day. Micro-organisms held in storage water tanks feed on organic material. Extra volumes of air mixed into the tanks provide the necessary oxygen for the organisms to live and speed the natural degradation process. As

the organisms increase their numbers, they form a sludge.

"This method of treating waste water is excellent because there is no odor," says Euper. "In some places, they are locating facilities like these in residential neighborhoods with false house fronts around them. That's how clean of a system it is. The waste water is 99.96 percent pure after treatment—much cleaner than any water in a river or stream."

Currently, the Angelina-Neches River Authority monitors the plant for LUFKIN three days a week. But employee training is underway that will enable the company to run the plant without assistance in the future.

The company also checks the flow of the small creek that runs between the two plants, sampling



any runoff from its property. "We do that in several parts of the company. For instance in the machine shop, we had a problem with oil and debris running off our pavement into the city drainage system. Some of the drainage ran into a creek that flows through a nearby park. We took steps to make sure that there was no more oil spillage in the area, and we are considering a skimmer to catch any solid matter."

One of the company's water-related projects is providing the valuable liquid to part of the community. When the structural steel and final assembly and shipping operations were moved to the Buck Creek site, an additional water source was needed. LUFKIN drilled a new water well to serve

the plant and leased it to the Four-Way Water Corporation of Huntington which furnishes water to 830 Angelina County families. The water corporation is responsible for the operation of the system.

The environmental coordinator adds that the company is just as concerned about another type of pollution that can affect the community—eye pollution. "When I first visited the Little Rock foundry, they had barrels stacked in front of the plant. They were an eyesore, so we moved them. We now are in the process of cleaning up several areas of our local plant."

In 1982, the company abated 19,223 tons of pollutants. These pollutants became solid waste material that must be disposed of by the company. A waste is

(Left) The new waste water treatment plant that serves the two plants on Hwy. 69 can treat up to 74,000 gallons of water a day. It replaced a system that could treat only 10,000 gallons of water a day. (Above) Wayne Havard, tests the water from the creek that runs between the trailer and structural plants. The company must be careful that no polluting materials wash into the creek from the plants.

considered any material that leaves the plant in a non-usable form.

"One of my principal duties is disposing of any waste material that results from plant operation," explains Euper. "The Environmental Protection Agency (EPA) under the Resource Conservation and Recovery Act identifies certain waste materials as hazardous which means they require special methods of disposal. If a waste is not listed by that act then it must be tested by us to determine if it has any



hazardous content.”

For a waste to be considered a possible hazard, it must fail one of four following tests: 1. Flammability: Will it burn at low temperatures? 2. Toxicity: Does it contain harmful products? 3. Reactivity: Will it react dangerously with other materials in the environment? 4. Corrosiveness: Will it corrode at an unusually high rate?

“We have very little solid waste that would be considered hazardous, and none of ours is in any way a health hazard to employees,” continues Euper. “The waste that does fall into the hazardous category does so because it could be flammable or contains a minute amount of heavy metal. It is disposed of in a special manner, in accordance with EPA regulations. Overall, we have a very clean manufacturing operation.”

The method in which solid waste



material is disposed of depends upon its classification by the EPA. Class 1A waste is any material listed as a hazardous waste by the agency or any material that fails one of the four tests. Class 1 waste is material that is not considered hazardous but has a potential danger to the environment. Both of these types of waste require specific treatment. Class 2 waste is inert material such as rock and dirt, while class 3 waste is refuse like paper.

"Our foundry furnace dust is classified a class 1 waste. Although it is not considered hazardous in Texas, it still must be placed in a Class 1 landfill located in Port Arthur. Special transporters are hired to ship the waste material to a waste management company that is licensed by the government to dispose of the dust for us. It costs around \$25 a cubic yard to dispose of our furnace dust."

But the company's responsibility

for the waste does not end with its delivery to the waste management company. If the waste disposal is not handled correctly, the company is held liable and could be subject to fines. "We have to keep extensive records on what happens to all of our Class 1 solid waste material that leaves the plant, and the waste management company has to send us a verification that it was disposed of in accordance with the law. If there is any discrepancy between our records and theirs, we have to file a certain report to the proper agencies."

