

LUFKIN ROUNDUP

December 1984



Ready to meet the

While many companies still struggled, Lufkin Industries had its third

Thirty-nine years ago today, December 1, 1945, I came to work with Lufkin Foundry and Machine Company. I was a young engineer, newly married and fresh out of the United States Army.

In retrospect and with all truthfulness, I can sincerely say these two occasions—my marriage to Adell and employment with this company—have been the ultimate highlights of my lifetime.

I have now lived and worked with the same company and the same wife, to these 39 years. And, I often take pause to consider how richly blessed I have been from both these remarkable and rewarding associations.

As I stand before you tonight, I can easily recall that the LUFKIN shops back then, in 1945, straddled a small portion of Raguet Street. All of the Machinery Division was cramped within a small area on the east side; the Trailer Division occupied only two buildings on the west side.

Since those early, post World War II days, a lot of water has flowed under the bridge.

We now have four major plants in Lufkin plus a fine office complex. We have a foundry in Little Rock, Arkansas; and a pumping unit plant in the province of Alberta, Canada.

We have grown from a \$16 million company in 1945 to a company with sales in excess of \$300 million.

If we have a rich heritage, and we do, it is because of people such as yourselves who have contributed so much to the growth and progress of this company. We have long been known as a "family company," and this has been healthy for us.

For many years now, we have come together at Christmas time to tell you about our business and to offer you some ideas about what to expect during the next year. Of course, this gather-

ing also gives us the pleasurable opportunity to present you with awards for your long and faithful service to Lufkin Industries.

Considering the fact we have just recovered from a national recession that somewhat hurt the energy industry, forcing many companies into bankruptcy, the year 1984 has been a good one for Lufkin Industries.

Most of you probably remember our plush years, up to early 1982, when we were working seven-day weeks. Then, suddenly the recession hit. We had to lay off over 2,000 employees to keep from going under ourselves.

The next year, 1983, became a year of recuperation for us to keep our company together. We had to eliminate and utilize our surplus inventory. We were strong enough financially to weather that storm and to retain a good nucleus of our older employees. Fortunately, we have now recalled over 600 of those employees that were laid off during the height of recession.

During our boom years, we had invested over \$100 million in new tools and equipment to make us the most efficient pumping unit manufacturer in the world. This investment has enabled us to maintain our market share, both domestic and export, as the number one

pumping unit manufacturer of the world.

We were extremely pleased to see a gradual up-turn in the pumping unit business during 1984, and we are elated to report another good year. We expect 1984 company sales to reach \$260 million with earnings of \$42 million by year's end. This will give us our third best year ever.

(Below) Hosts were company representatives and their spouses: (l-r) Rick Pezdirtz, director, corporate communications; Joyce Pezdirtz; Barbara Long; Johnny Long, director, personnel department; (opposite page, l-r) R.L. Poland, company board chairman; Adell Poland; Jerry Stevenson, and Frank Stevenson, company president.



future's challenges

best year, says Chairman R.L. Poland at 14th Annual Awards Banquet

The Trailer Division expects a record year with nearly \$60 million in sales and about 4,000 trailers shipped during 1984.

Commercial gear shipments have been somewhat slow but rather steady.

The Industrial Supplies Division has shipped over \$11 million and will have its second best year in 1984.

Although we have invested many dollars towards tools and equipment during the last few years, we must continue to reduce costs and be even more efficient. In 1985, we will invest \$15 million toward new machines, expansions and production development.

We now have new Fellows gear cutters that are twice as fast as our old Sykes. We have numerically-controlled machining centers that can machine a gear housing in one setup, whereby our old method required six operations on different machines.

Here in Lufkin, we are building a new ductile iron gear foundry and installing a new holding furnace. We have also purchased a new automatic medium casting machine for our foundry operation.

At our Little Rock foundry, we have started a second shift and have moved most of our commercial and marine gear patterns to this facility where these castings will be made in the future.

During 1985, we will devote more to product development than we have previously. This will include the re-design of some of our pumping unit line and continued improvement in the manufacture and quality of our pumping units and gears.

We are now looking at a new field of endeavor in commercial castings, but we are limited with our present facilities in what we can accomplish here. We need a steel foundry and a small casting facility, along with our present gray and ductile iron foundry, to give us the needed coverage.

We are considering the possibility of bidding on and furnishing certain types of machinery for defense work. Most of this would be in the line of gears or iron castings.

We are hopeful and optimistic about 1985. We believe business in general will continue to be good in all divisions.

We expect the Trailer Division to again be busy all year with another 12 months similar to those of 1984.

The Industrial Supplies Division has set a 1985 goal of reaching \$12 million in total sales, or an average of \$1 million per month in shipments. And, I believe they will make those figures.

We expect the commercial and marine gear business to continue slow but steady. Our efforts in this field will be directed toward case-hardened and ground gears since this is the present trend in all defense and most commercial applications.

We believe the 1985 pumping unit business will remain about the same as during 1984, but with more emphasis on domestic and Canadian sales. Export business is rapidly becoming more and more difficult to obtain because of nationalization and foreign competition.

Five years ago, 30 percent of our business was export, whereas today less than 10 percent of our products are shipped overseas. In order to retain as much of this export business as possible, we have a license agreement with Hughes Tool Company in Argentina to manufacture and market LUFKIN pumping units in South America.

Also, we have a joint venture with LUKIVEN in Venezuela to manufacture our equipment in that country. This is because of Venezuela's excessive 65 percent duty on American-made units.

Fortunately, we have our own plant in Canada. Due to Canadian law, this facility is managed and operated by Canadian per-

"If we have a rich heritage, and we do, it is because of people such as yourselves who have contributed so much to the growth and progress of this company."



Welcome

ANNUAL SERVICE AWARD

sonnel so that we can more easily sell units in Canada. We are required by Canada's laws to pay import duty on all pumping units and parts that go across their border, yet they can ship virtually duty-free into the United States. Without our facility in Canada, we could not market there.

Presently, there is little business to be had in Mexico, Peru, Brazil or China. This is due to a lack of money in those countries. China may purchase a few units from us, primarily to measure and make themselves. But, we do not anticipate a long-range market there.

In the Middle East, we have good customers in Oman and Kuwait. Most Saudi Arabian wells remain still flowing. Of course, foreign competition is always very keen due to the high costs of over-water freight.

In this country, we have expanded our service organizations in Oklahoma City, Odessa, Casper, Wyoming, and Bakersfield, California. Our service personnel can handle any service problems with LUFKIN equipment that might arise out in the oil fields.

Several of you will be retiring this month, and we will miss you.

We now have over 500 retirees who are the most loyal people I have ever known. I enjoy having coffee with our retirees the first Wednesday of each month, and you cannot conceive of the



(Above) Chairman R.L. Poland presents Talmadge Smith, a 20-year structural plant employee, his ring with a three-emerald setting.

(Inset) Thomas Williams, machine shop, receives a tie-tac with three blue sapphires for 10 years of service to the company.

(Far left) Company retiree, I.V. Christopher and wife, Floy Nell, admire the engraved Seiko retirement watch he received for 38 years of service.

(Left) Employees with twenty or more years of service choose their service awards. Barbara Pletcher, a 35-year employee of the Industrial Supplies division, selected a ladies ring with a setting of two gold sapphires and a diamond.



LUFKIN DS PROGRAM

14th ★



enthusiasm this group has for Lufkin Industries. I hope you can join us, and become a part of this fine organization.

Our company is financially strong and we expect to be in business another 82 years, doing what we know best—building good, heavy machinery that will continue doing an exceptional job for our customers.

Today, as in the past, the name LUFKIN on a pumping unit, a gear, or a truck trailer means the very highest of quality and value.



With 82 years behind us, we are optimistic about our future. This company may be old in years, but it is young in spirit.

After experiencing many years of growth and success, we can never be satisfied with anything less. Lufkin Industries is ready to meet all eventual challenges of the future.

This is the beautiful season of the year when we can gather together with our friends and loved ones in our homes at Christmas time to fully enjoy the holidays; when we can show our love by exchanging gifts, and express our heartfelt thanks for a fruitful year.

The management of Lufkin Industries truly wishes for you and your family a Merry Christmas and a prosperous and happy year in 1985.

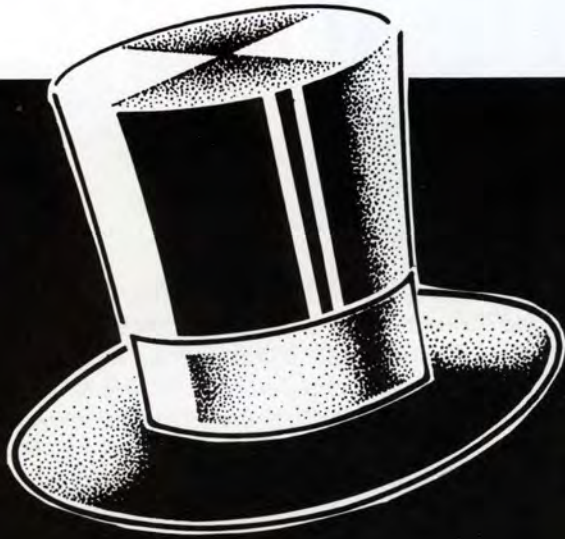
R.L. Poland

(Above) Entertainment for the evening was provided by Elie Smith, assistant personnel director.

(Inset) Foundry engineering employee, David Jones, and wife, Sheri, admire his five-year service award, a tie tac with three rubies.

(Right) Presented gold retirement watches during the evening were 1984 company retirees: Front row (l-r), Chester Hodge, 18 years, foundry; I.V. Christopher, 38 years, foundry; James F. Matthews, 18 years, welding shop, and Judge Burrell, 38 years, foundry. Back row, Arthur Holiday, 28 years, structural plant; Seamon Rigsby, 37 years, foundry; Eulies Edwards, 39 years, foundry, and A.C. Hunt, 30 years, final assembly shipping.





