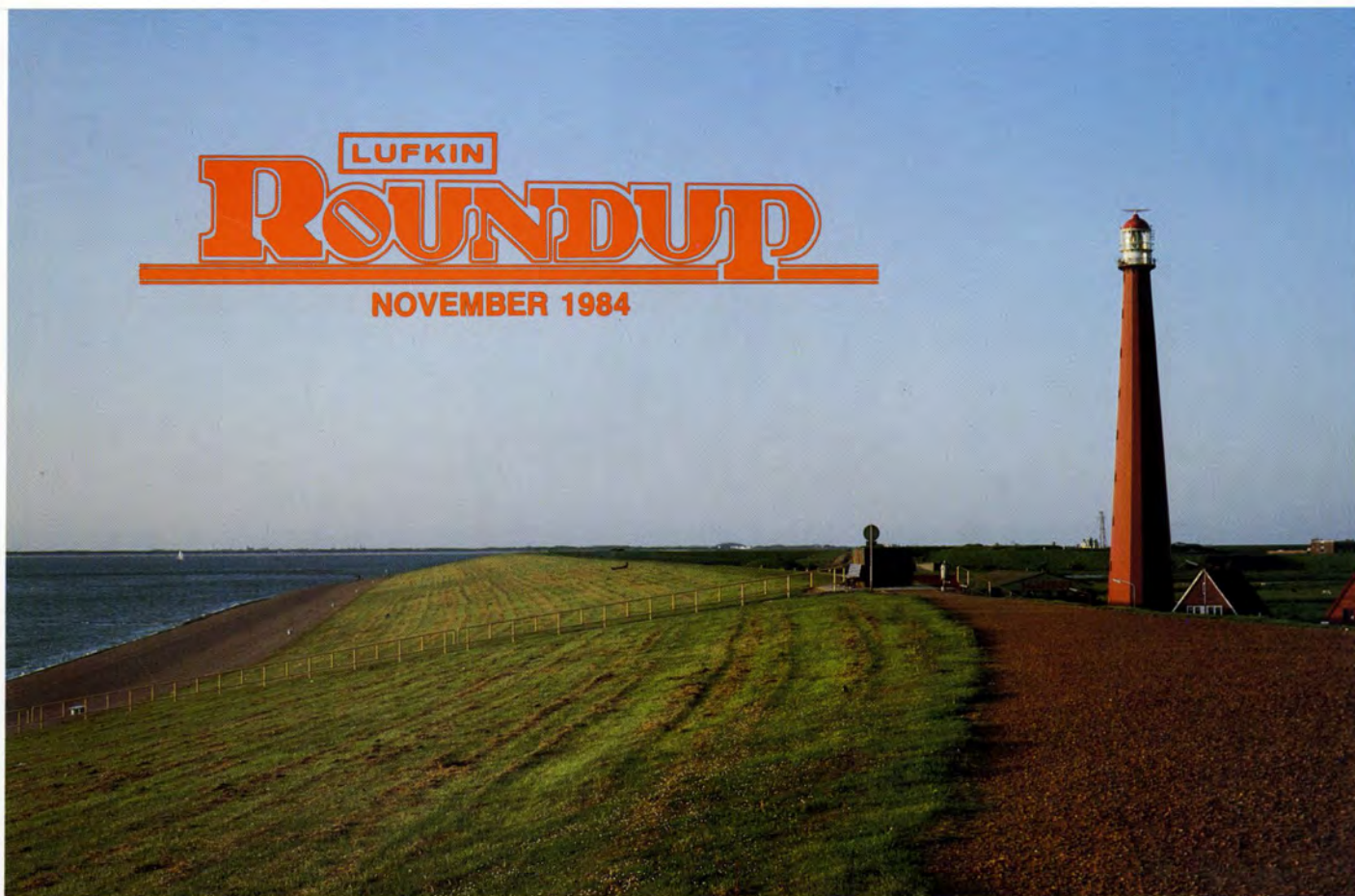


LUFKIN ROUNDUP

NOVEMBER 1984



1984 PHOTO GALLERY WINNERS

FROM THE CHAIRMAN'S DESK



“

Thanksgiving . . .
I shall pause
a moment to
remember many things

”

Thanksgiving, along with Independence Day, is common only to America.

The origin of Thanksgiving traces back to our forefathers. They had little to be thankful for then; we have so much more to be thankful for today—more than any other country on the face of the globe. This, of course, gives us more reason to celebrate the traditional, all-American holiday, Thanksgiving.

Writer/poet Carl Sandburg, in his “Remembrance Rock,” pointed out that “when a nation goes down and never comes back, when a society or civilization perishes, they forgot what brought them along.”

Sandburg further states: “We are all pilgrims on the journey of life. We travel in harmony through brotherhood or we perish along the way through strife.”

Let us all hope that we never forget how far we have come in this great country. Let us be truly grateful for what we have today.

The ancient Roman philosopher, Cicero, observed that “a thankful heart is not only the greatest virtue, but the parent of all other virtues.”

As I sit down to partake of my Thanksgiving dinner this year, I shall pause a moment to remember . . . to remember many things.

I shall remember those that have suffered and those who have persevered.

I shall remember the freedom we enjoy in this great country in which we live.

I shall remember this good life of plenty that we have in food and substance.

I shall remember the health and happiness that we have enjoyed.

I shall remember my friends who have loved me and helped me along the way.

I shall remember this fine company that has provided me good employment for 39 memorable years.

I shall remember the God who spoke to us through the 50th Psalm in His Word: “Render unto God, thanksgiving, and pay thy vows unto the Most High.”

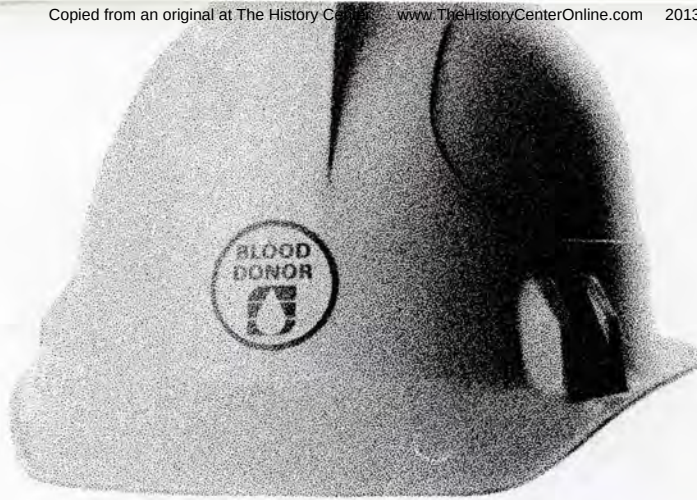
And, I shall ask forgiveness for all my wrongs and shortcomings.

Then, I will look around at my family and friends, as we partake of His bounty, and I will be ever so grateful for all the love and affection that they have given me through the years.

Surely, I have been richly blessed. I am thankful.

November Cover

Winners in the color division of the 1984 ROUNDUP Photo Gallery Contest were: first place, (top) “Beacon of the North Sea,” by Kyle Syler, gear service department; second place, (lower left, top) “Late Afternoon,” by David Jones, engineering; tying for third place, (lower left, bottom) “Midnight Ice,” by Keith Walters, machinery sales, and (lower right) “Almost A Halo,” by Phil Huber, industrial supplies. For more winners, see pages 3-6.



When the Stewart Blood Center Comes to LUFKIN December 4-5, they'll be ...

LOOKIN' FOR BLOOD

Lufkin Industries' employees will have an opportunity to lie down on the job (for about 20-30 minutes), roll up their sleeves and give the gift of life during the company's 10th annual blood drive, scheduled Dec. 4-5.

Conducted under the auspices of Tyler's Stewart Blood Center, which serves 44 hospitals across 31 East Texas counties and over one million potential blood users, the Lufkin Industries Blood Drive is the non-profit organization's largest each year.

"We look forward to coming to LUFKIN each December since your company holds the all-time record of donations—1,234 pints in 1981—during the 30 year existence of Stewart Blood Center," donor service director Betty Hayes says.

Through the nine previous LUFKIN blood drives, 4,768 pints (or 2,384 quarts or 596 gallons) of life-saving liquid have been donated by company employees. With a dip in workforce figures the past two years, however, the total blood donated has also fallen from 1981's record high to 710 pints in 1982 and 584 pints in

1983.

It is hoped this year's drive will surpass 700 pints.

Company employees receive a double benefit from donating blood.

1) Donors and their dependents will receive unlimited, no cost blood replacement for one year at any of the 44 East Texas hospitals serviced by Stewart Blood Center. With the cost of blood currently \$56 per pint, astronomical medical costs can occur should a LUFKIN employee need blood transfusions and not be covered under Stewart's sharing plan.

2) Donors will earn the right to know they may have helped save a stranger's life, especially during the holiday season when more blood transfusions are needed than at any other time of year.

On both Dec. 4 and 5, Stewart Blood Center personnel will set up from 7 a.m. until 7 p.m. at material control's warehouse, the foundry annex and at Buck Creek's structural steel plant. Also, a mobile donor coach will be at the Trailer Division from 8 a.m. to 5 p.m. on Dec. 4; and at Industrial Supplies and the corporate building on Dec. 5.