Some substances, like the xylene that is used by the company as a paint thinning and cleaning agent, become a hazardous material only at the time of disposal. Xylene is classified as a class 1A waste because it is extremely flammable. Until recently, LUFKIN was disposing of the substance. Now a program is underway to reclaim the contaminated xylene.

"We are reclaiming a portion of the substance with a small machine we bought that operates like a still," explains Euper. "What we cannot reclaim, we are shipping to a refinery in Arkansas. Instead of buying new xylene, we are

purchasing reclaimed xylene from them."

In addition to reducing the amount of hazardous waste in the world, the company is saving money, too. It costs \$1.07 a gallon to dispose of the xylene, \$2 a gallon to buy it new. We can buy the reclaimed substance for \$1.60 a gallon and save ourselves \$1.47."

The environmental coordinator strongly believes that Lufkin Industries is at work to solve its environmental problems. Since he joined the company, he has been impressed by the company's commitment to environmental affairs. "Yes, there is a great deal of government regulation, and many things we have to do under the law. But I have found that there is a great desire at LUFKIN to operate in harmony with the environment. Look at the phenomenal amount of money that has been spent on pollution control—millions of dollars have been spent on air pollution alone."

He believes that industry and nature can and should co-exist. "No one wants to live in a polluted environment. Industries have just as much or more to lose if they do not work to preserve their surroundings. After all, what is industry? It is companies made up of people—people who have to live in the environment."

The environment of East Texas is one reason why the people of Lufkin Industries call this part of the country home. And, it is an important reason why the company works to preserve it.



(Far left) The machine shop has established a central storage building for the bulk storage of all lubrication oils, cutting oils, greases and cleaning solvents. Instead of storing the materials in 55-gallon drums throughout the plant, necessary materials are delivered to the area where they are needed. Pictured is Joe Hood, mechanical maintenance. (Left) The new well site on U.S. Highway 69 was built four times larger than needed by the company so that the well could furnish water also to local residents of the community. The well is leased to the Four-Way Water Corporation.

Bill "Hatak Opa" (Owl Man) Miles has an Indian heart. "And that's more important than Indian blood," says LaVan "Tekhanto" (Dirt Dauber) Watts.

These two trailer engineering employees share a love of Indians and Indian dancing. Even though Miles has been unsuccessful in finding a trace of Indian blood in his family tree, he is fascinated by the red man's culture. He studies Indian customs and history. Miles has attended 13 of the 14 annual Pow-wows held at the Alabama-Coushatta Reservation near Livingston. Many of his friends are Indians, and he dances with them.

Miles was responsible for rekindling Watts' interest in his Indian heritage. Watts, a registered Indian with the Bureau of Indian Affairs, grew up with the Choctaw people in Oklahoma. His grandmother is a full-blooded Choctaw Indian. A Choctaw Bible and songbook that belonged to his great grandfather, a Presbyterian



An Ancient He

minister, are among Watts' prized possessions. In 1835, his ancestors traveled from Mississippi to Oklahoma in the famous Trail of Tears when the white man pushed the Indians westward and took their fertile farm land.

Yet Watts drifted away from his rich, Indian heritage after he left Oklahoma. "I never thought much about being an Indian until Bill

got me cranked up on it again," he says.

Now, both Watts and Miles avidly study Indian ways and express them through Indian dancing—Miles as a gourd dancer and Watts as a straight war dancer. "When I am dancing, I feel like I am all alone out there," Watts comments. "There is something special about feeling the beat of the drum. I could dance all

night."

At the Indian Pow-wows, the pages of history seem to turn back a hundred years. Even though they have dispelled many of the stereotypes perpetuated about their people through western movies and television shows, modern Indians are preserving some of their ancestors' customs at these yearly Pow-wows.



Bill Miles (left) can be recognized easily when he gourd dances. He is always the dancer in the camouflage cap. LaVan Watts (right) has researched traditional Choctaw dress to make his Indian costume as authentic as possible. Even the beadwork on his moccasins is an old Choctaw design.

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A white man and an Indian discover what it means to be an Indian.