A TIME FOR HONOR

The Company honors 501 employees
at 14th Annual Service Awards Banquet



A festive affair to remember . . .

If Lufkin Industries is building bigger and better oil field pumping units, the nearly 83-year-old company is also making swift inroads toward putting on bigger and better company awards banquets.

When the 14th annual LUFKIN Service Awards Banquet was held Dec. 1st at Lufkin Civic Center, an all-time record 778 were in attendance, all dressed in their Sunday best for the 2½-hour gala.

Jeweled service awards went to a record 470 employees, celebrating anniversaries in five year increments (from 5 to 40 years) and gold watches were presented to 1984 company retirees of which there were 31.

"I remember many years ago when we used to meet at the beginning of the Christmas season under a shed at the old shipping department to announce Christmas bonuses," recalled company chairman and chief executive officer R.L.

Poland. "When we started these award banquets 14 years ago, we didn't have the Civic Center and actually had four banquets, Wednesday through Saturday nights, in the Angelina Hotel Ball Room."

Poland, who presented the service and retirees awards, made the evening's major address (pages 1-4) in which he indicated



James Horton, left, senior personnel officer gives a name tag to J.D. Robinson, machine shop, celebrating ten years of service to the company.

just how far the company has come during his 39 years with Lufkin Industries. Most of his listeners knew of what he spoke. The 470 celebrating anniversaries represented an accumulation of 5,110 total years service to LUFKIN. The 31 retirees accounted for another 1,966 years within the LUFKIN labor force.

This was an evening of green table cloths, decorated with glowing red candles, poinsettias and holly. Baritone Elie Smith, with piano accompaniment from Bonnie Eakin, sang and then led the throng in familiar Christmas carols. Johnny Long emceed the event and his staff from the personnel department kept a steady stream of diamond-ruby-emerald-and sapphire studded awards—rings, bracelets, buckles and watch bands, chains, necklaces, lighters and tie tacs—flowing to the podium.

Of the 470 awardees, five had in excess of 35 years service with the company—Barbara Pletcher, Industrial Supplies, 35 years;

Clyde Grisham and Lynwood Dubose, both foundry, J.W. Smith, trailer plant, and Charles Daniel, machine shop, all 40 years.

Otherwise, 28 received 30 year awards; 19 received 25 year awards; 33 were honored for 20 years, 52 for 15 years, 99 for 10 years and 234 for five years of service.



A tuxedoed John Moore, foundry, shows off his award for ten years of service, a tie tac with three blue sapphires.



Accounting department employee, Martin Cortines, and wife, Charlene, an Industrial Supplies employee, look at his 25-year service award, a ring with a setting of two rubies and a diamond.



Dennis Hopper, shows his wife, Patsy, the belt buckle he received for 20 years of service in the machine shop.



WALKER, DYER

By **RICK PEZDIRTZ**

Ninety-eight years, and 13 days.

Say it swiftly, without stuttering, ... and it will still slide trippingly from the tongue, sounding ever so much like a long, long time. More than a usual lifetime. Empires have risen, then fallen during shorter spans.

Ninety-eight years and 13 days.

One came to type and stay; the other stayed to travel and sell.

Luda Belle Walker (46 years, 8 months, 23 days) and Charles Edward Dyer (51 years, 3 months, 20 days) won't be reporting to their regular work stations with Lufkin Industries come January, 1985.

They're calling it a career. Retiring from the workforce roster.

If professional athletic teams can retire the jersey numbers of their legendary stars, perhaps LUFKIN executive officers could consider retiring the clock numbers of these two loyal, lovable employees. It's a thought!

That'd be clock number 5031 for Luda Belle; 5835 for Charlie.

Their stories ...

THROUGH THE YEARS WITH WALKER

1938—Secretary for M.S. Spitler and vice president Al E. Cudlipp.

1939-47—Secretary for company president W.C. Trout.

1939-68—Secretary for company president W.W. Trout, Sr., and 1948-68 also secretary for vice president Ed P. Trout.

1968-84—Secretary for company president R.L. (Bob) Poland; and 1968-70 also secretary for vice president Bayo Hopper; and 1971-84 also secretary for vice president W.W. Trout, Jr.

Seemed more like twenty years

"It hasn't seemed nearly 46 years. Twenty maybe, but *not* 46," says this ex-

ecutive secretary to three of LUFKIN's five presidents and four of its vice presidents.

Luda Belle has done double duty for Lufkin Industries' executives almost since the early spring afternoon in 1938 when "one of the best friends I've ever had, Mr. E.L. Kurth, sent his secretary, LaVelle Cooper, to my home in Keltys to inform me they had a secretarial job coming open at Lufkin Foundry and Machine Company.

"I was reading a book at the time and I remember LaVelle coming over from Mr. Kurth's office as though it was only yesterday. I had borrowed money from Mr. Kurth's scholarship fund to attend Satterwhite Business School and I was ready to start work somewhere," she recalls.

On April 7, 1938, Luda Belle started work for M.S. Spitler, head of the Mill Supply department. She doubled as an inventory clerk and also worked for Al E. Cudlipp, company vice president when he was placed over the Mill Supply area.

The following year, 1939, when president W.C. Trout needed a new secretary, Luda Belle was moved up since she was the only girl with the combination secretary-bookkeeping and shorthand abilities Trout required. She soon found herself with triple duties, also spending secretarial time with W.W. Trout, assistant to the president in charge of oilfield sales; and plant manager E.M. Tollefson.

By 1948, Walter Trout was president, Ed Trout was a vice president, and Luda Belle doubled as secretary to both. Twenty years later, when both Trouts retired, Walker remained as secretary to R.L. Poland, the new company president and chief executive officer. Double duty continued during two years as secretary to vice president Bayo Hopper; then with vice president W.W. (Bill) Trout, Jr.

"I've enjoyed my career. I wanted variety and excitement and have had much of both. And, I'm looking forward to more in retirement - rekindling social contacts, doing volunteer work, assisting with civic and my church (Keltys Methodist) activities. And then, there'll be some travels.



Luda Belle Walker, executive secretary to three presidents and four vice presidents at Lufkin Industries, accepted almost countless telephone calls for her bosses during a work career that stretched nearly 47 years.

SAY THEIR GOODBYES

I definitely plan to be in the Hawaiian Islands next May," she says.

"Even though I'm now ready to enjoy the fruits of my labor, I'll greatly miss the daily contact with my co-workers and friends here at LUFKIN. I've known and enjoyed so many of them for so many years. They've been an integral part of my life."

It goes, of course, without saying. Luda Belle Walker has been an integral part of Lufkin Industries, its growth and success.

A wonderful two-way street

When it comes to selling LUFKIN oil field equipment, Charlie Dyer has no peers. However, perhaps the best "selling job" Charlie ever accomplished was "a pitch and a promise" he put on Sara Virginia Shuff, a pert and pretty little desk clerk at the Randolph Hotel in El Dorado, Ark., 38 years ago.

"I stayed at the old Randolph four months back in 1946 when I was sent to El Dorado as a LUFKIN salesman. That's when I met and fell in love with sweet Sara," Charlie recalls. They've been husband and wife ever since. They're also parents to Charles Edward, Jr., now a successful executive with Claremore (Okla.) Regional Medical Center.

Dyer has read more than a few road maps and flight schedules for LUFKIN. He's made nearly a half dozen changes of addresses for the company "and there's no telling how many road miles in company cars or air miles in commercial airplanes I've put under my old rump," he says.

Charlie pioneered Canada for LUFKIN's sales division; also Ohio and Michigan. He's traveled Texas, Oklahoma, Arkansas, Illinois, and beyond.

When Charlie leaves the highways and skyways for his comfortable, colonial home (bought new 25 years ago) in southeast Tulsa, he plans an active retirement.

THROUGH THE YEARS WITH DYER

1933-39—Hired by Charlie McLane, machine shop superintendent and worked for Alex Andrews, materials procurement foreman; later became Class A machinist/lathe operator.

1939—Started sales training program at Atlanta, Texas.

1940-41—Great Bend, Kansas, as salesman with Cooper Richards.

1942-43—Back in Lufkin for shop work, making World War II defense materials, howitzer gun carriages.

1943-46—Joined U.S. Army, served in South Pacific, honorable discharge as First Sergeant.

1946—Back in Lufkin for 30 days shop refresher course.

1946—El Dorado, Arkansas, sales.

1947—Wichita Falls, Texas, sales.

1948-49—Back to El Dorado, Arkansas, sales.

1950-53—Edmonton-Calgary, Canada, sales manager.

1954-58—Oklahoma City, district sales manager.

1959-84—Tulsa, division sales manager.

"I'll bicycle my 5-6 miles daily, do some black bass fishing up at Grand Lake, spend some time with Red Cross volunteer work and mostly try to stay out of Sara's way around the house. I have a hunch she's dreading my retirement more than am I," he says.

LUFKIN is the only company for which Dyer has worked. "It's been a wonderful two-way street. The company has been good to me during all these 51 years, and I believe I've been good for LUFKIN," he says.

That, Charlie has. The man from Cherokee County (Forest) retires second only to Louis Fincher in service years with LUFKIN, and second by only a few months. He's age 70 now, and retires with seven times seventy major memories of his many seasons in the sun with Lufkin Industries.

The end of an era in LUFKIN's sales force will occur Dec. 31 when Charles Dyer, right, retires after 51 years company service. At left is Dyer's brother, Hubert Lee, who spent 43 years with Lufkin Industries. Center is LUFKIN vice president and machinery division sales manager Ben Queen.



THANKS TO YOU. . .

...the United Way can work for all of us;
employee and company giving
helps local drive reach goal.



Lufkin Industries employees contributed \$16,136 to the 1985 United Way campaign with 40 employees giving a day's pay.

With the company's matching contribution, a total of \$32,273 was donated to this year's Angelina County United Way drive. The county collected \$330,303, or 108 percent, of its total goal of \$305,000 during the 37th annual campaign.