PAST LUFKIN BLOOD DRIVES

Year	Workforce	Donated
1973	2,262	129 pints
1974	2,407	114 pints
1975	2,519	No drive held
1976	2,751	81 pints
1977	2,722	27 pints
1978	2,645	No drive held
1979	3,046	881 pints
1980	3,563	1,008 pints
1981	4,192	1,234 pints
1982	2,438	710 pints
1983	2,280	584 pints
1984	2,753	???

TOTAL — 4,768 pints

You'll have to look close to find not one, or two, but three deer in Viron Barbay's entry, "Hidden Deer," which swept top honors in the 1984 ROUN-
DUP Photo Gallery Contest.

By a consensus of opinion, the contest judges, each judging the contest entries at a different time and without knowledge of how the others ranked the entries, picked Barbay's black and white photograph again and again for high honors and the \$100 Best of Show top prize.

The winners of the color division, whose photographs appear on our covers, are: **Kyle Syler**, industrial gear service representative, first place, \$50; **David Jones**, engineering, second place, \$25; **Phil Huber**, industrial supplies, **Keith Walters**, machinery sales, and **Herman Parrish**, machine shop, all tied for third place honors and will each receive \$15.

Receiving honorable mention in the color division and cash prizes of \$10 are: **Jim Haley**, secretary-treasurer; **Susan Campbell**, personnel; and **Vera Clonts**, wife of Cabe Clonts, trailer plant.

The winners in the black-and-white division are: **Jeff Lankford**, foundry engineering, first place, \$50; **Cecil Primrose**, machine shop, second place, \$25; **Gene Hallmark**, trailer purchasing, third place, \$15; and **Cecil Primrose**, honorable mention, \$10.

Of the 109 entries in the contest, 26 received considerable votes from the judges. Others whose entries received votes but not enough to win were: **Victor Reese, Jr.**, and **Mike Modisette**, both machine shop employees; **Chuck Anderson**, industrial gear service representative; **Thomas Parker**, retiree; **Jane Green**, print shop; **Darrel Luce**, structural steel plant; **Ronald Hopson**, foundry metallurgy lab.

THE NINETEEN EIGHTY FOUR PHOTO GALLERY WINNERS

FIRST PLACE Color Division

"Beacon of the North Sea"
by **Kyle Syler**

Syler, an industrial gear service representative who makes 40 to 45 trips a year to all parts of the United States and around the world, doesn't take his camera on every trip anymore. "Just if I'm going to an unusual place," he says.

About the photograph:

"I was really trying to get a good shot. The whole area was just gorgeous and I was hoping to capture all the different colors, the blue ocean, the green fields and the lighthouse."



Kyle Syler

SECOND PLACE Color Division

"Late Afternoon"
by **David Jones**

Jones, also a draftsman in the engineering department, began taking pictures in high school, but only recently began taking pictures seriously after purchasing his own camera.

About the photograph:

"My wife and I were driving the back roads in Colorado, and all of a sudden here came a small storm moving across this valley. We stopped and started taking pictures as it came towards us."



David Jones



Phil Huber



Keith Walters



Herman Parrish

THIRD PLACE Color Division "Almost a Halo" by **Phil Huber**

Huber, an Industrial Supplies Division salesman, learned photography while in high school. His first pictures were mostly of football games which were used in the school paper. Now he says he is a "semi-serious photographer. I worry about my photography. I play with exposures, depth of field and things like that."

About the photograph:

"I was riding the train from Rusk to Jacksonville and took several pictures of this little girl. She was a real prankster, but near the end of the trip, she got tired and went to sleep by the window. I took several different exposures to make sure I got her face in the shadow."

THIRD PLACE Color Division "Midnight Ice" by **Keith Walters**

The last three or four years, Keith Walters, machinery sales, Odessa, has been more seriously involved with photography than just snapshots of the family. "I've finally bought some nice equipment and I'm always looking for something interesting to photograph."

About the photograph:

"We had an ice storm and about eleven that night I went outside just looking around. The ice



BEST OF SHOW "Hidden Deer"

by Viron Barbay

Barbay, a draftsman in the engineering department, has been taking pictures seriously for nearly fifteen years. Two or three times, he says he's tried photography as a full-time occupation and it is "definitely more fun when you're not doing it for a living."

About the photograph:

"This was taken on a back-packing trip in Colorado. There were a lot of deer in the area so I took quite a few pictures of deer. I thought this one was more interesting than those where the deer were standing in the open."

BEST OF SHOW

on this pine tree caught my eye. It took a 20 or 30 second exposure to get this shot. The streaks across the picture were made by a car that passed while I was making the exposure."

THIRD PLACE

Color Division

"Sportsman Paradise"

by Herman Parrish

Parrish is also a previous winner of a Roundup Photo Contest. He placed second in 1981. A few years ago, he gave up his small Instamatic and bought a 35 mm. About his award-winning photos, he modestly says he just gets lucky every now and then. Parrish, a foreman in the machine shop, says he was once an avid hunter, but has given that up. He prefers to capture game on film.

About the photograph:

"All these birds were just feeding there beside the highway. I wanted a picture of them flying but they just looked at me. They wouldn't fly. So, I focused on them and slammed the door of the pickup. Then they flew."



FIRST PLACE

BLACK & WHITE



FIRST PLACE

Black & White Division

"Disney at Night"

by Jeff Lankford

Foundry engineering employee, Jeff Lankford, is serious about photography. He hopes he can someday have his own darkroom equipment to process and print his photographs. "I like to get in the darkroom and make a blasé picture into something nice."

About the photograph:

"I wanted some night shots of Disneyland but I didn't have a tripod. To get this shot, I rested the camera on a fence post and thought to myself, here goes nothing, and made several different exposures."

MORE WINNERS

Three entries (reproduced here in black & white) tied for Honorable Mention honors in the Color Division. They are: (Top right) "Mansion on the Hill" by Susan Campbell; (Below right) "The Rains Came" by Vera Clonts; and, (Below) "End of the Road" by Jim Haley.



HONORABLE MENTION Color Division "End of the Road" by Jim Haley

Company secretary-treasurer, Jim Haley, was "forced" into photography by close friend, Dr. Tom Willis. Willis, a local physician, and his wife are frequent companions of the Haleys on vacations. "He was always taking his camera along anytime we went anywhere and making us stop for pictures. Out of self-defense, I had to start taking my own pictures and got hooked on it." Now Haley and Willis, do their own processing and printing, and have their own framing room to frame their better photographs.

About the photograph:

"While on vacation, I found an old abandoned farm house and got out to take some pictures. While we were walking around the place, here was this old truck which had seen the end of its days, all broken down and covered with sage brush."

HONORABLE MENTION Color Division "Mansion on the Hill" by Susan Campbell

Susan Campbell, personnel, always wanted to take a course in photography and never did. So she still calls herself "a learner."

About the photograph:

"This is the Biltmore house in Asheville, North Carolina. I liked the way it looked sitting up there, so big and pretty. We had just bought the camera this was taken with, so this was one of my first pictures with it."



Jim Haley



Susan Campbell



Vera Clonts



Cecil Primrose



Gene Hallmark



HONORABLE MENTION Color Division "The Rains Came" by Vera Clonts

Vera Clonts, wife of trailer plant employee, Cabe Clonts, started taking pictures as an eight-year-old girl with a Brownie Box Camera ("that's all there was then") and has been interested in photography "off and on ever since."

About the photograph:

"While we were in Arizona last year, it came a flood. Out near the home of the novelist Zane Grey, I noticed this stream that was normally dry, just boiling with water from the rains."

SECOND PLACE Black & White Division "Refreshment Bar" by Cecil Primrose

Back in 1980, in the ROUND-UP's first photo contest, Cecil Primrose, machine shop, won first place in the snapshot category. He says he's been taking pictures a long time and prefers Yashica equipment "because I grew up with it."

About the photo:

"This was just a plain bar but I liked all the signs and things. Everybody's going to wonder what I was doing in there, because I don't drink."



Photographs by Cecil Primrose received Second Place and Honorable Mention in the Black & White Division. (Left) "Refreshment Bar" was selected for Second Place and (Below) "The Bridge" was picked as Honorable Mention in the category.

(Right) Gene Hallmark's picture of a favorite subject, "Mushroom," earned Third Place honors in the Black & White Division.



THIRD PLACE Black & White Division "Mushroom" by Gene Hallmark

Gene Hallmark's black-and-white photography has won honors in every ROUNDUP photo contest. Hallmark, an employee in the trailer purchasing department, has been active in photography for many years. A member of the Angelina Photographic Association, he does his own processing and printing of his black-and-white photographs.

About the photograph:

"What caught my eye about this shot was the different textures and different lighting in this picture. It was tough to capture all these different lights and textures."

HONORABLE MENTION Black & White Division "The Bridge"

by Cecil Primrose

About the photograph:

"I thought it was an interesting structure from that perspective.

THE JUDGES

With a discerning eye for technical excellence, the five judges selecting the winners in this year's Photo Gallery Contest were:

Nancy H. Reily, professional photographer and outdoor color portraitist, is a former student of reknown photographer Ansel Adams. Reily has studied and taught photography at Angelina College.

J. Curtis Doolan, vice president and director of marketing at

First City National Bank in Lufkin, and a former public relations executive for St. Regis Paper Company and Brown & Root, Inc., served as chief photographer for the Pasadena News-Citizen and taught photography at Deer Park High School, San Jacinto College, and the University of Texas.