On June 3-4 at the 15th annual Pow-wow at the Alabama-Coushatta Reservation, red men from various tribes in different parts of the country will dance together in traditional costumes to determine the champion dancers in several categories. Then they will dance much of the night, just for fun because Indians love to dance.

These dances colorfully reflect Indian culture. For instance, an

Indian who wants to honor someone at a Pow-wow stages a give-away. "This person feels real flush," says Miles, "and requests a special dance so that he can share his abundance with his friends and relatives." During the dance, he gives away various presents—blankets, money, whatever he wishes to share.

"This idea stems from the fact that Indian people believe that everything belongs to everybody,"

says Watts. "When the white man began fencing off land, it upset the Indian people. They thought this was unnatural because the land belonged to Mother Earth and was for everyone's use."

While Indians have adopted the white man's lifestyle, they still believe in sharing what they have with each other. And they do not limit their sharing to other red men. Several years ago, Miles expressed his interest in gourd dancing, which is done by invitation only. He soon received an invitation to join in the dancing. There were no dancing instructions; he learned strictly by observation. After several years as a gourd dancer, he was received into the Alabama-Coushatta Gourd Clan. Miles considers this a great honor.

Gourd dancing, which is performed by veterans or heads of families, traces its beginnings back to a victory dance that a warrior did while shaking his dead enemy's arrows in the air. Since that time, dancers have performed this symbolic dance while shaking natural or metallic gourds filled with little rocks taken from red ant hills and decorated with horsehair and other things.

When Miles performs the gourd dance, he feels the beat of the drums just like his Indian friends and understands what it means to be an Indian. To be an Indian is to dance. When they dance, Indians participate in and express their gratitude for their ancient heritage.

FOCUS

FOUR EMPLOYEES RETIRE



Kelley and Joan Griffin

Four employees, Kelley Griffin, Joan Griffin, Victor DiStefano and Richard Hensarling, have retired from the company.

Kelley and Joan Griffin are the second husband-wife team to retire from Lufkin Industries. Last year, Rudy and Cletis Fuller were the first married couple to retire from the company. The Griffins left the company with 28 years of service. Kelley was employed in the Industrial Supplies Division, while Joan was a member of the personnel department.

Kelley joined LUFKIN for the first time in 1950 as a shipping clerk for mill supplies. After two-and-half years, he left the company but returned again in 1955 as a counter salesman. In 1962, he was promoted to outside sales, and for the next 21 years, he was on the road selling automotive and industrial supplies for the company.

Joan was employed as a secretary for the personnel department when Kelley returned to the company in 1955. In 1968, she was named office manager for

the department. Since that time, she has been responsible for supervising the office clerical staff and maintaining all personnel records.

"Joan has four days seniority on me, and I helped her get the job!" laughs Kelley. "When I was making arrangements to return to LUFKIN the second time, the personnel director asked me if I knew of anyone who might be interested in a secretarial position open in his department. I immediately thought of Joan. She interviewed for the job and went to work two days later."

Joan, who had been staying at home to rear the couple's two children, made the decision to return to work because she wanted to pay for two saddles Kelley had bought earlier. She never dreamed she would remain with the company for almost three decades.

"It seemed like every time I thought about quitting work, Kelley would buy something else," she says with a smile. "But really, I always enjoyed my job, and Lufkin Industries became a family affair. Our two boys, John and Mike, worked for the company at different times, too."

Being employed by the same company was never a problem for the Griffins. Many people in the company never realized that they were related. "It was not unusual for someone I had worked around 10 or 15 years to come up to me and say that they just found out Joan and I were married," says Kelley.

But Joan adds that Lufkin Industries became a very important part of their lives. "I often wonder

what we will talk about now that we are retiring. Lufkin Industries was always one of the main topics of conversation.

The couple owns a motorhome, and they are planning to spend their first few years of retirement traveling. "We are leaving this month for a six-month trip to the eastern United States," says Kelley. "And we'll spend part of the winter down in the Texas Valley. Next spring we'll be off again to the western part of the country."

Still, Joan says they leave with mixed emotions. "We are thrilled to be retiring, but there are moments when I am sad about leaving the place where we spent so many years. The company has provided us with our livelihood, and now with our retirement."