Due to improved economic conditions and over 600 additional employees, this year's donations were slightly higher than 1984 figures, according to Bill Moreau, United Way company chairman. The company's donation has grown considerably since a first gift of \$4,630 in 1955.

Here is a list of total monies donated since 1980:

1980	\$28,703
1981	\$40,777
1982	\$53,082
1983	\$26,461
1984	\$27,160
1985	\$32,273

"Collecting pledge cards from 2,775 employees is a lot of work," Moreau said. "Every pledge card must be returned whether the employee gives or not. I couldn't have done it without the assistance of Leah Johnston, and the other 23 workers or solicitors who see that the cards are distributed and returned."

The company's contribution to the Angelina County United Way drive will help fund 20 community agencies. The money will be used to support local youth and senior citizen groups, fund area libraries and treatment centers and provide emergency food, medicine and shelter.

Agencies supported totally or partially by United Way funds include Salvation Army, \$60,000; Red Cross, \$40,000; Boy Scouts, \$25,000; Lufkin Day Care Center, \$14,000; McMullen Memorial Library, \$1,500; Wilson McKewen Treatment Center, \$14,000; Girl Scouts, \$16,000;

Bill Moreau, assisted by Leah Johnston, headed up the 1985 United Way company campaign. This year's drive collected \$32,273, which includes the company's matching contribution.

Kurth Memorial Library, \$23,000; Angelina Foster Home, \$3,500; Temple Day Care Center, \$14,000; T.L.L. Temple Memorial Library, \$10,000; Association for Retarded Citizens of Angelina County, \$5,000; Emergency Relief, \$18,500; Lufkin Workshop and Opportunity Center, \$8,000; Meals on Wheels Program, \$2,500.

Also, Angelina County Senior Citizens Center, \$10,000; Lufkin Adult Learning Center, \$1,000; Palmer Drug Abuse Program, \$8,000; Samaritan Center, \$4,000; Women's Shelter of East Texas, \$2,000; Operations Campaign, \$25,000.

In addition, ten percent of LUFKIN's total donation is set aside for an employee emergency relief fund, according to

Johnny Long, director of personnel. These funds are used to help employees and their families recover from unexpected losses and emergencies such as those caused by fire or extended illness.

"We administer funds upon recommendations from committees throughout the company," Long said. "The fund is continually being used."

THOSE WHO GAVE A DAY'S PAY

Here is a list of employees who gave a day's pay to the 1985 United Way campaign:

Cecil C. Berry, machine operator, machine shop
Michael R. Champion, senior planner, material control

James A. Chmielewski, utility maintenance, machine shop

Robert D. Clark, lead controller, foundry
Polly J. Deason, welder specialist, Trailer Division

Elton F. Fenley, manager of Industrial Supplies Division

Joe T. Floyd, assistant secretary and manager of data processing

John A. Freeman, electrician, machine shop
Mark B. Gilmore, electronics technician, structural steel

Fred D. Griffin, vice president, engineering
Perry P. Hoff, machine operator, structural steel

Essie Jenkins, welder specialist, Trailer Division
Mary L. King, secretary, accounts receivable,

accounting dept.

James C. Lamont, supervisor, audit section, traffic

Elbert L. Maiden, assembler, machine shop
William R. McCalister, foreman, machine shop

James C. McKay, vice president and manager of the Trailer Division

Richard K. McKay, entry level accountant, accounting dept.

Leon Molandes, Jr., machine operator, Trailer Division

Arthur L. Nelson, project engineer, industrial gears, engineering

Shelby C. Oden, welder specialist, Trailer Division

Mark E. Page, machinest helper, machine shop
William T. Pennington, vice president and

manager of structural steel, final assembly and shipping operations, Machinery Division

William T. Pennington, Jr., product technician, foundry

Robert L. Poland, chairman of the board, chief executive officer

James E. Riggs, superintendent, Trailer Division
George R. Roach, security officer, personnel
Danny M. Rodgers, design engineer, Trailer Division

Jack W. Russell, mechanic, foundry
Thomas E. Squyres, plumbing buyer, Industrial Supplies Division

Frank B. Stevenson, president and chief operating officer

James B. Thomas, foreman, structural steel
William W. Trout, Jr., vice president and assistant to the president

Robert M. Walsh, machine operator, machine shop

Steven C. Ward, machinist helper, machine shop
Donald S. Wier, purchasing manager, Trailer Division

Willie C. Wigley, machinest, machine shop
Billie G. Williams, manager, order entry/traffic

Jerry E. Wilson, draftsman, industrial engineering, machine shop

Charles D. Winthrop, manager of materials, foundry.



Company solicitors for the 1985 United Way campaign were (from back of U forward, left to right) Jerri Gilbert, H.G. Tierablanca, Jerry Vann, Debbie Vann, Donna Parrish, Jo Ann Anderson, Leah Johnston, Susan Campbell, Cecil Berry, Edith Arnold, Barbara Fowler, James Weatherly, Polly Deason, Jimmy

Cook, Linda Morehead, Linda King, Mabelle Hearne, Walter Butler, Steve Fenley, Pat Lilley, Rick Buchanan, Sam Figueroa, Bill Moreau, David Thompson, and John King. Not pictured were James King, Gene Stewart, Deloyce Dodd, Michael May, James Pate, Barbara Smith, and Sandria Randle.

The real scoop on the Cleaning Room

Kurt Martin explodes the myths about the foundry cleaning room.

During my ten months of employment with Lufkin Industries, I have often heard an idle threat: "If you foul up, they'll send you to the *Cleaning Room*." The persistence of this jocular-threat, its company-wide usage, and the forboding ring of "you'll be banished forever to that foundry dungeon," has caused me to search out some truths about our Cleaning Room.



KURT MARTIN

Is it really as bad as some people say? You know . . . sooty, noisy, menial? And, what kind of person labors there?

I learned an important lesson gathering my answers to the above questions. Quite simply, the answers came by listening with interest and understanding to some of the Cleaning Room's personnel explain their particular occupations.

Initially, I phoned Melvin Powell, cleaning room supervisor, and inquired who the senior workers were within his department. He recommended Thomas Jenkins (11 years), Alfred Navarro (eight years) and Dudley Flenoy (nine years).

Jenkins was quick to explain exactly what happens to a casting prior to its entering the foundry cleaning room.

"When a casting is broken from its mold, it must cool before we can begin work on it, otherwise it could crack or break due to the vibration of our tools," he said. "After the cooling period, the casting is shot-blasted (combination of compressed air and small steel balls directed to the casting area), to remove sand and the remains of the molding."

I asked Navarro to explain the cleaning room's function.

"When we receive a casting, it's our job to remove excess metal and sand from all surfaces. If this were overlooked and a housing was completed with gears installed, circulation of oil within could cause destruction of that gear," he said.

Flenoy, a quality control inspector at Texas Foundries before coming to Lufkin Industries, was asked what difficulties, if any, clouded his job.

"I don't have any difficulties," he insisted. "I have all the tools necessary to do my job properly, without trouble. I take pride in my work and believe I do a good job."

I figured Flenoy might be something of an isolated man, bubbling with apparent on-the-job happiness, so I approached Jenkins with another rather leading question.

"Do you recommend your friends come to work here, in the foundry cleaning room?" I inquired.

"Yes, I do. I have several friends working here," he replied.

I then asked Navarro about any dangerous aspects of working in the cleaning room, about any serious injuries from this type work.

"The worst I've ever seen are some minor bruises. We used to have some problems with men getting small pieces of iron in their eyes. However, since we started using new shielded



Thomas Jenkins, who insists he loves his work in the LUFKIN foundry cleaning room, is shown here operating a pneumatic grinder. He's well protected with a shielded safety helmet.

helmets, we just don't have that problem anymore," he said.

I was quickly becoming somewhat confused. I came to the cleaning room to verify first-hand all the detrimental reports I'd heard about the place. I was lending an ear to three men who had worked in the cleaning room long enough to have grown weary of it. They weren't mentioning anything about sand, noise or difficult work.

"Well, let me get to the bottom of all this. Isn't there a high ratio of employee turnover in this area?" I asked Flenoy.

"Not really. Not with people who really want to work," he said. "Of course, when you come to the cleaning department, you've got to have your mind already made up you want to work here. If not, you won't stay here."

Do Flenoy, Jenkins and Navarro expend time aiding new employees? Their answers:

JENKINS—"The first thing I tell a man when he reports to



"We have to make certain each casting is cleaned to perfection. If there is anything left... it could break a gear."

—Kingsley McKay

"The most satisfying aspect of my job comes when I finish cleaning a casting and it looks good before it ever hits the paint shop."

—Terry Mark

"The first thing I tell a man when he reports to work here is he must want to work because the job can become tedious..."

—Thomas Jenkins

"When a man comes in, I try to show him a way to do his work so it won't be hard on him..."

—Dudley Flenoy

"I work with new men quite often... I always try to teach them how to work productively and safely..."

—Alfred Navarro

work here is he must want to work because the job can become tedious. You can't just look at a casting and get it cleaned. Each casting is a new project with its own particular characteristics. You must learn to handle each situation; perform the cleaning the best way possible. You have to want to do this job, and do it right."

FLENOY—"I always do that, too. When a new man comes in, I try to show him a way to do his work so it won't be hard on him and yet allow him to produce quality work... work he can take pride in."

NAVARRO—"I work with new men quite often since the supervisor has me train them. I show a new man how to use a chipping gun, a chisel and how to sharpen chisels. I always try to teach them how to work productively and safely."

My cleaning room visit wasn't exactly going as I expected. I returned to Powell and asked to speak with his *newest* employees. He pointed me toward Terry Mark and Kingsley McKay, both employed less than three months.

I inquired of Mark what he had heard of the cleaning room prior to starting work there.

