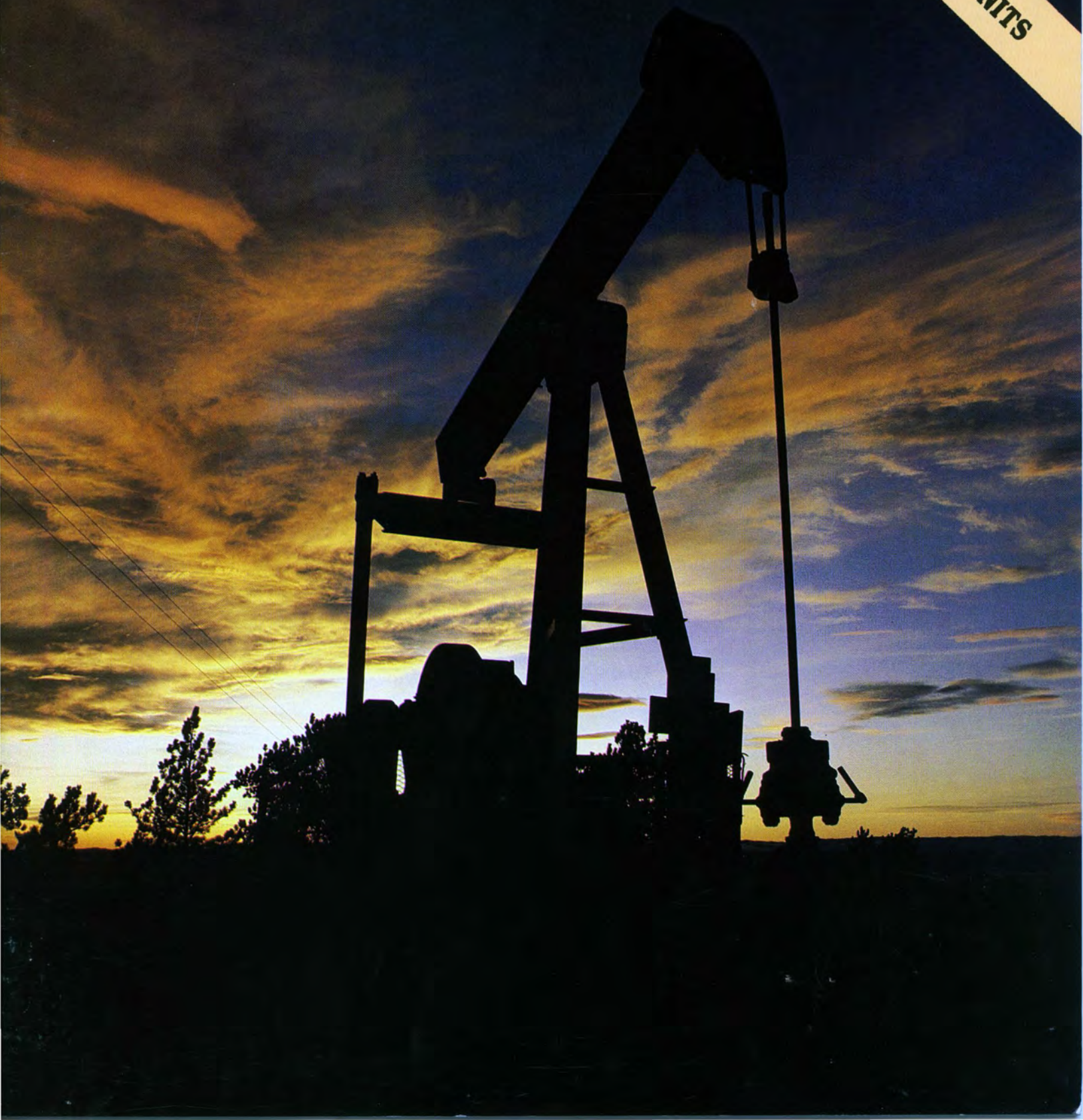


LUFKIN **ROUNDUP**

JANUARY 1985

A PRIMER ON PUMPING UNITS



FROM THE CHAIRMAN'S DESK



“

We now have
many new horizons
to look upon and to
consider during 1985...

”

It is always worthwhile to wipe our slate clean at the end of a year and start with a new broom for a clean sweep at the beginning of a new year.

Although our 1984 business year started slowly, it finished as the third best year of earnings in the history of Lufkin Industries. This includes the boom years prior to the recession of 1982.