Joe Murray, the Pulitzer Prize-winning editor and publisher of The Lufkin Daily News, studied journalism at North Texas State University and is a former

writer/photographer as East Texas Bureau Chief for the Houston Chronicle.

Paul Durham, award winning editor and publisher of The Free Press, Diboll, Texas, has over 30 years of experience as a small town weekly newspaper editor and photographer.

Claude Welch, attorney and former Angelina County Judge, is a professional photographer and owner of Gemini Photographics in Lufkin and has served as a judge in other photo contests.



Nancy Reily



J. Curtis Doolan



Joe Murray



Paul Durham

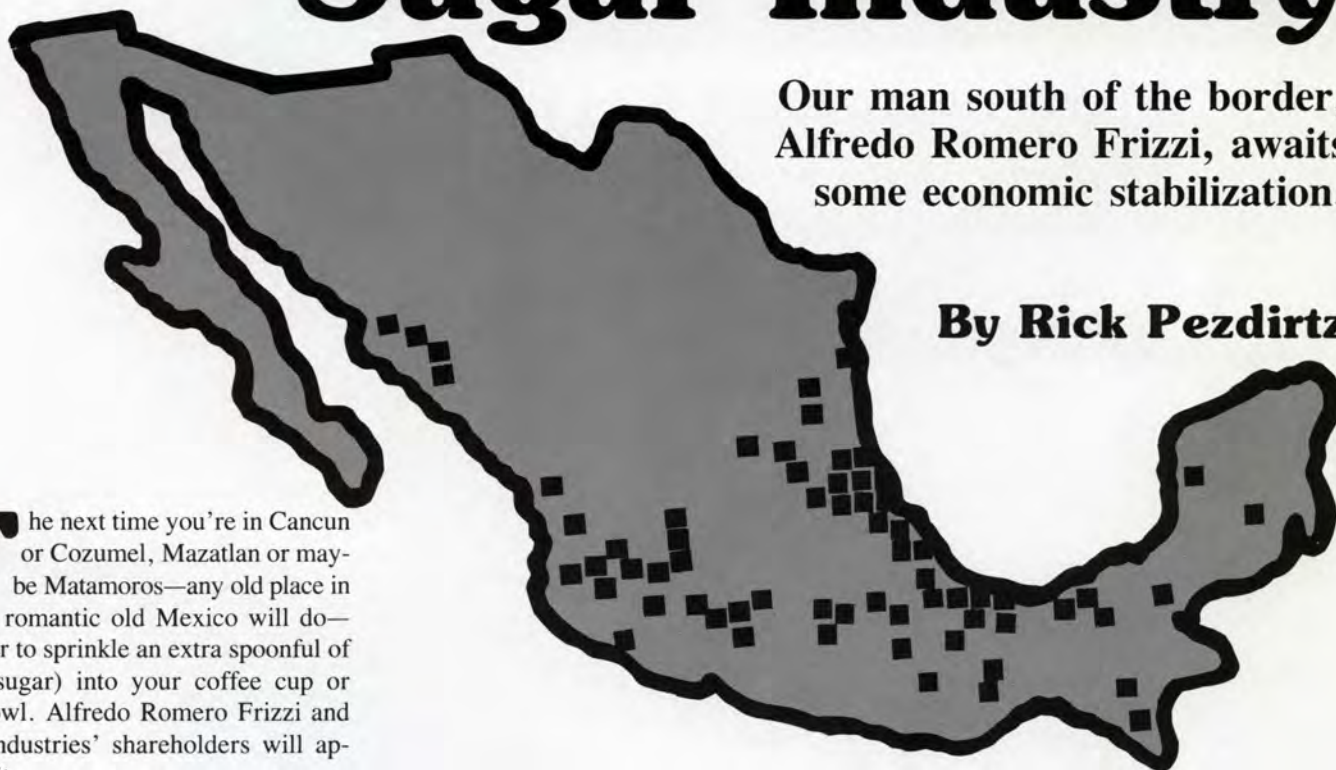


Claude Welch

Jumping Bean Peso Unsweetens Mexico's Sugar Industry

Our man south of the border,
Alfredo Romero Frizzi, awaits
some economic stabilization.

By Rick Pezdirtz



The next time you're in Cancun or Cozumel, Mazatlan or maybe Matamoros—any old place in romantic old Mexico will do—remember to sprinkle an extra spoonful of *azucar* (sugar) into your coffee cup or cereal bowl. Alfredo Romero Frizzi and Lufkin Industries' shareholders will appreciate it.

"We have over 300 LUFKIN gears working in 30 of the 69 sugar mills located within Mexico. If the Mexican peso and economy ever stabilizes, we'll have more," Frizzi was saying during a recent East Texas visit.

Frizzi is a mechanical engineer who owns Perfotec, S.A., a company he founded in 1979 or about the same time he signed on as an independent sales rep with Lufkin Industries. Alfredo was born (41 years ago) in Mexico, lives in Mexico City and isn't Mexican. His parents were

from Austria and he was educated in the land of sauerbraten and snitzel, not fajitas and frijoles.

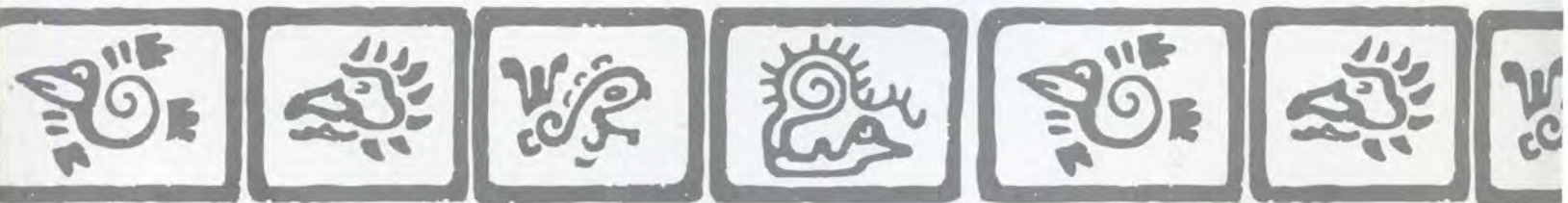
During the five years he's been with LUFKIN, Frizzi has developed a mutual admiration society.

"An outstanding representative for LUFKIN in Mexico, Alfredo has generated considerable business from the sugar industry of our neighboring country. We're delighted to have such a fine association with him," says Ben Queen,

vice president and Machinery Division sales manager.

"He's one of the finest gear salesmen we have in any country," says Hugh McWilliams, manager of LUFKIN gear sales.

"He's totally dedicated to LUFKIN," says Latin American salesman Ino Reyes. "A year ago, he stayed in Lufkin 2½ weeks, working with our plant personnel. He worked two continuous shifts (16 hours) at a time so he wouldn't miss cer-



tain assembly procedures. We were completely overhauling five TC4824 gears for a sugar mill near Veracruz and Alfredo was there day and night while the work was being done."

"I've been to all 69 of Mexico's sugar mills many times and know the management and workers on a first-name basis," says Frizzi who isn't bashful about shucking suit and tie, slipping into coveralls and helping with the oily repair of LUFKIN gears whenever he calls on one of the usually remote sugar mill sites. "If you don't have a four-wheel-drive vehicle, you don't get into some of those sugar mill areas," he says.

"The sugar industry has been my life for a long time," insists Frizzi. "I don't mind getting dirty during major installations of LUFKIN gears or during regular service calls to the sugar mills. I've had help from Mike Penn, Chuck Anderson, Joe Varga, Ken Crawford, Charlie Rhodes and others who've come down from Texas to help repair gears. The Mexicans can do normal repairs but they're afraid of major maintenance jobs."

Although Mexico uses all the sugar it produces for domestic consumption and imports 20 percent of its sugar needs from the Dominican Republic and the Caribbean, Frizzi doesn't look for many, if any, large gear sales from his customers in the near future.

"Because of the economy of Mexico, I don't anticipate their buying gears for awhile. They'll just have to continue repairing what they have," he says.

"We do a large business with the Mexican sugar mills on spare parts, though," says McWilliams. "As much as \$3-4 million in three or four months."

"We could capture all the sugar mill gear business in Mexico if we could accept pesos rather than dollars," says Frizzi. "But, with the valuation of the peso fluctuating so much, it just wouldn't be economically feasible to do that."

With all but ten of the 69 Mexican sugar mills owned by government-controlled



Inspecting one of the large sugar mill gears manufactured at Lufkin Industries are, l-r, Jim Partridge, Ino Reyes, Hugh McWilliams and Alfredo Romero Frizzi. Partridge, gear division chief engineer, "designs 'em;" McWilliams, Reyes and Frizzi "sell 'em" in Mexico.

Azucar, A.C., for whom Frizzi was previously purchasing manager, Alfredo deals constantly with the headachy red-tape of governmental contracts.

"I remember once on an \$83,000 order, the Mexican government would only allow \$2,000 per day to be released out of the country for payment of their bill to Lufkin Industries. So, it took us 42 days to receive total payment of one invoice," Frizzi said. "They just don't like to see those American dollars leave Mexico."

"The Mexican government is severely restricting importation due to the scarcity of U.S. dollars in their country. It is most difficult to obtain import licenses. I go back three or four times and verbally wear them down until they finally give in.

"Also, the Mexican government would like Lufkin Industries to manufacture in their country in order to pump more dollars into their economy."