"Many of my friends informed me the work would be physically demanding, dirty and noisy. But, I figured what they were saying were only their opinions. I had to find out for myself," he commented. "I've always believed I can do nearly any work if someone offers me a job and I know I'll always do my very best to be worthy of that job."

I asked McKay, how he felt about his job.

"The first two days I didn't like it," he said. "But, then I learned the real importance of my job, how if we foul up in the cleaning room it could cost the company a great deal of money. I wouldn't wish to leave this department now, not just for the sake of leaving. I wouldn't want to take a lateral move to another department, so unless I receive a promotion, I'm happy here."

I wondered how McKay and Mark became aware of the im-

portance of their work. They put it this way:

McKAY—"The foreman toured us through the machine shop. I already knew what a pumping unit was but I didn't know what happened to castings once we finished with them. Following our tour, I knew better why we have to make certain each casting is cleaned to perfection. If there is anything left in a housing that could come loose, it could break a gear. When I returned to the cleaning room, it was easier to accept my job with more seriousness."

MARK—"I suppose the most satisfying aspect of my job comes when I finish cleaning a casting and it looks good before it ever hits the paint shop. It's a wonderful feeling to have an inspector tell you a casting you've cleaned is finished off correctly. There's a sense of pride knowing you did a job and did it correctly."

All of the answers I received, from old and new employees, were somewhat perplexing to me, a reporter with pre-conceived notions about the foundry cleaning room. Not one man complained about excessive noise or sandy conditions. McKay made a slight personal reference toward his job, saying: "My hands ached for about two weeks at first but that's about all."

These men from the foundry cleaning room sold me completely on purpose, pride and cooperation. I didn't find expected dissatisfaction there, rather a group of craftsmen whose vision rises high above any noise or sand.

I did ask each man about improvements in their department. They spoke of new respirators, better ventilation, faster and improved work tools. They also spoke of a higher quality casting coming from the co-workers in the foundry itself. They indicated the foundry castings are being produced cleaner, are easier to work on, and elatedly admitted this means higher production in the cleaning room.

Never again will I be tricked with that blarney about "fouling up and being sent to the cleaning room." It's really a most pleasant place.—**KURT MARTIN**

IT'S LUFKIN AND THE COAST GUARD IN THIS DRUG BUST

By RICK PEZDIRTZ

Picture, if you will, a rather serene early morning, far out on the aquamarine waters of Biscayne Bay. It is not yet first light.

Street and hotel lights twinkle—as though so many Christmas tree ornaments—from the elongated spit of sand that is Miami Beach, barely visible in the distance.

A United States Coast Guard cutter churns casually through saltwater of the Atlantic. Its crew is on a routine wait-and-watch patrol.

Down in the radar room, a young man from landlocked Nebraska who didn't know much about surf and seagulls before joining the Coast Guard, picks up a blip on his screen. Another boat! But, just not *any* other boat. This one bears closer scrutiny.

The cutter's Captain is notified. He rubs sleep from his eyes; issues pursuit orders.

A Spanish speaking seaman on the other vessel takes notes of the Coast Guard cutter swiftly closing space between the two boats. He leans a hard left on the wheel, turns 180 degrees, tries to make a run for open ocean. He desires neither morning coffee with the Coast Guard skipper, nor standing still for an inspection shakedown of his cargo hold.

He is a dealer in dangerous drugs. His cargo this trip is three tons of marijuana bales; a stash of smaller packets containing cocaine. Columbia Gold and Sniff Snow they call it along the seedy back alleys of America's ghettos.

This is one race the drug hauler won't win. The Coast Guard Captain has disengaged his craft's cruising gas-turbine engines, switched to ALCO diesel engines, propelled with a pair of 16,550-pound, 2,550-horsepower LUFKIN marine gears.

The drug hauler is apprehended, his boat impounded, his treacherous cargo eventually destroyed. And, a thousand or so miles away—if this scenario of search, pursuit and arrest on the high seas ever actually happens, and well it could—rousing cheers would be forthcoming from a cluster of Lufkin Industries' employees.

With slight assistance from U.S. Rep. Charles Wilson (D-Texas), LUFKIN is back in the business of making powerful gears for the Coast Guard.

"I didn't do much more than respond to their request, give them a steer and a nudge in the proper direction," said Wilson during a recent inspection of two finished \$180,000 marine gears—part of a ten-gear, \$1.8 million defense contract for Lufkin Industries.

"Those LUFKIN folks, especially (company president) Frank Stevenson and (gear sales manager) Hugh McWilliams, did the necessary leg work," insisted the seven-term congressman, a former naval lieutenant and now Defense Appropriations Committee member.

If Lufkin Industries' chairman and chief executive officer R.L. (Bob) Poland praised Wilson for his assistance in securing the huge defense contract, Wilson had equal applause for the LUFKIN organization. "Lufkin Industries will be easy to help with future defense contracts," he said. "LUFKIN has a superb engineering department, high-tech expertise with an immense reservoir of skilled labor, both productive and competitive, to right now fully qualify to bid on an enormous menu of defense contracts."

Poland noted that four of the LUFKIN marine gears were shipped to the Coast Guard's yard at Curtis Bay, Md., in mid-September; two more in mid-November; another pair scheduled for mid-December and the remaining two gears will leave Lufkin in early 1985.



Congressman Charles Wilson, center, is flanked by Lufkin Industries President Frank Stevenson, left, and Chairman/CEO R.L. Poland as they look over one of ten U.S. Coast Guard gears the company is manufacturing on a \$1.8 million defense contract.

A task force of LUFKIN employees worked on the Coast Guard gears, including Rick Dombrowski in sales; Art Nelson and Charles Teutsch, engineering; James Elliott, Floyd Jones, Doyle Robertson, Dennis Hopper, Jerry Luce, Don Spicer, Charles Rhodes, and Travis Amie, close supervisory capacities; Keith Strickland and Ronnie McMullen, quality control.

Nelson, industrial gears project engineer, indicated the current Coast Guard gears are an improvement over 22 similar gears manufactured for the military some years ago. "These are state-of-the-art designs with the incorporation of electronic tachometer systems. The previous gears we made for them (Coast Guard) performed so well, they just haven't needed any more until now."

Gene Tate, manager of industrial and marine gear manufacturing at LUFKIN's machine shop, said the gears are being shipped in sets for installation in existing 210-foot Coast Guard cutters. "We're hopeful of making additional such gears for the Coast Guard when they begin building new ships again," said Tate.

While refusing much credit for the current LUFKIN defense contract, congressman Wilson figures the company will actively seek further government contracts. "Although profitable right now, I think LUFKIN realizes their business has been, to some degree, cyclical and dependent on a narrow industrial customer which is the oilfields and trucking industry," he said.

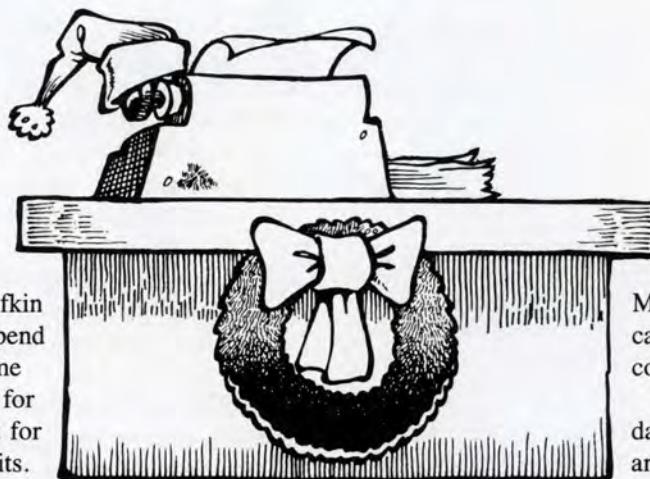
"It's obvious to anyone that the defense area is going to expand and be steady. It's one area where you don't have to worry about foreign competition and LUFKIN has the financial strength to be more competitive than companies in the North."

Somewhere in the Caribbean, of course, there could be drug smugglers who'd just as soon see LUFKIN refrain from turning out its powerful marine gears. With LUFKIN assistance, the Coast Guard plans to be there to "put one across the bow" of those dangerous drug runners.



In the industrial/marine gear assembly area of Lufkin Industries, Congressman Wilson, left, is shown a gear testing control board by Poland, right, and Stevenson. Wilson played a part in helping Lufkin Industries land a \$1.8 million defense contract to build 2,550 horsepower gears for the U.S. Coast Guard.

Christmas Craftsmen



Several multi-talented Lufkin Industries' employees spend some of their leisure time hand-crafting gift items for themselves and others. They do it for fun and occasionally for tidy profits.

Their creative crafts and art works include acrylic paintings, stained glass window hangings, decorative signs, needlework pictures, crocheted afghans, and framed calligraphy pieces.

Darcey Faircloth, Bob McBride and Jo Thompson, all at LUFKIN's Trailer Division; Judy Murphy, personnel; and

**They create arts and crafts
For fun and sometimes \$\$\$**

By DIANA HILL

Mary Beth Kinner, corporate communications, are only a sprinkling of the company's artisans.

This month, with the Christmas holiday season drawing close, these five are busily completing craft projects, putting the finishing touches on special items to give as gifts or to peddle at arts and crafts shows around East Texas.

When the LUFKIN clock indicates it is time to go home, these employees change hats. They utilize their spare time, whether their hobby is for a little extra money or just for the pure fun of it.

Ripple Stitching

Jo Thompson's mother taught her to crochet when she was a little girl.

"My mother shared all her sewing notions and sewing machine with me," Joe recalls. "The only thing she told me was to never use her good scissors to cut paper."