Victor DiStefano

Machine shop retiree Victor DiStefano wanted to settle down when he joined Lufkin Industries almost 32 years ago. After a number of years on the road, he was ready to establish some roots in his old hometown community.

"I was in the theater business. My father had opened the original

Texas Theater in Lufkin during the 1930s," he recalls. "My job as a relief manager for a chain of 66 theaters in Texas kept me constantly on the road. It was no life for a family man."

DiStefano was employed in the pipe house for six months until he was transferred to the tool room as a tool maker. He spent the rest of his career in that department. "I enjoyed the work of a tool maker. It is a skill that takes some time to develop. It is not something you learn overnight."

For 20 years, he worked second and third shifts. "I grew accustomed to working at night, but I was glad when I finally could move to the dayshift."

During his retirement, the World War II veteran, hopes to locate some of his former Army buddies for a reunion. "We were together for 37 months in Europe and North Africa," he remembers. "We went through seven battles and were awarded seven campaign bronze stars."



Richard Hensarling

Trailer plant employee Richard Hensarling is also a World War II

veteran. He originally joined Lufkin Industries in 1945 after leaving the service. But when a spell of bad business forced layoffs in 1949, he moved to Fort Worth.

He soon returned to the pineywoods though. In 1969, he was employed again by the Trailer Division in the brake & axle department. Later, after a heart attack, he began operating a drillpress. Last year, his heart problems became so severe, doctors recommended that he not return to work.

"My goal had been to work until I was 65, but I didn't quite make it," says Hensarling. "I enjoyed working for LUFKIN. I worked with some good people like Bid Foster, Winston Richards and Marlin Walker, and under the supervision of such fine foremen as Buck Barrington, Arthur Warren and Leon Carroll. I even spent three months working with Ghent Smelley in the machine shop."

During those years, he was never late for work. His philosophy on the job was work as good as and as fast as possible. "I always tried to do my best. Both my sons have been employed with the company, too, and I taught them to be good workers. My son, David, is a machinist in the machine shop now."

Although he must limit his activities, Hensarling remains active in his church. He also does some hunting, fishing and gardening. "I know when to stop. I can't push myself. Yet, I feel fortunate to be able to retire, and I am looking forward to the future."

FISHING TOURNAMENT HELD



Despite windy weather conditions, some thirty-seven teams turned out to participate in the seventh annual employee fishing tournament held April 2 at Hanks Creek Marina on Sam Rayburn Lake.

In the bass division, Art Nelson and Charles Teutsch, both employed in product design engineering, won the first place trophy and a \$60 cash prize for a 17-pound, 5-ounce catch. Gary Long, manufacturing engineering, received \$40 for catching the biggest bass which weighed 5 pounds, 11½ ounces.

Other winners in the division were Gary Long and Gary Boyett, mechanical maintenance, second place, \$45; Roy Euper and Pete Vinson, foundry, third place, \$40; Walt Bardwell, corporate offices, and Bill Bardwell, structural steel plant, fourth place, \$30; John Buschman and Waymon Holiday, machine shop electrical group, fifth place, \$25; and Travis Stone and Phillip Lowery, machine shop, sixth place, \$20.

Machine shop employees Jack Roberts and Ed Roberts placed first in the crappie division with a 6-pound, 2-ounce catch. The pair was awarded a trophy and a \$60

was awarded a trophy and a \$60 cash prize. Ed Roberts also won the biggest crappie competition with a 1-pound, 13½ ounce crappie.

Other winners in the division included Harold Donaldson, machine shop, second place, \$40; Jimmy Vann and Steve Spangler, trailer plant, third place, \$40; Thomas McFarland, machine shop, and Aron Garner, structural steel plant, fourth place, \$30.

REMINISCENCES MANUFACTURING IN THE 1900s

by Guy Croom

In 1903, when I was about ten years old, I had a summer job as waterboy for a sizable machine shop, car shop and small foundry. The water well was about 200 yards away. There was no ice, and I was supposed to keep cool, fresh water for the men at all times. As previously stated, it was summer and the water did not stay cool long at a time, so I had to make quite a few trips to the well and back during the 10-hour day.