How lofty has inflation skyrocketed in Mexico during the past decade? "Well, I know of a sugar mill at San Francisco near Veracruz that cost a half-million dollars to build in 1973 and that same mill spent the same amount of money for major repairs last year," reports Frizzi. "Of the 69 sugar mills in the country, six need such major overhauls each year."

Alfredo once worked as a superintendent for San Cristobal Sugar Mill. He knows the language and the land. And yes, he uses sugar in his coffee.



BULLETIN BOARD OPPORTUNITIES

Job posting program informs employees about job opportunities around the plant.

By DIANA HILL

The chance to climb the corporate ladder is available for any employee of Lufkin Industries. Personnel department officials encourage company employees to pursue career advancements, if they so desire.

Through a job posting program, started six months ago, LUFKIN employees are made aware of career opportunities as they become available. So that employees within the company have first crack at job openings, signature sheets are pinned on 39 bulletin boards when opportunities arise.

"Our employees are free to choose whatever career path he or she wishes to pursue," says Frank Stevenson, company president. "People are the backbone of any organization."

"We make a concerted effort to give every employee the opportunity to move up within the company," says Mickey Mark, personnel officer. "If an employee doesn't meet the minimum qualifications for a position they're interested in, we counsel them in the various ways they can improve their skills."

"Job posting is a way to meet the needs and desires of employees looking to move up within the company," explains James Horton, senior personnel officer.

"We have been using the job bidding plan for hourly posi-

LUFKIN INDUSTRIES, INC.

SALARIED JOB POSTING FORM

POSITION TITLE: Receiving Clerk - 1st DATE OF POSTING: August 24, 1984
 POSITION SUPERVISOR: Elton Fenley DATE POSTING REMOVED: August 29, 1984
 DEPARTMENT: Industrial Supplies JOB GRADE: 7

ONLY LUFKIN INDUSTRIES EMPLOYEES MAY SIGN THIS POSTING FORM. OTHERS WISHING TO APPLY SHOULD CONTACT THE ASSISTANT PERSONNEL DIRECTOR AT THE PERSONNEL OFFICE.

Note: In order for LUFKIN employees to be considered for this position you must sign this list and fill out a Job Change Application. The Job Change Application must be turned in to your immediate supervisor within 24 hours after this list is removed.

CLOCK NO.

NAME

NAME	CLOCK NO.
Arthur Smith	2196
Katie Brown	2891
Wilton Isomell	2496
Robert Day	1969
Meredith Baker	5369
Christy West	5391
Rainer Smith	7079
Simon Hale	2529
Victor Triche	5438
Anthony Williams	6203
George A. Negro	994
John Payne	2347
Emily Lewis	5438
Pascal Tenure	6666
ERIN STONE K	7123
Ronnie Kendrick	2347



Personnel officer Mickey Mark (left) and senior personnel officer James Horton look over a recent job posting. Any LUFKIN employee is eligible to bid on salaried positions.

tions since 1950, but May 2 of this year we implemented the job posting policy for salaried positions, also," Horton says.

"Any company employee can sign a job posting for any salaried position," Mark adds.

The salaried job posting plan works this way: First, when a position becomes available, a notice is sent to all departments (Postings for hourly jobs are only available to employees in that particular department).

"For example, an hourly person working in the machine shop can't sign a job posting for an hourly position in the trailer plant," Horton says.

The notice includes a description of the job and the minimum qualifications, and is posted for 72 hours (Hourly positions are posted for 24 hours).

Job postings for 73 salaried positions have been made since the plan's inception six months ago, according to Horton.

"If it is a salaried position, each department receives a notice telling about the position available," Horton explains. "However, the job description sheet only appears on a bulletin

**"I didn't know anyone.
They hired me based on
my skills and experience."**

board in the department where the job is available and on a bulletin board in the personnel office."

The personnel officer's next step is to mail a letter to all who signed the posting, asking them to contact a personnel officer to set up an initial interview time.

"We encourage everyone to at least come in for an interview with us," Mark says. "We can start interviewing as early as 6:30 a.m. and I've stayed as late as 5:30 p.m. to talk with employees.

"Even if the person is not qualified at this time for the position, we will help him if he's interested in becoming qualified. We explain to him what experience and qualities he is lacking."

"We are looking for the most qualified person that best fits the position," Horton added.

Two methods the company offers as assistance in improving employee skills are the tuition aid program and shop classes. Lufkin Industries will pay up to \$200 per semester for tuition, fees and books for employees making a "C" or better in a college course. And frequently, the company offers shop classes to employees wishing to improve blueprint reading, math or basic foundry skills.

The process does work, testifies George Trego, who was recently promoted to a clerk at Industrial Supplies from a blacksmith helper in the machine shop.

"I didn't really think I stood much of a chance," Trego said. "To be honest about it, I thought the procedure was just a formality. I figured they already had someone in mind for the job—a personal friend or someone they wanted to do a favor.

"That opinion was wrong. The system works. I didn't know anyone; they hired me based on my skills and experience. I was surprised and happy."

Once the employee passes the initial screening in the personnel department he is referred to the department supervisor, who makes the final decision.

"The process doesn't guarantee a promotion only an opportunity," Horton says. "There can only be one winner, but that doesn't mean the others are losers."



George Trego took the job posting program seriously; was interviewed, then promoted from blacksmith helper in the machine shop to receiving clerk at Industrial Supplies.



BILLION

By RICK PEZDIRTZ

Evidence of a self-imposed isolation from international diplomacy and free-trade between the People's Republic of China and the United States—the bamboo curtain—was further reduced to so many grains of cultivated rice during a recent Lufkin Industries visit by eight delegates from Marco Polo's Cathay.

Purpose of the Chinese visit to East Texas was an investigative mission.

"They came to look and learn, and to discuss the possibilities of perhaps purchasing some of our LUFKIN oilfield pumping units," said company vice president and machinery sales manager Ben Queen.

"We've received inquiries from the Chinese in the past but have never shipped one of our pumping units to the Republic of China. We would, of course, welcome an order from them. We're ready to deal with them."

According to *Texas Business Magazine* (October issue), the delegation of Chinese that visited Lufkin Industries is only one of six investigative groups who have come from half-way around the world to swarm across Texas with a \$1 billion shopping list, all to be spent by the end of 1985. New and used oilfield equipment is at the top of their wish lists.

"The Chinese hope to negotiate transactions with large corporations as well as small and medium firms," says Michael Fjetland, president of MF International, a Houston based international consulting company.

"The Chinese are apparently after the large, high volume pumping units that we build and they don't," said Queen. "They build some small units and have even exported some for inventory to U.S. companies, but very few in recent months."

"We were approached a year ago to send sales representatives to China. Now, they are quite insistent we come over to negotiate. Probably Johnny Fincher and Don Stanley will be sent to China in 1985."

The eight Chinese were brought from Houston to Lufkin by international sales rep Pat Stanley.

"They first saw our oilfield equipment in California. They indicated they might need 500 units a year since they are currently pumping two million barrels of crude per day in their country and have been ordered by the government to double that production as soon as possible," said Stanley.

China is second only to Saudi Arabia in oil reserves with petroleum reserves estimated at 20 billion metric tons, the bulk of which has been discovered offshore.

The eight-man delegation to Lufkin didn't wear the traditional drab-blue Mao jackets of their over-one-billion populated homeland. Rather, they were dressed in conservative Western suits and neckties. Only two of the visiting Chinese were able to converse in broken English, with Jiang Qi Rong, an engineer with China National Oil & Gas Exploration and Development Corp., and Zhang Zijian, deputy general manager with China National Machinery Import and Export Corp., participating in a question-and-answer session with this writer.

Here's how the session went.

Q. Are you happy the United States and the People's Republic of China have transcended political ideologies, put distrust aside after so many years, and now apparently have better trade relations?

A. Yes. Doing business with the United States is of a major benefit to us in China. We can become a more technically modernized country with the help of the United States.

Q. What about the Soviet Union? Do you carry on trade relations with Russia?

A. No.

Q. None at all?

A. No.

Q. What is the primary purpose or objectives of your visit to the United States and to Lufkin Industries?

Ending many years of isolation
Texas, and LUFKIN, with



Looking over a LUFKIN 160-D pumping unit gear reducer
tour guide; Chinese visitors, Xu Ming, Jiang Qi Rong, Chen
ative, International Division.

SHOPPING TRIP

lation, Chinese come to
a \$1 billion shopping list.



are: (l-r) Frank Myers, industrial engineering and plant
n Xian Kan; and Pat Stanley, machinery sales represent-

A. We are here to investigate the possibility of purchasing your LUFKIN oil well pumping units and to watch how they are made in your factory.

Q. Will you visit other oilfield equipment manufacturers while in the United States?

A. No. We will look only at LUFKIN, none of your competitors.

Q. Do you manufacture any oilfield pumping units in the Republic of China?

A. Yes. We have two such manufacturing sites.

Q. How many oil wells do you have in China?

A. Over 20,000.

Q. How many barrels of crude do your over 20,000 oil wells pump daily?

A. Over 300,000 tons of oil are pumped daily in our country (2.14 million barrels).

Q. Do you have many major oil fields within the borders of China?

A. No. We have only two major fields. The largest is Daging in the northeast of China near Mongolia. This field produces

half or more of our oil. Our only other major field is Shehgli in the east of Shangdong Province.

Q. Does the Republic of China have untapped oil fields? Do you have geologists constantly searching for new exploration sites?