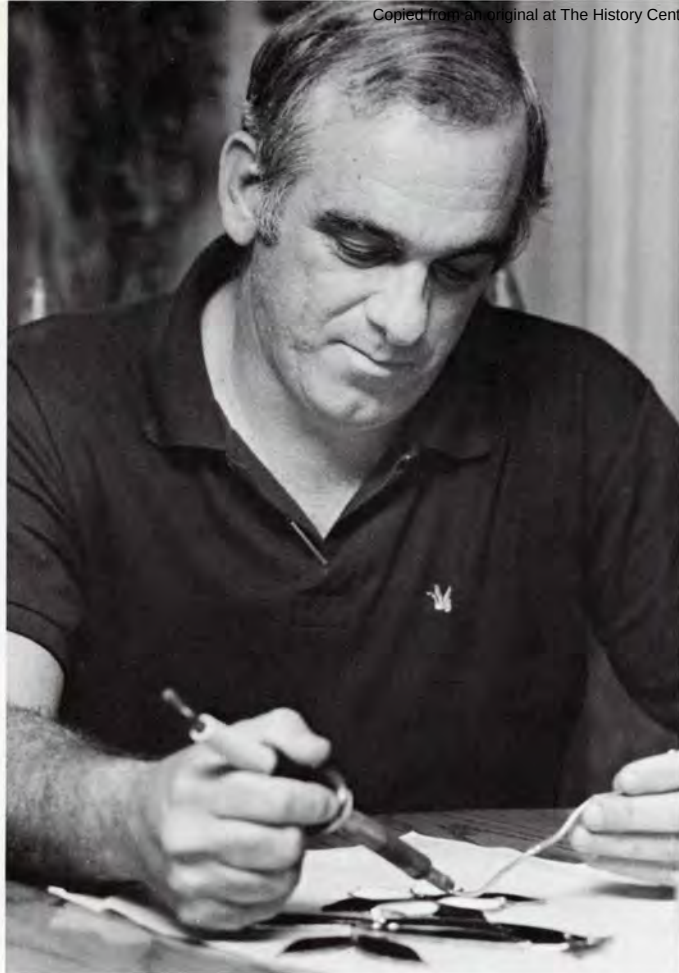
Crocheting is relaxing for Jo. "You have to pay close attention to your work," she says. She has made afghans, slippers and golf club knits for wedding, baby and Christmas gifts and to sell at church Christmas bazaars. She mostly uses the ripple stitch method because puff and popcorn stitches take more concentration.

"I don't want my hobby to become work," Jo says.



"I have also made slippers for Lufkin State School children at Christmas time as a Sunday school project," she adds.





A Glassy Craftsman

Bob McBride is diversified with his craftsmanship—glass etching, stained glass, and sign painting.

“I get bored doing the same thing all the time,” he says. “So, I paint awhile, then put down my brush and pick up my stained glass tools.”

Stained glass and glass etching are time consuming, especially cutting the glass. The soldering part of the job is a little faster, he explains.

Right now McBride is into sign painting. It is his money-making hobby.

“People seem to enjoy the ‘Welcome,’ ‘Merry Christmas,’ and ‘Name’ signs,” Bob says.

McBride is a wildlife buff. A stained glass duck hangs in his dining room window. “A lot of my work features ducks; they are my favorite subject,” he says. “One thing for sure, no two pieces of art work are alike. I can’t stand repetition.”



A Lady Of Letters

Mary Beth Kinner also does several crafts, but she is most involved with calligraphy.

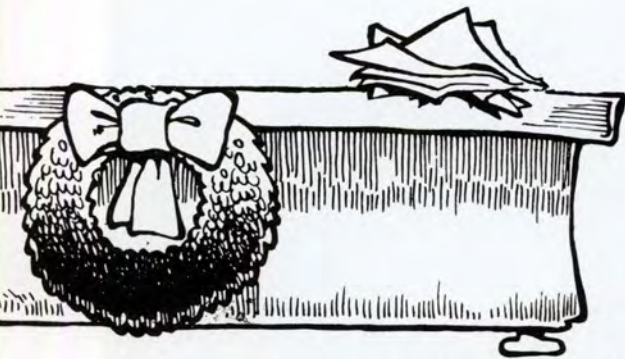
“I took lettering in college and really enjoyed it,” Mary Beth says. “I’ve just continued practicing until I developed my own style and technique.”

“Some pieces are more involved than others; I have worked as many as 16 hours on one piece of calligraphy,” Mary Beth says.

When she is not doing calligraphy, Mary Beth does pen and ink and colored pencil drawings. She takes someone’s name and draws little characters around the letters.

The calligraphy is a money-making project. She gives away most of her character drawings as gifts.





Time On Her Hands

Eight years ago, Judy Murphy taught herself to do counted cross-stitch, embroidery, crewel and needlepoint. Most of her finished pieces have been given as Christmas, birthday or baby shower gifts.

“Counted cross-stitch is very beautiful, but it’s extremely time consuming. It takes a lot of concentration to count each little square,” Judy says.

She doesn’t try selling her finished works due to her feelings about pricing herself beyond consumer acceptability because of her lengthy hours and material costs.

“A 16x20-inch counted cross-stitched picture, exquisitely framed, costs about \$60 upon completion,” she explains. “And, that doesn’t take into account the approximately five months of work that goes into such a project. Needlework is a long and expensive hobby.”



Wild About Indians

Darcey draws by day and by night. During his work-week days, he draws parts for sales and repair manuals at LUFKIN’s Trailer Division. His evenings are spent painting on canvas—scenic old barns, Indian portraits, landscapes.

Western and nostalgic scenes appear on Darcey’s canvases, mostly in the form of acrylic paintings. He has done a few pen and ink drawings as well.

“I paint for the enjoyment of it rather than looking at it as a job,” Faircloth says. “Any money I make from my paintings is just an added benefit. Darcey has exhibited his works at both local and area community showings. Once, the Dayco Corporation awarded him \$1,500 for a “Rube Goldberg” type aircraft design done in ink. His drawing placed third among national contest entries.

“I enjoy working with ink, but acrylics are a faster medium,” he says.

“I collect Indian artifacts and Indians are my favorite subject to paint.”



Display was no 'low-profile'

LUFKIN products glitter At Permian Basin Oil Show

Story and photo by **KEITH WALTERS**

From rather skimpy beginnings 44 years ago, the Permian Basin Oil Show at Odessa, Texas, has grown by leaps, and also bounds.

When the big oil show opened its doors in late October this year, some 10,000 oil-related company employees from across 27 states and representing 535 exhibitors in 913 display spaces were there. All were eager to attract as many of the nearly 400,000 visitors and potential customers into their respective show areas as possible.

With assistance from Louis Miceli, Mike Huff, Dan Pillar and Doyle Herndon, the Lukin Industries' display area featured three new or modified pumping units—the Low-Profile, the conventional, and the Mark II.

The new Low-Profile unit, designed to

meet a specific need in farming areas irrigated by center pivot sprinkler systems, lured large crowds and strange comments. Such as:

"Did it get wet and shrink?" Or, "was the engineer that designed that thing slightly inebriated?" And, "where and how soon can I get one?"

West Texas farmers spend heavy dollars on their agriculture sprinkling systems; and are mostly unwilling to allow tall pumping units to interfere with the travel of their sprinklers. Thus, the 8½-foot low profile unit, which allows sprinkler systems to pass over its top without interference, was the star of the show.

The LUFKIN conventional pumping unit, traditionally set on a one-piece block, was modified to set on a two-point suspension, similar to our Mark II. Customers at the Odessa show verbally applauded this

reduction in chances of unlevel foundations, which can cause pumping unit bases to crack. While steel pads, manufactured by LUFKIN, are not entirely new, customers considered them a vast improvement over concrete blocks previously utilized.

Compliments for LUFKIN pumping units were accompanied with approval for the LUFKIN gearbox on display. The durability and toughness of LUFKIN units being run on their oil leases, brought such comments as: "Your units run forever." And, "How can you possibly make them so good?"

All of which was music to the ears of LUFKIN salesmen.

(Below) Visitors to LUFKIN's booth found operating Conventional and Low-Profile units.



ON THE JOB

**This month
THE ROUNDUP
goes on-the-job with
company pilot ...**

Walt Bardwell

Walt Bardwell's job requires him to have his head in the clouds most of his 160 working hours a month. He's chief pilot for Lufkin Industries.

"I may fly 10 or 12 days in a row, then be off four consecutive days. It all depends on what company business is going on as to how my flight schedule reads for any month," Bardwell says.

Walt has been flying airplanes for 27 years, all but four of those years have been for LUFKIN.

My first job as a company pilot was for Lone Star Steel in Daingerfield. I worked there 18 months, then spent 2½ years with a Longview oil company before joining LUFKIN," Bardwell recalls.

Passenger safety is Bardwell's first priority, although he lists friendliness and solid public relations for Lufkin Industries high on his chart of concerns.

"Most of my passengers are oilfield equipment, industrial gear or truck trailer customers," he explains. "The company pilots, myself or Chad Courtney, and our company airplane are many times the first impression a customer gets of Lufkin Industries.

"If our customers are not greeted with a cordial reception and a clean, well cared for airplane that has a good installation of comfort and proper equipment, we could start off on the wrong foot and a poor relationship with these prospective customers."

When Bardwell and Courtney are not at the stick of the company airplane, they are usually at the Angelina County Airport hangar in Burke, cleaning and doing necessary maintenance on the company



Walt Bardwell

airplane.

"Every 100 hours of flight time, we have the plane inspected," Bardwell says. "I'm a licensed airplane mechanic, but I have neither the time nor the tools to do adequate repair work. I do a few small maintenance jobs, but that's about it."

Bardwell has a quantity of paperwork to complete prior to, and immediately following, a flight.

"Most people don't realize how much work is involved in flying," Bardwell says. "It is a tremendous responsibility."

To stay abreast of the latest in equipment and flying techniques and to constantly improve safety skills, Bardwell attends flight school every two years.

"We're trained on an assimilator which continuously pitches problems at us so we learn to be more alert and stay on our toes," Bardwell says. "We don't want to ever be caught in any situation with our flight breeches down."

Bardwell not only pilots customers to Lufkin, but spare parts to customers

awaiting replacements of oilfield equipment.