Someone made for me a water yoke that rested on my shoulders and extended beyond a little more than the width of the water bucket. A wire was attached to each end of the yoke and hung



down just short of my downward extended arms. On the end of the wire was a pair of hooks that I put in the bail of each bucket. This rig balanced the load, and it was easier to carry two pails at a time than it would have been to carry one.

The man who was supposed to blow the whistles tied an extra length cord on the whistle string so I could reach it, and he let me blow the work whistle and the quitting time whistle. I asked Mama if she knew that it was me blowing the whistle, and she said she thought there was something different about it.

I had enough time to blunder around the shop. One of my favorite pastimes was watching the blacksmith. For all I knew, he was just hammering on red hot iron, but since then I have learned that part of the time he was forging cutting tools out of high carbon steel for lathes, planers, shapers, etc. This was the same stuff they made cold chisels out of, and still do. That was all they had for a cutting or turning media at this stage in history. When properly shaped and tempered or heat-treated, it was hard enough to cut the toughest and hardest of machineable metals. The only trouble it could not stand much heat in the machining process. Neither could it stand much overhang or clearance, so the machining process was very slow—about 10 to 12 feet per minute.

It may be interesting to note how the blacksmith tempered or heat-treated the tools for best results. We will say he was forging a tool for a planer, a bar 11 to 14 inches long and ¾ inches wide and

1½ inches deep. After he had formed one end as best he could, he would heat about 6 inches of it until it turned a good cherry red. Then he would plunge 2½ inches of the end in water until it turned a good black. Then he shined the end with a brick, a piece of emery wheel or any other abrasive, and as the heat traveled down the cooled end, a band of colors could be seen slowly moving ahead of the heat. First, it would be white which meant the metal was still too hard and brittle. As the white moved off the end, it would be followed by a broom straw color band of different shades. When in his judgment, the proper shade had reached the end, he plunged the entire bar into the water until practically cold.

If he was forging a cold chisel of ¾-inch hexagon steel of the same analysis, he would go through the same tempering procedure, except that he would let the straw color run off the end. It would be followed by a blue band, and that is what he wanted. The straw color would have been all right, except that it could not stand the shock of the hammer.

So much for that—for Papa fired me off that job. He never told me why. All he said was he thought he could take care of me. (As if he had not been doing it all along—my two bits a day hardly did much toward helping the family budget.) I now believe the real reason was that Mama needed me at home to help with the five “younguns.”

More later about such shops of that day . . .

ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

	Employment Date	Years With Co.
Jimmie Hamilton	May 26, 1951	32
Henry Heflin, Jr.	May 30, 1955	28
Bradley King	May 30, 1955	28
Lloyd Davis	May 21, 1959	24
Lesley Brooks	May 26, 1965	18
Billy Noel	May 19, 1969	14
Floyd Cartwright	May 10, 1972	11
Sherman Thomas	May 13, 1974	9
Rene Esteves	May 19, 1975	8
Ron Smith	May 21, 1975	8
Ronnie Frederick	May 28, 1975	8
Randall Havard	May 6, 1976	7
Donald Deckard	May 12, 1976	7
Henry Lee	May 18, 1976	7
Oscar Vasquez	May 23, 1977	6
Inez Calhoun	May 15, 1978	5
Ronald Swint	May 30, 1978	5
Steven Sowell	May 30, 1978	5
John LaForge	May 30, 1978	5
James Colter	May 8, 1979	4
Lorenzo Reyes	May 16, 1979	4
Wayne Porter	May 24, 1979	4
Royce Hopson	May 25, 1979	4
William Salmons, III	May 7, 1980	3
Willie Vann	May 9, 1980	3
Joseph Valentino	May 14, 1980	3
William Luce	May 4, 1981	2
Charles McAdams	May 26, 1981	2

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
James Davis	May 19, 1975	8
Robert Burrell	May 31, 1977	6
Marilyn Jackson	May 16, 1978	5
Margarette Wade	May 7, 1979	4