A. Yes. We look daily for possible new fields.

Q. Does the Republic of China have enough oil to take care of the needs of your people? Or, do you have to rely on foreign importation of oil as we must here in the United States?

A. We have enough at this time. We export oil to other countries.

Q. Which countries?

A. I do not know where our oil is shipped.

Q. This is the first trip to Texas for five of you. What are your first thoughts about Texas?

A. The people of Texas are very friendly.



All eight of the delegation from the Republic of China took time out for this photograph in the company's board room. They were: Front row (l-r), Chen Xian Kan, Jian Jin Hui, and Min Sheng Shu; Back row, Zhang Zijian, Jiang Qi Rong, Zhao Jiu Shang, Xu Ming, and Kan Ishizawa, with LUFKIN machinery sales executives, Pat Stanley and Lyle Carpenter.

INNOVATIONS

Staying Competitive With Computer-Aided-Design

Overnight, the CAD system produces detailed drawings and keeps LUFKIN gear salesman ahead of the competition.

by David Willmon



Each night, in a tiny cramped corner of the engineering building, the company's fastest designer, CAD, produces complex, rush drawings of LUFKIN gear reducers which must be mailed the next day to sales representatives.

Bathed in the pale, green glow from several nearby computer CRT screens, CAD consults a check list of requirements a sales representative provided by telephone earlier that day, then sorts through tens of thousands of standard gear reducer components, selecting the right combination, and in minutes produces detailed drawings of the selection.

Years ago, before the so-called "computer invasion," one might have imagined the company's fastest designer as somewhat of a drafting Superman. But these days, everyone would guess that CAD is a computer.

However, CAD, an acronym for the engineering department's Computer-Aided-Design system, can hardly be called a "gear designer." While it does produce detailed drawings each night, sifting through thousands of existing designs in a fraction of the time it takes its human counterparts, the system is helpless to design a gear for a special application, such as the 67,500 HP, NF 2207C built for Westinghouse-Canada recently. But in the hands of experienced gear designers, the

CAD system makes the design of special gears, or practically anything else, faster and more accurate.

And, using the CAD system to provide practically "over-night service" on preliminary drawings, is a valuable competitive edge for LUFKIN gear salesmen.

"On a basic, catalog high speed unit, we can turn a phone call today, into drawings tonight, and mail them tomorrow," says James King, engineering's chief draftsman. "Based on what I hear, we're getting orders as a result of our being able to provide this service."

Using information supplied by sales representatives about a prospective gear order, a designer will complete a check list which details as many as 38 different items, such as required horsepower, operating speeds, the driving and driven machinery, and optional equipment, like lube systems and vibration equipment. Then, these requirements are entered into the computer before employees leave that evening.

The heart of the CAD system, is the master processor program which accesses a data base of standard components that was nearly two years in the making. Still, the data base is not complete, says King, and components are defined and added almost daily.

The master processor program compares the requirements on the check list with the

thousands of components in its data base. Later that night, the CAD system generates drawings for a gear unit, one of at least a thousand possible combinations, that will fit the customer's conditions.

"A few years ago we could have done this in a couple of days with quick-and-dirty "mark-ups," taking drawings of standard gear housings, elements or lube systems, and drawing in red, marking out things that didn't apply and sketching in free-hand the new things," says King. "But, this did not make a very decent presentation."

The company's CAD system was installed four years ago. Bob Stowe, systems manager, computer graphics, who joined the company as a designer in 1977, had previous experience with CAD/CAM systems. Along with other engineering employees with an aptitude for working with the computer system, he began the painstaking process of defining thousands of standard parts and writing complex programs that would tell the computer how the components would be assembled and all the possible variations.

In addition to the preliminary drawings, engineers produce detailed certified installation drawings for an average catalog job, in two or three days with CAD. This once took engineering designers five to seven days.

For LUFKIN gear salesmen, this ability

INNOVATIONS



Bob Stowe, systems manager, inspects a CAD drawing as it is produced on the system's plotter.

to respond quickly with accurate drawings many times "locks us in" during the early stages of a project.

"The goal is to tie LUFKIN to the customer early in the game," says John Finney, sales manager of the Machinery Division's Northeastern division. "If we have a good preliminary layout drawing and can get certified drawings in a week, by the time our competition gets drawings and makes his presentation, we may be locked in."

When used to design special gears, such as the NF2207C, the CAD system makes the process faster and more accurate.

"The computer detects interferences and when changes are made, the drawing and dimensions are both changed instantly," says King. "Before, if we made a complex drawing and a checker found something wrong with it, unless it was a major change, we wouldn't change the drawing itself. We'd just make the change dimensionally. With the CAD system, both the dimensions and the drawing are accurate."

Eventually, the system may be expanded to a complete CAD/CAM (Computer-Aided-Design/Computer-Aided-Manufacturing) system which could pro-

vide instructions directly to numerically-controlled machine tools that would perform the drilling, boring, and milling operations necessary to produce components, for true computer-integrated manufacturing.

But the equipment necessary to expand the CAD system into a true CAD/CAM system, will be much more expensive than the original system which cost \$500,000 only four years ago. Persuading management to approve such an expensive capital expenditure, in spite of its obvious benefits, is complicated by the difficulty of justifying the system's cost.

"It's almost impossible to come up with the figures to justify the cost of the system," says King. "I've been trying to explain that for a long time. When we can do things with CAD or CAD/CAM that we could never do before, how do we make cost comparisons?"

"We don't know what it would have cost to do preliminary drawings overnight a few years ago, because we just couldn't do it.

Plus, we're using CAD for a lot more things today than we had originally intended."

In fact, engineers from the foundry, manufacturing engineering, and structural steel plant, are using the CAD system regularly to visualize changes in plant layout or the best possible use of raw materials. And, even though the bulk of the design work on the CAD system thus far involved industrial and marine gearing, King expects there will be more and more use of the system to do design work for pumping units.

Traditionally, LUFKIN's management has never been afraid to "spend a little money to make money" as the saying goes. Most likely they'll not be too concerned with justifying expansion of the CAD system, especially when there's the risk that without it even more expensive equipment, like the \$1.1 million German-made Hofler gear grinder and the new \$7.5 million industrial gear building, might sit idle. As difficult as it is to produce evidence that the CAD system is actually saving the company money, no one doubts that CAD gives LUFKIN an advantage over other manufacturers in the highly competitive gear market.

ON THE JOB

This month The **ROUNDUP** goes on-the-job with company security guard . . .

Robert Wilkerson

During the time-span of one year, Robert Wilkerson will walk 2,100 miles for LUFKIN or roughly equivalent to strolling from East Texas to Boston, Mass., give or take a few steps. He does it to make sure his company stays safe and secure for fellow employees.

Wilkerson is a Lufkin Industries' security guard. He works the graveyard shift (10 p.m. until 6 a.m.), spending most of his nights walking . . . inspecting locks . . . walking . . . making certain company buildings are free of possible trespassers . . . walking . . . checking on potential fire hazards . . . and walking.

"I love my job. I get a lot of exercise which is good for me," Wilkerson says. "I wouldn't enjoy sitting behind a desk all day. In fact, it wouldn't be good for my back to sit still for any long periods of time."

Prior to Wilkerson beginning work at Lufkin Industries on a full-time basis nine months ago, he was a construction company truck driver. He found this occupation a back-breaking experience, literally. Once, while loading his truck with tools and other supplies, an accident occurred. The heavy load shifted and fell on him, breaking his back in two places.

"Besides all the exercise, I like this job much better because I can work more hours," he says. "Here, the weather doesn't affect whether I work or not. You can always throw on a coat, then walk through drizzling rain or icy temperatures."

Despite late-night hours and the solitude



Robert Wilkerson

of the job, Wilkerson hasn't encountered any unusual or frightening experiences. He hasn't been confronted with phoning the Lufkin Police Department about any disturbances.

"I'm a pretty big guy and I don't scare easily," he says.

Wilkerson works six days weekly. He makes two rounds per night (about seven hours of walking) Monday through Thursday. On Saturdays and Sundays, he walks additional miles being free of his gate watch where he admits late-shift employees during the regular work week.

"I've never become bored. I like my quiet, peaceful surroundings," he says. "Of course, I often see other employees while making my rounds. Sometimes I stop a minute or so to shoot the breeze."

Wilkerson is responsible for 33 company keys. Twice nightly, he checks the corporate offices, personnel department and foundry. One round requires about 2½ hours of his time. He wears a clock on his belt. At each work station, he inserts a key

into the clock so there is a record of the time he made a departmental check.

"I frequently change my schedule so anyone who might be watching me night after night can't figure out a set pattern to my rounds," he explains. When not busy with gate guard duty, he usually reads or listens to a radio to pass the early morning hours.

"I don't mind working the third shift, but if a position on the first (day) shift ever opens, I'll apply for it," he says. "It is difficult to spend quality time with my family with my wife and I working different hours."

Before becoming a full-time LUFKIN employee, Wilkerson worked weekends as a part-time security guard at Buck Creek. "I liked my job as a weekend security guard and finding it becoming more difficult to sit 10-12 hours behind the wheel of a truck, I decided to leave pushing freight to someone else. I've never regretted my decision," he says. "Lufkin Industries is a good company to work for."

—DIANA HILL

Service Key To Trailer Sales

Salesman's persistence pays off as LUFKIN lands another large trailer order.