"We always want to get new parts to customers quickly and sometimes flying parts to the oil patch is the most expedient way," Bardwell says. "LUFKIN has built a giant reputation on prompt, courteous service."

Another occasional aspect of Bardwell's job is local, community relations.

He's been called upon at all hours of day and night to pilot an emergency patient to Houston, Dallas or elsewhere. In January, he piloted 2-year-old Kelly Musick of Hudson to Memphis for a planned kidney replacement operation. In mid-November he flew Lufkinite Michael Davis, a cystic fibrosis patient, to Oral Roberts Hospital in Tulsa for some critical tests.

"I consider that good public relations for the company and all a part of my job," says Bardwell.

— DIANA HILL

FOCUS



Chester Denman



J.V. Nash



Albert Stanbery

Denman, Nash and Stanbery end careers in the foundry machine shop and trailer plant.

Beginning in 1951, recent retiree Chester Denman commuted to Lufkin Industries' foundry from Ratcliff where he lived with his wife, Jewel, and eight children. The couple now have 10 grandchildren. That daily 30-minute, one-way drive ended in November.

"I've seen a lot of changes during these past 33 years, but the biggest change has been in wages," Denman recalls. "I started at LUFKIN making 95 cents an hour."

Denman was a logger before beginning work at Lufkin Industries.

"When it rained I couldn't work as a logger," he says. "I started looking for a steady job. It was difficult to find steady work in those days."

Denman started his career with LUFKIN in the foundry cleaning room. He worked there nine years. From there, he went to the melting department and magnet crane department, spending nine years in each of those departments. He finished the last six years of his LUFKIN career in the maintenance department.

"I enjoyed the maintenance department most," he says.

His favorite pastime is hunting squirrels, and now he has plenty of time to search the East Texas woodlands for the furry creatures.

"The guys I worked with gave me a new Remington 1100 automatic shotgun as a retirement gift," he says. "I can't wait to use it."

The Denmans plan to travel during retirement. Their first excursion will be a trip to Arizona.

When J.V. Nash changed occupations 32 years ago he went from washing flour from his hands to cleaning away machine oil. He switched from a baker to machinist at Lufkin Industries.

"It was quite a change, but I was glad to get a job with LUFKIN," says the recent company retiree. "When the bakery in Lufkin closed, actually moved to Tyler, I decided I liked this town too much to move, so I stayed put with a new career at Lufkin Industries."

Nash's first job with LUFKIN was as a milling machine helper. Through the years, he snubbed chances to move to other work stations, staying with his milling machine.

"I ran several other machines, but always only temporarily, because I liked working the milling machine best and seemed always drawn back to that type work. I found it most interesting," he says.

Although his work station didn't change, his job changed somewhat during the years. His milling machine kept growing until he was running a "giant" machine.

"Each new milling machine was more modern, faster and easier. You could do so much more with it," Nash says. "It

was fairly easy to learn the numerical machine; it just has different controls. The numerical machine does all the figuring for you. "You can control the whole thing right in front of you."

The LUFKIN machine shop has changed considerably since Nash began work here in 1952.

"Back in those days there wasn't all the sophisticated stuff we have now," he explains.

Nash now finds time to return to the kitchen. However, even when he was employed full-time for Lufkin Industries, he kept a mixing bowl and spatula handy.

"I just like to fool round in the kitchen," he says. "I like baking bread, cookies and cakes."

Gardening, fishing and hunting are also on his retirement agenda.

"I don't have any long-range plans; mostly I'm going to learn to slow down and live," Nash says. "I'm going to throw away all schedules and appointment books."

Nash took his job pretty seriously before retiring in November. He rarely used any of his allotted vacation time.

"My wife, Marie, used to call me a workaholic," he says.

For six years, Albert Stanbery fought a battle with cancer. He won the fight.

Although chemotherapy and

cobalt treatments made him ill during six years (1974 to 1980), he still made his way to the trailer plant on a regular basis.

"You can't just turn yourself over to some doctor and say, 'here I am; make me well.' You've got to do most of it yourself," Stanbery says. "I did just that. I haven't been to a doctor in four years."

Stanbery joined Lufkin Industries in 1969 to run a burning machine at the Trailer Division. He held that position the next 15 years, retiring in September.

"I felt so badly while taking treatments, I thought I was going to have to retire early," he recalls. "But I toughed it out. I decided if I could make it to age 62, I would retire then. I worked toward that."

When he was still working for the company, Stanbery got plenty of physical exercise. Now, he and his wife, Emily walk about a mile and a half each morning.

"We are going to stretch that distance as we become more accustomed to distance walking," he says."

Now that they have time and his good health has returned, the Stanberys plan to travel.

"There are so many places in Texas that I haven't seen," Stanbery says. "I have read and heard about them, but I haven't been there yet."

The couple have six children, 15 grandchildren and one great-granchild.

FOCUS

Eleven Company Employees Promoted



Randy Harkins



Kenneth Estes



Rhonda Modisette



Jerry Hill



Donald Lorenz

Promotions of 11 employees have been announced by company officials in the foundry, material control, accounting, engineering, Industrial Supplies Division and the Little Rock foundry.

In the foundry, Randy Harkins was promoted to facilities engineer from design engineer in the engineering department. He joined the company in 1982. After graduation from Crockett High School, Harkins received a bachelor of science degree in mechanical engineering from Texas A&M University. He and his wife,

Vicki, have one son, James, 17 months.

In material control, Kenneth Estes was promoted to casting yard working foreman from reporting clerk. He joined the company in 1978. Estes received an associate of arts degree in liberal arts from Blinn Junior College in Brenham, and a bachelor of arts degree in history from the University of South Carolina. He is currently working on a graduate degree in history at Stephen F. Austin State University. Estes is a member of the East Texas Historical

Association. He and his wife, Patti, have two daughters, Sinclair, 9, and Macklin, 6.

In accounting, Rhonda Modisette, Jerry Hill, Donald Lorenz and Bobby Neil Bowman Jr. were promoted.

Modisette was promoted to senior programmer from programmer. She joined the company in 1981. After graduation from Huntington High School, Modisette received an associate of applied science degree in data processing from Angelina College. She is married to Greag Modisette.

Hill was promoted to system

analyst from programmer analyst. He joined the company in 1980. Hill received a bachelor of science degree in computer science from Stephen F. Austin State University. He is married to Debbie Hill.

Lorenz was promoted to senior programmer from programmer. He joined the company in 1983. After graduation from St. Johns High School in Toledo, Ohio, Lorenz received a bachelor of science degree in forestry with a second emphasis in data processing from Stephen F. Austin State

NAMES & NOTES ...

Winners all ...

It's been quite a year for **Jo Ann Anderson**, advertising coordinator in the corporate communications department. Back in May, she won a remote control color television and other prizes as East Texas Secretary of the Year in a contest sponsored by KYKS Radio and Story-Wright Office Supplies. Now, she's won \$125, three blue ribbons and been named Grand Champion in the Lufkin Daily News sponsored 1984 Holiday Cookbook Contest. Her hot buttered rum recipe won a blue ribbon and was best of show; her chicken and date-nut bread recipes also earned blue ribbons.

Industrial Supplies salesman **Phil Huber** and Trailer Division purchaser **Gene Hallmark** won third place checks for color and black/white photographs respectively in last month's Lufkin ROUND-UP Photo Gallery Contest, but did even better in the Angelina Photographic Association's annual photo show. Each took top honors.

Accounting's **Shirley Williamson** has a winner in her family. Daughter **Amy**, competing in Lufkin's Blue Bonnet Pageant, finished first in sportswear and most-photo-genic competition; was runner-up in the beauty judging.

Shades of Nashville ...

Trailer Division carpenter's helper **Jimmy Watson** is anticipating the completion of a dream soon — a recording studio he's building in an old barn near his home.

"It's been hard work, but some good recordings are definitely going to come out of this studio one day soon," says Watson.

No more puff, puff, puff!

You know how syndicated columnist **Ann Landers** is always preaching about the dangers and evils of cigarette smoking? Well, personnel office manager **GINNY Landers** (no kin) finally got the mess-

age on Nov. 15, Great American Smokeout Day.

With the assistance of a bouquet of candy and gum from insurance assistant **Susan Campbell**, our Landers made it through the day without igniting one of those long white sticks. What's more, as of this writing, she's still weaned from her cigarette smoking addiction.

When Trailer Division office employees held their annual Fall/Thanksgiving covered-dish luncheon on Nov. 14, special invitees were retired co-workers: **Bill Miles, A.G. Colburn, Charlie Hamilton, Ed Root, Carl Liese** and **Wayne Bell**.

FOCUS



Neil Bowman



Lora Thomas



Betty Niosi



John Tyer



Charlie Miles



Tom Morrow

University. He and his wife, Keira, have one child, Jay, 2.

Bowman was promoted to senior programmer from programmer. He joined the company in 1982. After graduation from Lufkin High School, Bowman received a bachelor of science degree in computer science from Stephen F. Austin State University. He is a member of the Lufkin Host Lions Club.

In the accounting department, Lora Thomas was promoted to programmer from part-time clerical in personnel.

She joined the company Jan. 4, 1984. After graduation from Lufkin High School, Thomas received an associate of applied science degree in computer science from Angelina College and a bachelor of science degree in computer science and accounting from Stephen F. Austin State University.

In engineering, Betty Niosi was promoted to microfilm operator. She joined the company in 1978. Niosi is a graduate of San Augustine High School. Her husband, Anthony, is employed in the

Trailer Division. They have three children, Michael, 13; Jason, 10; and Angel, 7.

In Industrial Supplies Division, John Tyer was promoted to truck driver. He joined the company in 1979. After attending Latexo High School, Tyer served in the United States Marines. He and his wife, Judy, have one son, John, Jr.

In the Little Rock foundry, Charlie Miles and Tom Morrow were promoted.