We now have many new horizons to look upon and to consider during 1985 if we are to return to, and maintain, the growth pattern we had prior to the recession of 1982.

The broadest horizon we face in the future will be in the field of marketing. We realize that we have the facilities and capabilities to build great quantities of equipment if we can keep our shops supplied with orders. This will involve not only obtaining the maximum domestic business available but also hitting the export field harder than ever before.

The second largest horizon facing us is product development. We must place more emphasis on improving our product and keeping it ahead of competition. Our services to our customers must be the best in the world.

The third most important horizon for us to view, for growth in the future, is diversification. We must find new products to build for expansion in our market coverage, whether it be a fine line of pumps, commercial castings, fabrications, or some type defense work.

Along with the growth horizons, we must continue to look at the basics that have kept our company strong in the past. I'm referring to such basics as:

- 1) Provide the best tools and facilities available.
- 2) Know the competition—and what it is doing.
- 3) Stay abreast of changes in the marketplace.
- 4) Pay close attention to quality.
- 5) Keep our costs—and selling prices—under control.
- 6) Identify, and adopt, new technology when needed.
- 7) Measure our performance, and keep our management team pulling in the same direction.

Lufkin Industries has come a long way in following these basic rules of good business. But, we must now look for new horizons within this ever-changing world.

I am confident we have the management team to face all challenges of the future.

January Cover

One of over 165,000 pumping units LUFKIN has manufactured since 1923 is silhouetted against a colorful Rocky Mountain sunset. For more about the pumping unit and how it works, see pages 2-4. Photo by Chuck Stevenson.

A PRIMER ON PUMPING UNITS

BY DAVID WILLMON

The pumping unit has been a vital part of the oil industry since the discovery of the first oil well, which is generally accepted to be the Drake Discovery Well completed August 27, 1859, one mile east of Titusville, Pennsylvania. The oil industry's first well was no "gusher" spewing thousands of barrels of oil out the top of the derrick. It would be another 40 years before the industry's first "gusher" was discovered at Spindletop, four miles south of Beaumont, Texas. Colonel Drake's pumping unit was a hand pump he rigged on a piece of two-inch copper pipe which pumped the oil from his 69-foot oil well.