Story and Photo by **KURT MARTIN**

Persistence best describes what Lufkin Industries' sales rep Larry Grimes accomplished this year. He sold 140 LUFKIN truck-trailers on a single order to Steve D. Thompson Trucking Company in Shreveport, La.

"I've been calling on them since I began work with LUFKIN four years ago. It has finally paid off," says Grimes.

Thompson Trucking owner Steve Thompson remembers, "I first met Larry when he came by on a sales call four years ago. He didn't sell us a trailer then, but he kept coming back time after time. He must have known sooner or later he'd hit a home run with us."

Mike Stringer, manager of Lufkin Trailer's Shreveport sales and service division and Larry's boss, believes the big Thompson order is a company-wide effort. "The key to any sale is teamwork," he says. "We've done service for them, we've sold parts to them, and Larry's worked long and hard calling on them, as have previous LUFKIN salesmen. We're more responsive to their needs than many other folks."

Why did Thompson Trucking choose LUFKIN Trailers? "They bought based on our quality. There were other manufacturers with lower prices. They felt the overall cost to own, operate and maintain a LUFKIN Trailer would be cheaper in the long run," says Grimes.

Thompson insists he looked at several factors. "We've bought some LUFKIN Trailers in the past. One thing I do when buying equipment is compare apples to apples, compare price, and compare service. LUFKIN committed to give us the service we wanted plus a good product. Also, I don't know what they had to do to get us early delivery, but they did it. That had much to do with where we bought our trailers. And, LUFKIN makes a great trailer."



Watching SDT (Steve D. Thompson) Trucking Company emblems affixed to six of the 140 LUFKIN Trailers ordered by the Shreveport, La., based firm are, l-r, Mike Stringer, manager of LUFKIN Trailer's Shreveport sales office; Thompson; and LUFKIN sales representative, Larry Grimes.

A quick history of SDT Trucking reads as a 15-year success story. From one dry van and a 1957 White Mustang tractor that Thompson bought and drove himself in 1969 between Monroe and Sicily Island, La., to an 800-employee 27-terminal company today.

"In 1969, I did pickups, deliveries, the ratings, billings ... the whole nine yards," remembers Thompson. "Now, when we take delivery on our LUFKIN Trailers, we'll have 525 line haul trailers, 325 tractors, plus we have about 40 straight trucks. In 1972, our business did \$240,000; this year we should do \$37 million."

Since the federal government de-regulated the trucking industry, several major fleet lines have gone out of business. How does Thompson explain his company's rapid growth while others were fail-

ing? "When we saw de-regulation coming, we had to get to the major market areas in the primary states in which we operate—Dallas, Memphis and Atlanta. We did this. Now we have 45 sales people, two who work only national accounts and this has been a key to our success. Our emphasis is always on service," he says.

How does the future appear for more sales of LUFKIN Trailers to Thompson?

"It looks great. They've already received some of their LUFKIN Trailers and are happy with them," says Grimes.

"I think our future with LUFKIN looks very good. If LUFKIN continues doing what we do, selling a good product and service, and remains competitive, and if our business continues as it has, in a year or less we may be needing more LUFKIN trailers," says Thompson.

FOCUS

Company officials announce promotions for eight employees



Frank Frausto



Mike Huff



George Trego



Jack Weaver

Promotions for eight employees have been announced by company officials in machinery sales, industrial supplies, manufacturing information systems, structural steel, final assembly and shipping, foundry and machine shop.

In the machinery sales department, Frank Frausto and Mike Huff were promoted.

Frausto was promoted to warehouse manager in the Odessa branch office. He joined the company in 1980 and was previously assistant warehouse manager.

He is a graduate of Austin High School, Austin, Texas, and attended Big Bend Community College in Moses Lake, Washington. He and his wife, Martha, reside in Odessa. They have a one-year-old daughter, Krystal Rose.

Huff was promoted to assistant warehouse manager in the Odessa branch office. Huff joined the company February 13, 1984.

He is a graduate of Permian High School, Odessa, Texas and has attended Austin Community College, Austin, Texas. He is currently attend-

ing American Community College. He and his wife, Sandy, reside in Odessa. They are the parents of one child, Colin.

In the Industrial Supplies Division, George Trego was promoted to receiving clerk. Trego joined the company June 19, 1984.

He is a graduate of Circleville High School. He and his wife, Donna, reside in Lufkin with their two children, Scott and Stacy.

In the manufacturing information systems department, Jack Weaver was promoted to assistant operations analyst

from entry level operations analyst. Weaver was employed by LUFKIN in 1979.

He is a graduate of Collinsville High School, Collinsville, Alabama, and a graduate of Jacksonville State University in Jacksonville, Alabama. Weaver is the father of one daughter, Elizabeth. He and his wife, Claudia, reside in Lufkin.

At the structural steel, final assembly and shipping plant, Dale Frels was promoted to foreman of the utility maintenance department. He was employed by the company in

NAMES & NOTES

When the 8th annual \$45,000 Cowboys Regional Rodeo Association championship event was held at Angelina Exposition Center for the first time recently, four Lufkin Industries' employees were members of the big show.

All riders with the Angelina Mounted Patrol—**Robert Brevel**, parts order clerk; **Jerry Vann**, order-entry; **Debbie Vann**, engineering; and **Jerry Bob Summers**, foundry pattern shop, doubled as parking lot aides and rodeo arena performers.

Homespun humor and cornpone singing were sprinkled throughout the 8th annual Hee Haw Lufkin Style production at the Civic Center with three company "show-biz stars"—

Elie Smith, Jr., personnel, **Bill Moreau**, accounting, and **James Mainer**, trailer plant,—lending their distinctive talents to this year's production.

Shades of Sherwood Forest... **Judy Cain**, lead data operator in data control, was all smiles after her son, **Todd**, 15, won a PSE Phaser compound bow at the Diboll Archery Tournament, held in conjunction with Diboll Day. He had 63 accumulative points in the 10-50 yard competition.

Estill Holiday, electrical department, was equally thrilled when his grandson, **Randy Duren**, 12, killed a five-point deer with a bow and arrow at Doyle Renfro Farm. Randy's shot was from 25 yards. Estill

commented: "I receive much pleasure hunting with Randy. We've been hunting together six years now."



Winners all... **Maureen McGill**, daughter of **Howard McGill**, engineering, and **Patsy**, machinery sales, won a blue ribbon and honorable mention with her oil paintings in the Lufkin Art Guild Show held in conjunction with Folklife Festival here. Maureen is a sophomore at Stephen F. Austin State University and Lufkin Industries Foundation Scholarship winner.

Mike Kartye, machinery sales, is elated with his sons, **Jason**, 16, and **Brent**, 13 for their winning efforts in recent livestock shows. Jason's calf

won a blue ribbon at Jacksonville and second place at Tyler's East Texas Fair; Brent, who caught his show calf at the Houston Livestock Show scramble, won a blue ribbon at Nacogdoches; placed at Tyler.

Don't tell **Pam Lovett**, mailroom clerk, or **Ronny Parker**, machine shop, it's football season. They're into basketball at Hudson Junior High with daughters **Rachelle Lovett** and **Rhonda Parker** who are leading scorers for Hudson's eighth grade girls team that has already won tournament trophies at Wells and Martinsville.



The stork commeth... **Stephen Conway**, and wife, **Jennifer**, have welcomed

FOCUS



Dale Frels



Melinda McGill



Steve McKinney



Donald May

More classes in "Working With People" planned

1967.

Frels is a graduate of Banquette High School and attended Stephen F. Austin State University and Del Mar Technological Institute in Corpus Christi. He and his wife, Kim, reside in Lufkin with their three children, Scott, Melanie, and Kellie.

In the foundry, Melinda McGill and Steve McKinney were promoted.

McGill was promoted to clerk V from part-time corporate communications clerical. She joined the company April, 1984. McGill has

an associate of science degree in business and an associate of applied science degree in general business from Angelina College. She is a graduate of Lufkin High School.

McKinney was promoted to pattern tooling technician in the foundry pattern shop. Previously a Class A pattern maker, he was employed by Lufkin Industries in 1954.

McKinney attended Kennard High School and is a graduate of Stephen F. Austin State University. He and his wife, Eva, reside in

Lufkin.

In the machine shop, Donald (Bo) May was promoted to maintenance planner in the mechanical maintenance department. He joined the company March 6, 1984, and was previously a Class A maintenance mechanic.

May is a Lufkin High School graduate and has attended Stephen F. Austin State University. He and his wife, Cheryl Ann, reside in Lufkin with their two children, Shannon Lynnea and John William.

Another 110 LUFKIN employees have completed the 12-hour course, "Understanding and Working With People," making a total of 220 employees, who have learned a little more about people's behavior and values.

Two additional courses will be offered in November and December. Details on dates and times are available through the personnel department. A sign-up sheet will be posted on a bulletin board in each department when the specific dates have been finalized.

NAMES & NOTES

Joshua Stephen Conway, into their home. He came into the world at seven pounds four ounces.

Company mailman **Billy Smith** and wife, **Carolyn**, became grandparents twice within a week. On Oct. 15, **Melvin** and **Lynn David** became parents of **John Louis David**, with great-grandparents **Mildred** and **Marvin Dias**, company retiree. On Oct. 21, **Gina** and **Shorty Wilson** became parents of **Megan Anne**. John Louis weighed in at 7 pounds, 12 ounces; Megan Anne at 6 pounds, 8 ounces.