Miles was promoted to no-bake foreman from core-maker. He joined the company

in 1983. After graduation from North Vaiden High School in Vaiden, Mississippi, Miles attended Star Trade School. He has one daughter, Veronica, 10.

Morrow was promoted to no-bake foreman from maintenance man. He joined the company in 1983. After graduation from Benton High School in Benton, Arkansas, Morrow attended Ouachita Vo-Tech School studying welding for two years. He and his wife, Marsha, have three sons, Thomas, 11; David, 6; and Mark, 4.

NAMES & NOTES ...

On the mend ...

Accounting's **Pat Merriwether** is home, recuperating from a hospital stay following kidney removal surgery.

Material control senior planner **Ray Stephens** is back on the job after suffering a jaw injury in an automobile accident.

Four Lufkin Industries' business women—engineering secretaries **Midge Cooney**, **Connie Townsend** and **Debbie Vann**; corporate communication's **Jo Ann Anderson**—came away with rave reviews for a one-day "Image & Self-Projection" workshop they attended.

It's a boyoboyoboy for machine operator **Kenneth Lee Perry** and wife, **JoAnne**. Their new son, **LeTyson Jamar**, arrived at 7 pounds, 4 ounces.

Trailer Division electrician **Larry S. Havard** and wife, **Charlotte**, welcomed a daughter, **Amanda Joyce**, who weighed 5 pounds, 3 ounces; engineering designer **Boyd Swearingen** and wife, **Linda**, became parents to daughter, **Brittney Leanne**, who weighed 7 pounds, 2 ounce.

Foundry ductile iron treater **Roy Clifton** and wife, **Wanda**, became grandparents when **Sarah Elizabeth**

Wheeler, 10 pounds, 6 ounces, made parents of **David** and **Bettina Wheeler**.

Foundry chipper-grinder Isidro Perez and wife, **Lupe**, became grandparents when **Jennifer Rodriguez**, 5 pounds, 1 ounce, made parents of **Gerado** and **Eunice Rodriguez**.

Hudson High School senior **Stephen Weeks** won a \$50 savings bond with his grand prize finish in the Lufkin Daily News Design-An-Ad Contest. Stephen's championship ad, "Forging a Bright Future" was a Lufkin In-

dustries tribute all the way and indicated superb professional talent.

The wrapup ...

Vice president and foundry boss **Rod Pittman** is looking forward to his area receiving eight of ten new forktrucks on order from Caterpillar ... Machine shop chief and company veep **Mike Penn** tells about LUFKIN's Casper, Wyoming, branch opening a new Pumping Unit Repair-Service Shop, complete with 20-ton overhead crane, 400-ton press, 10-ton puller, lathe, drill press, key shaper, grinder, welder and other machines.

FOCUS



Employees reveal secret ambitions during Halloween?

Employees in LUFKIN's engineering department got into the spirit of Halloween. They performed their jobs Oct. 31 dressed in costume. Pictured are (l to r) Debbie Chunn, scarecrow; Midge Cooney, Dolly Parton; Debbie Vann, mean ol' witch; Cathy Salagaj, gypsy; Connie Townsend, Mae West; Karen Roebuck, Ethel the housewife; Betty Niosi, punk rocker; and Sandra Distefano, cowgirl.

INSURANCE UPDATE

Health insurance seems to be a subject on many LUFKIN employees minds lately with one of the main questions asked concerning premium rate increases. Often, the answer to this question is blanketed in long, complicated "insurance-ese" type answers. The bottom line is simply that out-going medical costs have out-distanced incoming premiums.

LUFKIN's Hourly Insurance Plan has only recently become close to self-sufficient after beginning 1984 with a serious \$164,440 deficit. Premium

balances of \$49,872 in August and \$26,760 in September have brought the Hourly Insurance Plan \$15,440 into the black, a rather small cushion considering the hourly program lost \$91,123 in April alone due to medical claims outstripping incoming premiums.

In order to allow all employees to stay abreast of the financial status of their insurance program, future ROUNDUP information will be provided as to the state of both hourly and salaried insurance plans.

—Personnel Department



Company employees recently attended a seminar in basic foundry practices conducted by the American Foundrymen's Society. They were: Front row, (l-r) Clifton Foster, Kenneth LaRue, Gerald Coutee, Willie Mitchell, Steve McKinney, and Calvin Cooper; Second row, Fred Schleg, AFS instructor; Larry Thigpen, Bryan Squyres, Bob-

by Cauley, Jack Haney, Bill Fincher, Ron Hopson, Bobby Allen, and Ian Kay, AFS instructor; Third row, Bill Pennington, Jr., Herman Horace, Randy Murray, Monte Ramsey, Johnny Stout, and Kenneth Haight; Fourth row, Lee Alexander, Lenard Anders, Woody Peavy, Steve Tullos and Elvis Grimes.



DECEMBER ANNIVERSARIES

CHANGES

Company officials have announced job changes and new assignments for employees in the structural steel, final assembly and shipping operations, personnel, foundry, machine shop, Little Rock foundry, and Trailer Division branch offices.

FINAL ASSEMBLY AND SHIPPING OPERATIONS - Donald Davis, from class A assembler to crane operator; Ivory Hollis, from class B assembler to truck operator; Leonard Sharp, from crane operator to machine operator trainee; Beauford Smiley, from truck operator in shipping to machine operator in the machine shop.

STRUCTURAL STEEL - Joe Allen, from helper to class C welder; Perry Bell, from helper to storekeeper; Jerry Jones, from helper to class B maintenance mechanic; Grady Kirkland, from class A welder to inspector.

PERSONNEL DEPARTMENT - Gayland Davis, from part-time security to class B assembler in final assembly and shipping.

FOUNDRY - Michael Bellamy, from class B to class A core machine operator; Juan Bermea, from class B to class A core machine operator; Alvin Erwin, from chipper grinder to shakeout tender; Donald Hagins, from chipper grinder to core-maker; John Harrison, from chipper grinder to molding system helper; Roy Jones, from chipper grinder to molding system helper; Walter Levine, from chipper grinder to shakeout tender; Florentino Lopez, from shakeout tender to fork life operator; Chester Mack, from molding system helper to melting laborer; Gustavo McCoy, from fork lift tow motor operator to core finisher.

Also Clarence Menefee, from chipper grinder to molding system helper; Victoriano Rebeles, from chipper grinder to molding system helper; Herman Scott, from melting laborer to iron pourer; Bryan Squyres, from molding system helper to class B core machine operator; Jerry Thornton, from molding system helper to mold finisher and coresetter; Michael Tilley, from crane operator learner to crane operator; Willie Trotter, from crane operator learner to crane operator.

MACHINE SHOP - Rodney Blanton, from class C to class B machine operator; Donnie Burgin, from machine helper to storekeeper; Norman Fulford, from class C to class B maintenance mechanic; Thomas Harris, from class A electrician to electronic technician; Jimmy Hathorn, from machinist to class A machine operator; Ernest Lopez, from storekeeper to class E machine operator; Walter Peden, from laborer to machinist helper; Victor Reese, Jr., from class A machine operator to machinist; Mark W. Seale, from class E machine operator to machine operator trainee; Jeffery Yount, from laborer to machinist.

LITTLE ROCK FOUNDRY - Michael Creamer, from molder finisher to core-maker; Lebron Johnson, from molding helper to molding machine operator; Eddie Matlock, from chipper grinder to welder; Jerry Sweatt, from chipper grinder to molder finisher; Russell Wallace, from molder helper to molder finisher; John W. Wright, from shakeout operator to maintenance man.

TRAILER DIVISION - Henry Sledge, from class B to class A mechanic, in the Memphis trailer office; James Kennedy, from class B to class A mechanic, in the Oklahoma City trailer office; Ritchie Hanson, from trainee helper to mechanic helper; and William Buckleu, from class B to class A mechanic, in the Shreveport trailer office.

STRUCTURAL STEEL OPERATIONS

William Thompson 34
Morris Hodges 28
Carl Barnes 23
Henry Schoubroek 23
Charles Anderson 23
Prentice Coleman 23
Ervin Reynolds 21
Otis Jenkins 20
Tommy Reynolds 15
Milton Houck 15
Frank Robinson 11
Paul Taylor 11
James Dalahite 10
Lottie Williams 10
Oswell Smith Jr. 10
Perry Dixon 9
Tommy Skinner 8
Linda Whitten 8
Robby Williams 7
Michael Devereaux 6
Jerry Walker 6
Johnny Knaus 5
Lupita Lerma 5
Dale Staten 5
Oble Havard 3
Larry Ward 3
Michael Edwards 3
William Salmons III 1
Jeanette Taylor 1
Elvis Fuller 1
Martin Reyes 1

MACHINERY OPERATIONS

Riley Webb 38
Floyd Jones 23
Bryant Matthews 23
Darrel Powers 23
Franklin Kegler 21
Linwood Havard Jr. 20
Harry Seale 16
John Brittain 14
Jerry McGuire 12
Robert Phillips 12
Ira Jones 11
Bill Pitman 10
Langston Martines 9
Kenneth Crawford 8
Johnny Armstrong 8
Vernon Whiteley 7
Dietrich Schoennagel 6
James Ward 6
Russell Hornbuckle 6
Samuel Hughes 5
Danny Morris 5
Simon Aguilar 5
Wellborn Gafford 5
Samuel Reneau 5

INDUSTRIAL SUPPLIES

Tom Squyres 12
James Curry 4

ENGINEERING

Jim Mewbourn 22
Art Nelson 13
Edward Slemmons 6
Midge Cooney 3

MACHINERY SALES

Lyle Carpenter 24
Chuck Davis 18
Louis Miceli 9
Rick Hughes 8
Rick Schlabach 6
Jon Pennington 5