Photo by Chuck Stevenson



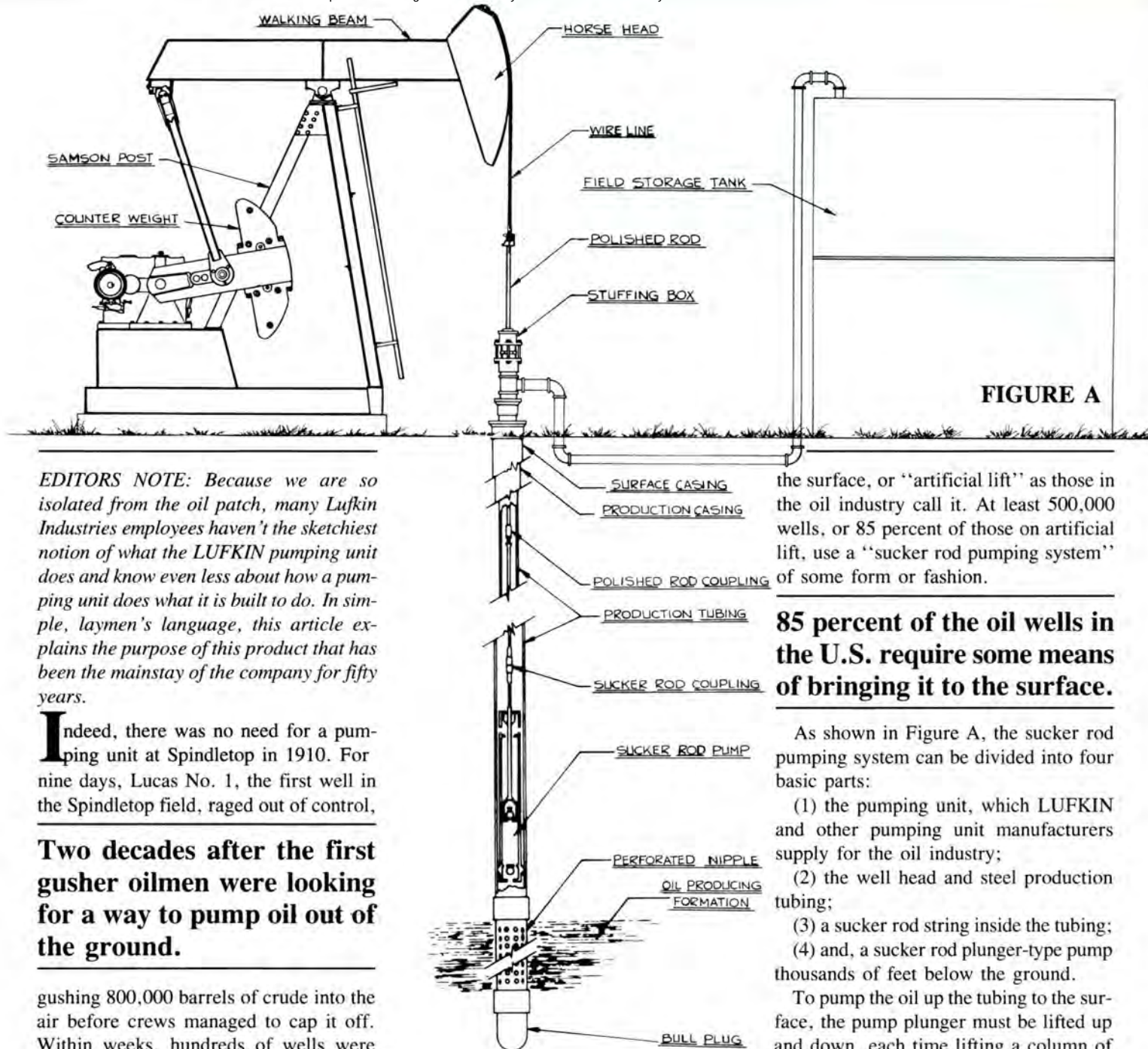


FIGURE A

EDITORS NOTE: Because we are so isolated from the oil patch, many Lufkin Industries employees haven't the sketchiest notion of what the LUFKIN pumping unit does and know even less about how a pumping unit does what it is built to do. In simple, laymen's language, this article explains the purpose of this product that has been the mainstay of the company for fifty years.

Indeed, there was no need for a pumping unit at Spindletop in 1910. For nine days, Lucas No. 1, the first well in the Spindletop field, raged out of control,

Two decades after the first gusher oilmen were looking for a way to pump oil out of the ground.

gushing 800,000 barrels of crude into the air before crews managed to cap it off. Within weeks, hundreds of wells were drilled at Spindletop. They were so close together it is said one could walk the length of the field without touching the ground, stepping from the floor of one derrick to the next. It was more than a decade before some of the wells stopped flowing and, like Colonel Drake, operators began looking for ways to pump the oil out of the ground.

About that time, the president of Humble Oil and Refining Company encouraged W.C. Trout, the inventive general manager of Lufkin Foundry and Machine Company, to design and build a geared pumping unit. This led to the first LUFKIN pumping unit being built and installed not far from the Spindletop field, at Goose Creek, Texas, in the winter of 1923. Later, with an improvement of the

the surface, or "artificial lift" as those in the oil industry call it. At least 500,000 wells, or 85 percent of those on artificial lift, use a "sucker rod pumping system" of some form or fashion.

85 percent of the oil wells in the U.S. require some means of bringing it to the surface.

As shown in Figure A, the sucker rod pumping system can be divided into four basic parts:

- (1) the pumping unit, which LUFKIN and other pumping unit manufacturers supply for the oil industry;
- (2) the well head and steel production tubing;
- (3) a sucker rod string inside the tubing;
- (4) and, a sucker rod plunger-type pump thousands of feet below the ground.

To pump the oil up the tubing to the surface, the pump plunger must be lifted up and down, each time lifting a column of oil and eventually pushing the oil out the top of the well head and into a field storage tank. The pumping unit must do the lifting. The sucker rods are simply a string of 25-foot-long steel rods which connect the pumping unit to the sucker rod pump.

In principle, the sucker rod pumping system is no different from the simple hand pump Drake fashioned, but today's sucker rod pumping systems are highly-sophisticated and complex. Selecting the proper combination of components for an efficient sucker rod pumping system is a challenging engineering exercise.

There are a half-dozen basic types of sucker rod pumps, all are variations of the simple plunger-and-barrel pump. Most pump manufacturers offer a wide selection

Drawings by Robert Jones, Engineering

Company's pumping unit, the Trout Counter-Balanced Crank patented June 15, 1926, Lufkin Foundry and Machine Company ushered in a new industry of its own, the pumping unit industry.