On the mend at home following artery graft surgery of his right leg is **Kermit Gammill**, who recently retired with wife, **Kathleen**, as managers of the company's Rayburn Lake re-

treat, Piney Point. **Kathleen**, an original member of the famed Kilgore Rangerettes, is still hopeful they'll have time to plant a fall vegetable garden.

Back from Europe are **Ellen Lightfoot**, print shop, after a week of vacationing in Spain, and **Lisa Gregory**, daughter of **Loraine Gregory**, machinery sales. Lisa studied six weeks at Oxford University in England as one of 30 English Department students from the University of Texas.

BOWLING BITS— When you're hot, you're hot and **Don Kuehl**, pattern shop, was just that with a high game of 272 and series of 667, both of which qualified for American Bowling Congress awards. His 272 game was 100 pins above his average.

series of 667, both of which qualified for American Bowling Congress awards. His 272 game was 100 pins above his league average; his 667 series was 150 pins above his average.

Other outstanding bowling feats were accomplished by: **Charles Shattock**, foundry, who strung games of 208-226-204 for a 638 series; **Ron Smith**, machine shop, and **Lank Ballard**, Trailer Division, with identical 617 series with high games of 249 and 247 respectively; **Bobby Allen**, foundry maintenance, only six pins short of a triplicate award with a 204-198-204-606 series; and **Ben McClain**, Trailer Division, with a snappy 220 game.

The wrap-up...

Dick McKay vice president, Trailer Division and **Jimmy**

Horn trailer sales manager are aiming for a record sales year at the Trailer Division. They're already well past 1983 production and if another customer shows up like J.B. Hunt Transport of Arkansas (they've purchased 1,752 vans during the past 18 months), McKay and Horn may start thinking about expansion.

Over 130 employees, from the accounting department, and their families enjoyed a fish fry and picnic at Piney Point with boating, volleyball and horseshoe pitching highlighting the afternoon of activities.

Jan Kupec, accounting, helped son **Eric** knife into his sixth birthday cake on Oct. 10. He's a soccer-playing kindergarten student at Hudson.

FOCUS



Rusty Meador (left), district manager with Petroleum Engineer International, presents a Readership Award to LUFKIN Chairman and Chief Executive Officer R.L. Poland while, Jo Ann Anderson, company advertising coordinator, smiles approvingly.

Company ad winner in magazine readership survey

A company advertisement in an oil industry trade publication was one of the top performing ads in an issue used to study reader interest in the publication. According to PETROLEUM ENGINEER International, one of the top oil industry publications with over 37,300 subscribers, a LUFKIN ad entitled, "Service for your 50-year-old LUFKIN

pumping unit is no joking matter," was recalled by 27 percent of the individuals responding to the survey.

It was the second award for the same four-color ad, which stresses the company's long history of service, and the fourth time a LUFKIN ad was among the top-ranking ads in the magazine's readership studies.

Insurance Inquiries? Send Us Your Questions

Many questions have been posed recently about Lufkin Industries' employee insurance program.

How high are monthly premiums going? Why are premiums being increased? Will the change of insurance carriers help LUFKIN employees?

These and other questions are being asked due to numerous recent changes in employee insurance plans.

During coming months,

THE ROUNDUP hopes to answer any insurance related questions employees and retirees may have.

Inquiries about your company insurance program should be addressed to the Corporate Communications Department. Due to space limitations, every question may not be answered in the magazine, but signed questions will be answered by mail if not used in THE ROUNDUP.



Representatives of Caterpillar Tractor Company, makers of marine diesel engines, were in town recently to meet with company engineers and sales representatives. The group included (l-r) Art Nelson, LUFKIN engineer; Ken Diana, LUFKIN machinery sales; Harold Rowen, Caterpillar representative; Hugh McWilliam, LUFKIN gear sales manager; Wade Martin and Joe Goett, Caterpillar representatives; and Ben Queen, LUFKIN vice president, machinery sales.

CHANGES

Company officials have announced the job changes and new assignments for employees in the machine shop, trailer plant, structural steel plant, foundry and Little Rock Foundry.

Changes in the machine shop were: **Steve Cortines**, from truck operator to mike setter; **Monty Davis**, from laborer to machinist helper; **Juan Moreno**, from Class B machine operator to Class A machine operator; **Ricky Parrish**, from laborer to machinist helper.

Changes in the foundry were: **Michael Davidson**, from shakeout tender to fork lift operator; **Adolfo Garcia**, from chipper grinder to molding systems helper; **Jose Gamboa**, from Class B core machine operator to Class A core machine operator; **James Hendrix**, from chipper grinder to coremaker helper.

Also, **Roy Selby**, from chipper grinder to molding systems helper; **Michael Standerford**, from chipper grinder to laborer; **Larry Weisner**, from laborer to mechanic helper; **Hugh Wise**, from chipper grinder to molding systems helper.

Changes in the trailer plant were: **Jef-fry Boyd**, from helper Class B to trailer builder; **Sammie Davis**, from Class B trailer builder to Class A trailer builder; **Jay Hunt**, from Class B painter to Class A painter; **Stephen Jayroe**, from helper to Class B painter; **Jerry Landrum**, from Class B trailer builder to Class A trailer builder; **Hugh Poulund**, from Class A material handler to Class B trailer builder; **Archie Rice**, from machine operator specialist to inspector; **Harold Windham**, from helper to welder.

Changes in the final assembly and shipping department were: **Joe Rodriguez**, from Class B assembler to truck operator.

Changes in the structural steel plant were: **Thomas Crawford**, from helper to belt cover and crank guard; **Kim Frels**, from Class C structural worker to Class B structural worker; **Leslie Haag**, from Class A electrician to electric department specialist; **Doris Hooper**, from Class C structural worker to Class B structural worker; **Darrell Wright**, from helper to belt cover and crank guard.

Changes in the Little Rock foundry were: **Harold Brown**, from chipper grinder to molding systems helper; **LeRoy Doss**, from chipper grinder to no-bake molder; **Kenneth Golatt**, from chipper grinder to molding finisher; **Todd Johnson**, from molding systems helper to core room helper; **C.W. King**, from chipper grinder to crane operator; **Duane Lee**, from chipper grinder to molding finisher; **Jimmy Marshall**, from chipper grinder to crane operator; **Odell Marshall**, from crane operator to coremaker; **Richard Morrow**, from welder to maintenance man.



NOVEMBER ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

Hollis Motts, Sr.	29
Billy Kirkland	23
James Dunn	18
Amos Mayo	15
Cecil Agent, Jr.	12
Arthur Chatman	12
Leonard Sullivan	11
Bobby Greenville	10
Chester Sickels	9
Donny Garton	9
John Foster	8
Belton Havard	8
Daniel Horn	8
David Holt	8
Joe Hollis	8
David Glover	6
Brenda Taylor	6
Jewel Brewer	6
Judy Bussey	6
Juanita Johnson	6
June Garton	5
Robert Myers	5
Terry Anderson	5

FINAL ASSEMBLY AND SHIPPING

Chester Robinson	15
James Burrell	10
Donald Davis	9
Martin Habacek, Jr.	7
John Richard	7
Earl McGallion	6
Richard Welch	4
Robert Foote	1
Andrew Sherman	1

FOUNDRY OPERATIONS

Eulies Edwards	39
Judge Burrell	38
Seamon Riggsby	37
Levi Patton	29
Henry Jefferson	29
Clifford Johnson	26
Cloyce Fussell	23
Maurice Patton	23
Norris Alexander	23
Preston Cauley	18
Willie Polk	16
Alton Bennett	13
Curtis Anthony	12
Leslie Segrest	11
Oneal Jones	10
Johnie Horace	9
Mike Justus	9
Joe Calhoun	7
Mamie Hankins	7
Patricia Lilley	7
Albert Funderburk, Jr.	7
Jose Luna	5
Kenneth Moore	5
Elaine Rogers	5
Refugio Rojas	5
Thomas Sides	5
Harold Kelley	5
Donald Ridgeway	4
Randall Norsworthy	3
Vernell Winthrop	3
Eduardo Perez	1
Johnny Smotherman	1
Allen Whitaker	1
Eddy Rivas	1
William Dean	1
Winfred Jenkins	1
Byron Coutee	1
Jose Lopez	1
Gustavo McCoy	1

Grose Kiel	1
Ellis Luke	1
Alfred Moyer	1
Nick Durham	1
Jay Coutee	1
Zeferino Cruz	1
Roosevelt Mathis	1
Jay Hess, Sr.	1
James Bussey	1
Larry Luce	1
Ronnie Harris	1
Esteban Garcia	1
Darrell Lathan	1
Otha Thompson	1
Willie Davis	1

MACHINERY OPERATIONS

Estill Holiday	30
Alvin Powell	29
Cleveland Simmons, Jr.	28
Jerry Tullis	23
Robert Manning	19
Clarence Thorn	19
Manzel Clark	19
John Reece	18
Alvie Luce	18
Larry Tompkins	17
Clarence Matchett	17
Jerry Taylor	15
Francis Hyde	14
Jerry Brock	14
Clifton Marze	11
L.P. Griggs	11
Dorman Boaz	11
Richard Guevara	10
Andy Modisette III	8
James Nerner	7
Charles Morgan	6
Samuel Price	6
Eugenio Aldava	6
Meiba Schoennagel	6
Kara Porter	6
Daniel Phipps	5
Clara Landers	5
Jerry Jenkins	5
Marvin Stubblefield	5
Timothy Johnson	4
Travis Amie	4
Wilbur Williams	1