PERSONNEL

Thomas Murphy 8
Harlen Carter 2
Charles McFarland 1

TRAILER PLANT

John Short 39
Edgar Mills 28
J.W. Watson 23
Raymond Redd 21
Hoy Oliver 13
Thomas Windham 13
Clevon Harper 12
Larry Havard 12
Curley Jenkins 11
Ethel McClendon 11
Garvis Edwards 11
Essie Jenkins 11
Cloteal Malone 11
Polly Deason 11
David Jackson 7
Robert Waddell 7
Eugene Huntsman 7
Maebelle Hearne 5
Ronald Meaux 5
Jessie Brooks 1
Vandy Sowell 1
Bobby Moore 1
Kenneth Rich 1
Daniel Oliver 1
Kerry White 1

TRAILER SALES

Roland McGee 5

FINAL ASSEMBLY AND SHIPPING

Ide Russell 23
Eugene King 11
Earl Thomas 6
Gary Crustner 6
Arthur Back 5
Reynaldo Carabajal 1
Charles Doggett Jr. 1
Jerri Gilbert 1

MANUFACTURING ADMINISTRATION

A.G. Black 38
W. Crager 14
Gene Stewart Jr. 12
James Stuckey 9
Larry Caples 8
Jimmy Humbert 8
Gary Underwood 8
Jonny Eoff 6
Linda Palomino 6
Gene Williams Jr. 5
Timothy Stacy 3
Herb Green 3

FOUNDRY OPERATIONS

Arthur Moyer 23
Ben Sallas 15
Herman Horace 14
Leroy Reed 12
Marion Allen 9
Danny Martin Jr. 9
Scott Semlinger 9
Donald Coutee 8
Jose Romo 6
Donald Bogany 6
Roy White 6
Curtis Grigsby 3
Ronald Hopson 3
Frederick Wilson 1

CORPORATE OFFICES

R.L. Poland 39
Jim Massingill 28
Fern Basey 25
Ethel English 19
Liz McDonald 18
Fern Athey 15
Pamela White 6
Janice Kupec 4
Bob Bowman Jr. 2



Riley Webb
38 Years



Fern Basey
25 Years



Bill Thompson
34 Years



John Short
39 Years



A.G. Black
38 Years

THOSE GOLDEN YEARS

'Tap Dancer'

**Retiree Sherman Cole—From shining shoes
To making his feet do their stuff!**



Nimble-footed Sherman Cole has literally tap danced his way through life.

For 66 years he has tap danced for anyone who will watch him perform—a few friends here, a few neighbors there, sick people in a hospital, senior citizens in a nursing home or on stage before a large audience.

"I love people and people have always liked me," Sherman says.

When Cole wasn't moving and shaking as a tap dancer, he spent 40 hours or more per week working in the foundry department of Lufkin Industries. He retired 11 years ago after 23 years with the company.

"The company was good to me. Both (former company president) Walter Trout and (current company vice president) Bill Trout were always especially kind to me," he says.

Today, at age 73, Sherman spends much of his time strolling the streets of Lufkin. He chats with people; he visits those who need cheering up. And, if entertainment is what they want, he shuffles his feet together and taps out a few fancy steps.

"I've thought about getting part-time work, but I haven't made up my mind yet," he says. I don't know if I have enough spare time in my busy schedule."

Sherman owns an automobile, a fancy silver Buick Riviera, but when he retired, he locked it in the garage. He left the keys for his wife and daughter.

"I'd just rather walk," he explains. "It feels so good."



Even at age 73, Sherman Cole trips the light fantastic as a tap dancer extraordinaire . . .

At age seven, Sherman taught himself to dance. His father was a professional dancer; his older brothers also danced.

"I wasn't even-footed," Sherman says. "I had to teach my left foot to do exactly what my right foot was doing. I practiced and practiced until I got all the steps just right."

Before joining Lufkin Industries in 1950, Cole served several years in the U.S. Army. He was stationed in the South Pacific during World War II. At first, it was his military job to transport food, weapons and other necessary supplies to the fighting men on the front lines. But then, a colonel learned of his terrific talent—tap dancing.

"The rest of my military career was spent rehearsing and performing for my army buddies," Sherman recalls. "I even had a part in a movie that was filmed overseas. I've never seen the film. After returning to the states, though, several of my friends have told me they've seen me in that movie."

As a youngster, Sherman earned a few coins shining shoes. During earlier times in Lufkin, he set up shop on a downtown sidewalk. When his shoe shining business was slack, he entertained passersby with a little tap dance show. As Sherman grew and the makeup of downtown Lufkin also grew, he moved his shoe-shining sideline into his house where he worked after his hours in the foundry.

Only a few years ago, he put away his shoe-shine rags and brushes. "If you do a good job, shining shoes is hard work," he insists.

By talking to or looking at Sherman, you'd never suspect he is 73. "I don't feel 73," he says. "I've never smoked tobacco or drank alcohol and I still have all my teeth."

Cole figures he should have many more years to enjoy life. "I had a great-grandmother and a great-aunt who both lived to be 116 years old," he'll tell you. "Life is too much fun to let the years pass by without making the most of each and every one."

Tap dancing Sherman does seem to make each of his days count.

—DIANA HILL



of Faces & Places WITH RICK PEZDIRTZ

Oh, Well! Noel, Noel!

Now here this, ye pawns of holly
Time for Yuletide cheer by golly,
Starting right off with a big whoopee
For R.L. Poland, head honcho he,
Extoll the Frank B. Stevenson clan,
Rod Pittman, old Aggie foundryman,
Dick McKay, who makes me laff,
Benny Queen, a character and a half,
St. Nick, let us celebrate
Fred David Griffin, engineering great,
Bill Pennington and Mike Penn,
Their shops full of quality production men,
Johnny Long, Elie Smith in personnel,
A gracious lady, Miss Luda Belle,
And don't forget a grateful whinny
For the inventor of the dry martini.

Sound the cymbals, bang the drums,
Set up Lufkin Industries for sugar plums,
The Jim Mewbourn circle, salude aloud!
Down the street, Herb Green and crowd,
Bless Bobby Conner and Timmy Coker,
Globetrotting Johnny Fincher, ever the joker,
Mirthful Mutt Barr, dear old galoot,
From Walt & Betty Bardwell, I get a hoot,
For Jo Ann Anderson, I'd go in hock,
Also, James Horton, veteran baseball jock,
Cheers Jim Haley, with all your lenses,
Please David Willmon, no past tenses,
To Elton Fenley, Austin Freeman, Jimmy Horn,
Diana Hill, I'm so happy you were born,
Santa do your Christmas deed,
Bring Krista Nixon more typing speed.

Lavishly deck the family fir,
For Stan & Ada Beck, both him and her,
Susan Campbell, Pam Lovett, Mary Beth Kinner,
Judy Murphy, Shirley Ware, you're all a winner,
Ladle out the festive strudel
For Ron & Elaine Jackson's entire kabodde,
Bill Trout and his torrid tennis game,
Lyle Carpenter, Lisa Ford of Dale Carnegie fame,
Also, Calvin Scarbrough, Scott Semlinger, Cabe Clonts,
Watchers all of Pam Thompson's classroom bounce,
Ah, lift the glass and let it shine
For Faircloth and McBride, artisans so fine,
Toast Ino Reyes, Rick Hughes, sales door rappers,
Chuck Stevenson, Kurt Martin, camera snappers,
Howard, Pat and Melinda McGill,
Riley Webb's models gimme a thrill.

Kindle a flame for the Stanleys, Don & Pat
For Joe Behannon, Bob Boynton, I'd go to bat,
Listen to that olde town cryer
Sing praises of Jim Lamont, Charlie Dyer,
If I were in the safety and security scheme,
Jared Satterwhite, John Havard could captain my team
For plant tours, Col. Thom Brewer's my man,
Hey, Travis Stone, izzat a fishing tan?
Hugh McWilliams, Keith Walters, Jolly Joe Byrd,
Doyle Herndon, Dave Bishop, whatza sales word?
LaVann Watts, Arden Jenkins, they're moving trailers,
Neil Bowman, Bobby Walker, weekend sailors,
Hoorah, Mickey Mark, Cecil Hunt, Ray Hall,
DeWayne Collins, Fred Coulter, all standing tall,
Santa break all your reindeers' backs
For Partridge & Walters, their drawing board tracks.

Brim ye olde cup and stir the ice
With Wallace Davison, Jim Riggs, trucking's nice,
There's the Masters, Jimmy and Rick,
Jane Green, Ellen Lightfoot, gimme a kick,
Ginny Landers, Karen Nelson have personnel pull,
Jerry & Debby Vann, that's a lotta bull,
Ann Allen, Joyce West, Janice McLaughlin, super nurses,
Sue Massingill, Pat Merriweather, watch those purses,
With Bev Hightower, Bill Moreau, Midge Cooney,
Danny Martin, Roy Myers, I'm in tune,
Doug Williams, Ed Dixon, Pat Gammill, on par,
Virginia Allen, wherever you are,
Joe Perkins, Vivian Purvis, make premiums merry,
And a special thanks to Dawson's Rhyming Dictionary.

In '85, please have a ball,
God rest ye merry, one and all

LUFKIN INDUSTRIES, INC.
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A FAMILY AFFAIR

Traditional holidays such as Thanksgiving and Christmas usually mean festive family feasts. No one knows this better than the King family who also enjoy gathering as a group for large dinners during all four seasons of the year. They meet and eat dinner one Sunday of each month. Dining as a family unit isn't the only time the Kings come together. They work and play together—baling hay, working cows, butchering calves, fishing and water skiing. The Kings, with 39 years of accumulative service at Lufkin Industries are (left-to-right): Rodney, foundry (3 years); his wife Jenny, Industrial Supplies Division (3 years); his brother James, engineering (20 years) and wife, Linda, accounting (8 years); and their son-in-law, Craig Anglin, structural steel (5 years).

December Cover:

Employees Charlie Dyer (right), machinery sales, and Luda Belle Walker, corporate offices, end careers of 51 years and 46 years during December. See their stories, page 7 & 8.

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Vol. 41, No. 12, 1984

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

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