According to *Petroleum Engineer International's* Annual Well Servicing Survey of 200 operating companies, there were 645,262 oil wells in the United States as of January, 1984. Of these, 606,474 required some means of bringing the oil to

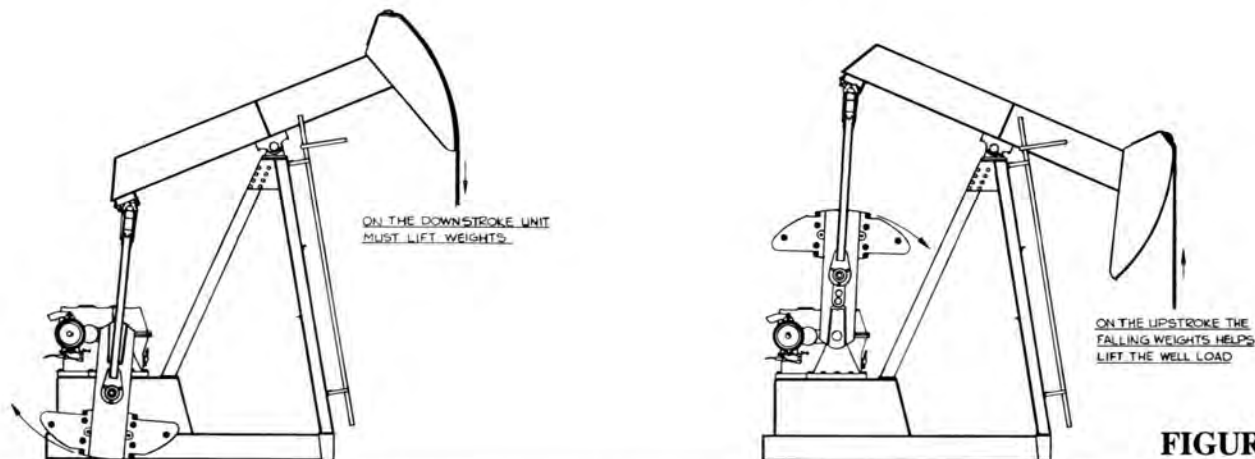


FIGURE B

of each type pump in different diameters to be compatible with the different sizes of well tubing. They also build models designed for a specific well condition or range of depth. For instance, a sucker rod pump designed for a shallow 1,500-foot well would simply collapse under the extreme pressures found at 10,000 feet.

The sucker rod string, however simple it may appear, is a carefully engineered compromise between weight and strength. This string of steel rods which vary in size from one-half to a little over an inch in diameter must lift a ten-ton load ten million times a year.

LUFKIN builds 125 sizes of pumping units for well loads of 5,000 to 47,000 pounds.

Possibly the most difficult selection for an engineer selecting equipment for a sucker rod pumping system, is the pumping unit itself.

The process is so complex, LUFKIN engineers developed a pumping unit sizing computer program several years ago, which they made available to customers. Basically, however, the size of the pumping unit is determined from three factors: (1) how much oil the well will produce; (2) the depth of the producing formation, and (3) the diameter of the well tubing. Once these factors are known, the engineer selects the proper size sucker rod pump and rods for the application, calculates the weight of the column of oil based on the depth and size of the pump, and adds the weight of the column of oil to the weight of the pump and rods to determine the "load" the pumping unit must lift.

Well loads vary tremendously and for

maximum efficiency LUFKIN builds more than 125 different sizes of pumping units to handle well loads as small as 5,000 pounds or as large as 47,000 pounds.

Without some means of counterbalance, a pumping unit would tear itself apart.

The sucker rod string is suspended from the horsehead of the pumping unit by a heavy cable (See Figure B). As the pumping unit horsehead rises, it lifts the heavy rod string and the pump, as well as the much heavier weight of a mile-long column of oil. This load on a 5,000-foot well could be easily 30,000 pounds.

On the upstroke, the motor driving the pumping unit and the pumping unit's gear reducer are under a maximum load. But, as soon as the horsehead passes the top of its stroke, and starts downward, the weight of the rods and fluid column try to pull the pumping unit through this part of its stroke.

If it were not for the counterbalancing effect of the Trout Counter-Balanced Crank, or some other means of counterbalance, the pumping unit gear reducer and engine would coast wildly for seconds then suddenly experience a tremendous shock load as the unit began the upstroke again. The pumping unit would literally tear itself apart from the violent changes from no load to maximum load without some type of counterbalance.