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
Glenn Bridges	May 1, 1944	39
Frank Minton	May 16, 1947	36
Chester Denman	May 4, 1951	32
Prentice Flanagan	May 19, 1955	28
Billy Ray Harris	May 29, 1956	27
R.D. McClendon	May 1, 1963	20
Billy Summers	May 20, 1965	18
Vernon Nixon	May 23, 1966	17
Gene Hunziker	May 13, 1970	13
Robert Lucas	May 20, 1970	13
Bill Fincher	May 17, 1971	12
Sammie Moffett, Jr.	May 5, 1972	11
Larry Thigpen	May 17, 1972	11
Charles Shattuck	May 21, 1973	10
Moses Davis	May 6, 1975	8
Michael Hulet	May 9, 1975	8
John Brown	May 14, 1975	8
Billy Davis	May 17, 1976	7
Kathi Jordan	May 24, 1976	7
Carl Canino	May 16, 1977	6
Basilio Morales	May 25, 1977	6
Joe Polk	May 18, 1978	5
Sara Blackburn	May 11, 1979	4
Donald Williams	May 13, 1979	4
Jose Lopez	May 16, 1979	4

MACHINERY OPERATIONS

	Employment Date	Years With Co.
Ben Hooker, Jr.	May 28, 1953	30
John Tullos	May 25, 1954	29
Charles McFarland	May 18, 1955	28
Charlie Vann	May 21, 1962	21
Cleo Hale	May 20, 1963	20
Charles Minshew	May 9, 1966	17
Larry Lunsford	May 25, 1967	16
Phillip Smith	May 7, 1968	15

Howard Bennett	May 28, 1968	15
Jimmy Johnson	May 7, 1970	13
Myrle Powers	May 14, 1970	13
Tommy Davis	May 25, 1970	13
Fred Curbow	May 23, 1972	11
Fremon Bryant	May 30, 1972	11
Albert Gilder	May 7, 1973	10
Glenn Youngblood	May 29, 1973	10
Manuel Basham	May 29, 1973	10
Jimmy Lunsford	May 13, 1974	9
Steve Cortines	May 20, 1974	9
James Headrick	May 21, 1974	9
Gary Montes	May 28, 1974	9
Larance Coutee	May 1, 1975	8
Gene White	May 4, 1975	8
Melvin McFarland	May 6, 1975	8
Wayne Bynum	May 8, 1975	8
Peyton Page	May 12, 1975	8
Manuel Luna, Jr.	May 22, 1975	8
Randal Luce	May 26, 1975	8
Peter Mancill	May 27, 1975	8
J.B. Johnson, Jr.	May 27, 1975	8
Bobby Landrum	May 27, 1975	8
James Watson	May 28, 1975	8
Gary Long	May 17, 1976	7
James Sumrall	May 19, 1977	6
Michael Whitten	May 23, 1977	6
Larry Mathews	May 25, 1977	6
William Cantrell, Jr.	May 30, 1977	6
David Evans	May 31, 1977	6
Clarence Collins	May 17, 1978	5
Rodney Blanton	May 23, 1978	5
Larry Singleton	May 1, 1979	4
Phillip Mathews	May 2, 1979	4
Robert Tims	May 7, 1979	4
Jerry Wilson	May 21, 1979	4
Charles Collins	May 23, 1979	4
John Tyer	May 28, 1979	4
Michael Lightfoot	May 29, 1979	4
Paul Graham	May 2, 1980	3
Wendell Addington	May 2, 1980	3
Tony Beck	May 5, 1980	3
David Young	May 12, 1980	3
Leland Ramsey	May 19, 1980	3
James Berger	May 21, 1980	3
David Pennington	May 27, 1980	3
Eally Smith, III	May 5, 1981	2
Alfred Fritz	May 14, 1981	2
Michael Jones	May 26, 1981	2

WELDING SHOP

	Employment Date	Years With Co.
William Watson	May 19, 1954	29
Aron Garner	May 2, 1968	15
William Simcoe	May 6, 1975	8
Harry Armstrong	May 6, 1976	7
Kenneth Faries	May 24, 1976	7
Julia Hardin	May 29, 1979	4