LITTLE ROCK FOUNDRY

Royal Doss	7
Floyd Andrews	1
Lester Hall	1
Robert Green	1
Andrew Brooks	1
Bennie Doss, Jr.	1
Charlie Miles, Jr.	1
Jimmy Wilson	1
Claude Winder	1
Richard Morrow	1
Tommy Morrow	1
Ricky Pots	1
Rharr Hill	1

MANUFACTURING ADMINISTRATION

Robert Boynton, Jr.	10
David Bazar	7
J.L. Horace	6
Gene Lee	5
Mike Kimmelshue	4

CORPORATE OFFICES

Joe Floyd	36
Walt Bardwell	22
Ben Hooker, Jr.	1
William Courtney	1

INDUSTRIAL SUPPLIES

Aaron Pigg	21
William Grady	6

ENGINEERING

Marvin Kimmey	25
Bob Freeman	25

MACHINERY SALES

H.H. Muller	35
Don Stanley	19
Jacqueline Campbell	13
Dennis Melland	2
Iris Dela Vega	2

PERSONNEL

Michael Mark	8
Gerald Hedge	2
James Reynolds	1
Gayland Davis	1

TRAILER PLANT

J.W. Smith	40
E.L. Tullis	33
Bob Beddingfield	32
Dennis Rice	18
James Tucker	14
Hugh Lambright	12
Tommy Wells	10
Roy Weathers	8
Kenneth Faires	7
Cleveland Adams	7
David Lawson	7
Warren Steel	6
Pattie Smith	6
James Roberts	6
Robert Nicholson, Jr.	6
Michael McClain	5
Gilbert Reynolds	1
Rosie Graham	1
David Archibald	1

TRAILER SALES

John Elliott	14
Clovie Craig	12
James Jones	8
Harley Steele, Jr.	7
Tracy Bisang	5
Michael McGrail	3



J.W. Smith
40 Years



Eulies Edwards
39 Years



Judge Burrell
38 Years



Joe Floyd
36 Years



H.H. Muller
35 Years

THOSE GOLDEN YEARS



'Globe Trotters'

Reindeer meat okay, snails yeech!
Myers, Largents discover in Scandinavia

Retirement from Lufkin Industries has meant many things to Bill Myers and Weldon Largent, but relaxing at home in East Texas is hardly one of them.

These two gentlemen, accompanied by their wives—Lois Myers and Irene Largent—have taken to globe-trotting via automobiles, ships and airplanes. Since January, both couples have been on a Caribbean cruise, a tour of Scandinavian countries, to California, Lake Tahoe and Reno, Nevada.

"About all we've done is eat and sightsee, eat and sightsee," says Weldon. "I've tried more strange, foreign foods during the last couple of years than I knew existed."

"We're always on the go, but we're having a ball," says Irene.

After 36 years with Lufkin Industries, Myers retired in 1982 from the Industrial Supplies Division. Following 35 years with the company, Largent retired in 1976 from the order entry department.

Besides trips the couples have taken together, Bill and Lois have motorcoached through Alaska, the Yukon Territory and Canada. "While on our Alaskan trip, we took an excursion aboard the Love Boat," recalls Lois.

Three days after a 15-day tour through the Scandinavian countries, the Largents were off again, for New Jersey where Weldon attended a reunion with World War II buddies he hadn't seen in 40 years.

Many of their trips are sponsored by Home Savings & Loan's Autumn Club which arranges senior citizen reduced travel expenses at group rates.

During their Scandinavian junket, the Myers and Largents visited Denmark,



Irene and Weldon Largent, and Lois and Bill Myers look over souvenirs from their Scandinavian trip.

Sweden and Norway, tour-stopping in the major cities of Stockholm, Copenhagen, and Oslo. They also visited Bergen, Germany, where they were easily recognizable by former Lufkinite Ralph Mann because of red-and-white LUFKIN windbreakers and caps Bill and Weldon were wearing. Mann, executive director of Mission Possible, a non-denominational Christian organization, is spending 18 months working in Bergen.

"It's really nice when someone from your hometown greets you halfway around the world," says Bill. "The caps and jackets are great advertisements for the company and our town."

"In Norway, we feasted on reindeer meat and later I had to convince my granddaughter that it wasn't red-nosed Rudolph upon which we dined," says Irene. "We also sampled something called porridge which consisted of sour cream, flour and

brown sugar topped with cinnamon and sugar."

"It was good, but uh, different," offered Weldon, who also taste-tested snails, but not many.

During a February cruise of the Caribbean, the Myers and Largents packed away more calories aboard the three-story floating hotel, S.S. Norway. "They served five meals daily and kept 1,800 passengers busy with games, dancing, swimming, ice carving, scuba diving and paper flower-making classes," said Lois. "We even entered some relay races," she indicated, perhaps as a way to burn away some of those calories.

On the horizon for the traveling quartet are Autumn Club trips to China in 1985 and Australia in 1986.

In retirement, the world is truly their oyster, if not necessarily their dinner-table snails.



of Faces & Places

With Rick Pezdirtz

“

I was just
too tired to pull
any of those
slot machine handles

”

This weary, old typewriter-wrecker, by his own admission, has excelled in many of life's extra-curricular adventures. Such as filling inside straights and throwing four straight elevens and grinning on the first card.

But, as Dino Martin, that renowned philosopher and sampler of rare beverages, says: “Let him without stones cast the first sin.”

Besides, there are some of us citizens who do not consider filling an inside straight a sin by any means; rather, we deem it a work of art attained only by hard work, faith and the old country shuffle. (Personally, I really wouldn't give you a cold egg sandwich for all the inside straights you can pack inside a shoe box).

Seldom do I think about—horror of horrors—*gambling*, that the mecca of high-rollers, Las Vegas, doesn't come to mind. And, never do I ponder about that Nevada city of fast folks and flashing casino lights that the beginning of the end for a terrific Texas lady doesn't bump around in my brain.

“I think I knew something was definitely wrong with me when I was just too tired to pull any of those slot machine handles,” she once said. This was during a summer Las Vegas visit in 1966. Before the first golden leaves of autumn had fallen, she was back in Dallas where a team of doctors deciphered her weariness as a malady called aplastic anemia. They hinted softly her days were numbered.

“You'll need to slacken your work pace, eat plenty of calf's liver, have surgery for the removal of your spleen, and come in for weekly blood transfusions,” the chief medico told her. “Toward the end, you won't have the strength to do much. You'll need bed rest 14-16 hours daily. There won't be much physical pain, but you'll have difficulty staying warm even during the summer months. And, you'll grow more and more exhausted as the months pass.”

Death Delaying Transfusions

All of the physician's forboding predictions ultimately came true. But, the tough Texas lady fooled the medical experts, somewhat. She didn't die within their forecasted time schedule. She lived another 4½ years with the dread disease that also claimed Eleanor Roosevelt.

She never complained. Not once.

She went faithfully to Wadley Blood Clinic in Dallas, received one, sometimes two pints of life-lengthening plasma. Often, she came away with tears brimming her eyes. She wasn't weeping for herself.

“I can't help crying for those little people, the children with leukemia here at Wadley who probably won't live to see next Christmas,” she would say. She would inquire about her small friends during her many subsequent visits to Wadley Blood Clinic and feel the sharp sting of heart-ache each time a nurse informed her of a little one's passing.

The Gift of Life . . .

The tough Texas lady's life was prolonged because of hundreds of caring people who were willing to roll up their shirt-sleeves and donate a pint of their blood on her behalf. Football players and coaches in the Rio Grande Valley gave. Scientists at Langley Field, Virginia, gave. Businessmen in Vermont gave. Many others, too.

I've never really filled an inside straight or thrown four straight elevens. But, I have donated over a gallon of blood in my time. It is as easy as rolling off an East Texas pine log. And, considerably more worthwhile.

Donating a pint of blood comes with pure nonchalance for me. You see, that tough Texas lady was my mother.

LUFKIN INDUSTRIES, INC.
P.O. Box 849 Lufkin, Texas 75902-0849

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
Lufkin, Texas
Permit No. 10



"Sportsman's Paradise" by Herman Parrish, Third Place winner in Color Division of ROUNDUP Photo Gallery Contest.

INSIDE

From the Chairman's Desk	1
Lookin' for Blood	2
... 1984 Photo Gallery Winners	3
Jumping Bean Peso ...	7
Bulletin Board Opportunities	9
Billion \$ Shopping Trip	11
Staying Competitive with Computer-Aided-Design	13
On-the-Job	15
Service Key to Trailer Sales	16
FOCUS	17
Anniversaries	20
Those Golden Years	21
of Faces & Places	22

ROUNDUP

Vol. 41, No. 11, 1984

Published monthly by Lufkin Industries, Inc.,
P.O. Box 849, Lufkin, Texas 75902-0849 for ac-
tive and retired employees and their families. Pro-
duced by the Corporate Communications
Department.

Rick Pezdirtz
Director

David Willmon
Managing Editor

Diana Hill
Assistant Editor

Chuck Stevenson
Manager, AV-Photo Services

Kurt Martin
Photographer

Jo Ann Anderson
Advertising Coordinator

Mary Beth Kinner
Photographic Technician