LUFKIN's two most popular units, the Conventional Unit and the Mark II, use heavy cast iron weights, called counterweights, on the cranks of the gear reducer as counterbalance. During the pumping unit's upstroke, the heavy cranks and

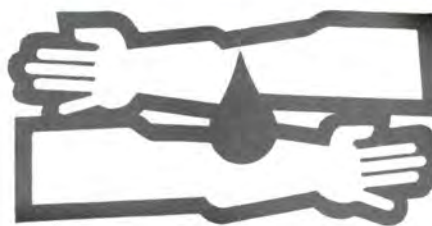
counterweights of the pumping unit gear reducer are falling, helping the pumping unit lift the heavy well load. As the pumping unit starts its downstroke, the gear reducer must lift the heavy weights, giving the pumping unit a load roughly equal to the weight of the rods and about half the weight of the fluid.

A pumping unit which is properly balanced works equally as hard on the upstroke as it does on the downstroke. When a pumping unit is kept properly balanced and well-maintained, it will provide decades of trouble-free service. In fact, the largest single expense in sucker rod pumping is maintenance of the sucker rod string, which appears to be the simplest part of the sucker rod pumping system.

As expensive as it may seem a sucker rod system accounts for only 15 percent of the cost of a well.

Although the sucker rod pumping system may sound rather complex and expensive, the system accounts for only 15 percent of the total cost of drilling and completing the average well in the U.S. The average well in 1982 was 4,723 feet deep and cost \$507,718. The sucker rod pumping system for this average well, including well tubing, sucker rod string, pump, and pumping unit, could be installed for about \$75,000.

It is interesting to note that the oil industry which produces roughly 39 million barrels of oil every day (At the current price of \$29 a barrel, the oil industry world-wide produces over \$1.1 trillion worth of oil every day), still pumps it out of the ground basically the same way Colonel Drake did over 125 years ago.



It was the season for giving

**Company employees donate 686 units of blood
during 10th annual blood drive.**



Larry Russell, Trailer Division, eyes Elaine Nicols, Stewart Blood Center, cautiously as she inserts the needle to draw blood.

From lathe, jig and shaft shops, from quality control to the pipe house and all other work areas, Lufkin Industries' employees—686 of them—came to participate as “gift of life” donors during the company's 10th annual blood drive in December.

Twenty-seven percent of the local workforce donated 686 pints of blood.

“We're delighted with the results of this drive,” said Tyler's Stewart Blood Center service director, Betty Hayes. “Of our 400 blood drives each year, LUFKIN employees always give us our largest and most successful drive.” Hayes had further high praise for LUFKIN's donors since this year's 686 units were 102 pints higher than the 584 donated in 1983.

Highest donor participation came from third shift machine shop employees with 67 percent (or 49 of 73 employees) contributing blood.

“I certainly have a group of employees oriented to the needs of other people,” said machine shop foreman Dennis Hopper about his area's superb turnout. “My supervisors aren't bashful about soliciting for blood donors a second or third time if necessary.”

Since at least one-fourth of LUFKIN's employees donated blood to Stewart Blood Center which services 44 hospitals across 31 East Texas counties, all LUFKIN employees are assured blood when needed at one-quarter the usual \$56 per pint price. Actual donors, however, are allowed free emergency blood for themselves and dependents for the next twelve months.



KURT MARTIN

Above, LUFKIN nurse, Janice McLaughlin, hands William Gann, structural steel operations, a cup of juice.

50-pint donor

Company employees, unable to donate due to colds, flu or high blood pressure at the time of the drive, may assure no-cost blood for their families by making later contributions at the Stewart Blood Center branch office at Lufkin's Memorial Hospital.

Jo Ann Anderson served as company blood drive coordinator with assistance from others in the corporate communications department—Mary Beth Kinner, Diana Hill, Krista Nixon, Chuck Stevenson and Kurt Martin.

Otherwise, departmental coordinators included: Linda Morehead, Danette Gainer, Michael Forsythe, Alfred Navarro and Bill Pennington, Jr., foundry; Betty Wood, Dennis Hopper, Dietrich Schoenagel, Jack Anderson, machine shop; Roy Davis, purchasing; Shirley Williamson, corporate offices; Lynne Owens, Industrial Supplies; and Don Baker, downtown welding shop.

Also, Janice McLaughlin, Charles McAdams, John Gyger, structural steel plant; Mabelle Hearne, Martha Calcote, Rosie Graham, trailer plant; Susan Campbell, personnel; Terry Orr, engineering; Rodney Brazil and Donna Parish, material control; Ray Hall, mailroom; Becky Whisenant, and Jackie Ford, machinery manufacturing administration.