MATERIAL CONTROL

	Employment Date	Years With Co.
Preston Loveless	May 6, 1954	29
Rodney Brazil	May 9, 1961	22
Gene Stewart, Sr.	May 12, 1966	17
Mike Cloyd	May 8, 1967	16
James Duggan	May 21, 1969	14
Lawanna Gainer	May 21, 1973	10
Mike Maddux	May 20, 1974	9
Delbert Floyd	May 12, 1975	8
Charles Sanford	May 27, 1976	7
Becky Carlile	May 1, 1977	6
Roy Perkins	May 19, 1977	6
William Yount	May 30, 1978	5
Barbara Sumlin	May 29, 1979	4

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Robert Baker	May 15, 1972	11

CORPORATE OFFICES

	Employment Date	Years With Co.
C.J. Haley, Jr.	May 14, 1973	10
Judy Hill	May 21, 1974	9
Charles Griffis	May 17, 1976	7
Chanae Ehrhardt	May 24, 1977	6
Nobia Barringer	May 31, 1977	6
Patricia Grimes	May 15, 1978	5
Rhonda Modisette	May 19, 1981	2

PRODUCT DESIGN ENGINEERING

	Employment Date	Years With Co.
H.P. Collins	May 1, 1944	39
Tenney Braden	May 15, 1946	37
Fred Griffin	May 13, 1947	36
Wesley Davis	May 17, 1976	7
Rick Masters	May 23, 1977	6
Bob Stowe	May 31, 1977	6
Gladys Grossman	May 8, 1978	5
Debbie Vann	May 7, 1979	4
Karen Roebuck	May 20, 1980	3
Robert Callaway	May 20, 1980	3
Randy Harkins	May 24, 1982	1
Lisa Ford	May 24, 1982	1

MACHINERY SALES AND SERVICE

	Employment Date	Years With Co.
Billy Burnette	May 31, 1943	40
Ben Queen	May 16, 1958	25
Willard Chappell	May 31, 1963	20
Buford Thomas	May 21, 1979	4

PERSONNEL

	Employment Date	Years With Co.
Lyndell Phillips	May 1, 1972	11
David Sessions	May 26, 1972	11
Karen Nelson	May 2, 1979	4
Judy Murphy	May 5, 1980	3

PUBLIC RELATIONS

	Employment Date	Years With Co.
Janice Aston	May 14, 1979	4

TRAILER PLANT

	Employment Date	Years With Co.
Oscar Milligan	May 1, 1950	33
Lum Teer	May 23, 1955	28
Jim Riggs	May 28, 1959	24
Thomas Coutee	May 1, 1967	16
Betty Coleman	May 1, 1967	16
Henry Lawson, Jr.	May 29, 1967	16
Willie Burgess	May 12, 1969	14
Charles White	May 27, 1969	14
Mondorfe Hadnot	May 2, 1972	11
Gene Hallmark	May 9, 1972	11
Terry Taylor	May 9, 1972	11
Sammie Davis	May 1, 1973	10
Jerry Elder	May 21, 1975	8
Justin McElroy	May 16, 1977	6
James Crawford	May 14, 1979	4
Evelyn Rice	May 15, 1979	4
Johnny Mote	May 29, 1979	4

TRAILER SALES AND SERVICE

	Employment Date	Years With Co.
John Seeman, Jr.	May 24, 1971	12
Wayne Bell	May 7, 1973	10
Charles Patton	May 28, 1974	9
James Allen	May 26, 1978	5
Jose Gutierrez	May 7, 1980	3
Leonard Hobbs	May 16, 1980	3
Robert Bower	May 21, 1980	3
Nelson Sapia	May 26, 1981	2
Martin Hernandez, Jr.	May 26, 1981	2

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

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INSIDE

From the President's Desk	1
Preserving Our Environment	2
Ancient Heritage	9
Focus	11
Reminiscences	13
Anniversaries	14

COVERS

Front: The company's environmental program is dedicated to preserving the beauty of our East Texas environment.

Back: Many of the company's environmental efforts are through purchases of non-polluting equipment. The foundry's dust collection systems protect the quality of the air we breathe.

Photographs by David Freeze.

LUFKIN ROUNDUP

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