Pam Lovett, accounting, eagerly rolls up her sleeves.



Kathy Steptoe, Stewart Blood Center, takes the 50th pint of blood from Earl Thomas, structural steel operations.

KURT MARTIN

Probably none of the over 2,800 employees of Lufkin Industries knows any more about donating a pint of blood for humanitarian reasons than Earl K. Thomas, a second-shift Class A assembly specialist at Buck Creek.

When the 10th annual company blood drive was held in early December, Thomas was among the 686 donors. This was hardly a novel experience for Thomas. He's rolled up his shirtsleeve and given the gift of life 50 times now.

The 45-year-old former Lufkin Dunbar football player has squeezed out six gallons and one-quart (or 50 pints) of blood in many global stopovers during his lifetime, 43 pints while serving 21 years in the military, seven pints as a civilian.

"I remember the first pint of blood I ever donated," Thomas recalls. "I was a senior at Lufkin Dunbar in 1957 and one of our teachers was in an automobile accident. I accompanied several of my Tiger football team members in donating that first pint.

"Since, then, wherever I've been and there was a need for blood, I've been happy to help out."

Help out, Earl has. He's donated blood at six army bases in the United States, and

during three tours of duty in Viet Nam, another duty tour in Korea and three more in Germany.

He's given five pints since joining Lufkin Industries in late 1978. Other than his military and LUFKIN contributions, Thomas donated only one other pint. That was in 1961, when he and his brother, James, a foreman at Buck Creek, helped an anemic cousin gain college entrance as blood donors.

Thomas quickly realized the value, and often urgency, of blood transfusions during a hot, sticky night in Viet Nam. He was on patrol when 16 rounds of enemy bullets tore into his body.

"I thought I was a goner, but the medics used eight pints of blood and patched me up, the former U.S. Army Sergeant recalls. "I spent two weeks in an army hospital in Japan and another month in San Francisco before coming home to East Texas to fully recuperate.

"They tell me I'll be eligible to donate blood for another 20 years and I plan to increase my total all I can during that time," says Thomas.

When another call for blood donors comes, figure Earl will be there to squeeze out more of his A-positive droplets.

—RICK PEZDIRTZ



How do you understand a working man?

Employees in Understanding and Working With People classes find the first step is understanding themselves.

By DIANA HILL

UWWP has been a topic for conversations at many employee coffee breaks, lunch and dinner hours during the past few months.

What is UWWP?

It is a course in "Understanding and Working with People" offered by Lufkin Industries. The company offered 20 free classes, taught by members of the Industrial Education Department of the University of Texas at Austin, since September. Fred Cone, Jr. and Victoria Burch taught the classes in September and October. Don Safley accompanied Cone in teaching November and December classes.

"The course design teaches students how to get along with people and to better understand them," Burch said. "But one of the primary objectives of the course is to help people better understand themselves."

"Company officials are paying more and more attention to individuals' needs, and training supervisors how to manage people," Burch said.

"We have never had the management of any company spend money and time as openly and willingly as Lufkin Industries' people have done," she said. "Usually it takes two or three years for company officials to see fit to offer this many classes to their employees."

"And, LUFKIN's employees have responded overwhelmingly," Cone added. "I've never seen a group of people so eager to spend their free time attending classes."

Approximately 500 LUFKIN employees now share better knowledge of what it means to communicate effectively with fellow workers through both talking and listening. Their UWWP classroom experiences included lectures, group discussions,

(Left) Victoria Burch, Understanding and Working With People (UWWP) instructor, leads the class in a discussion about the ten most important aspects of employment. "Good wages" was top on the list followed by "interesting work."

(Opposite page) Visiting during a coffee break are (l-r) Ben Sallas, foundry; Fred Cone, UWWP instructor; Viron Barbay, engineering, and Cliff Anders, foundry.



individual and group exercises, role playing, case studies, films, workbook and other handout materials.

"People have for centuries tried to figure out why people behave the way they do," Burch said.

During the two-week course the instructors, with the aid of a film, do their best to answer that question. Two reasons people do what they do and say what they say



is because of the time period in which they were raised and the attitude and values of those people who are influential in their lives, such as parents.

"If you, as company employees, are to achieve the goals and objectives of Lufkin Industries with and through people, you need to understand all you can about your basic resource—people," Burch said.

The purpose of the course is three-fold: (1) To gain a better understanding of people, so that you can work with them and perform job functions in the most effective manner.

(2) To prevent or more satisfactorily solve any people-related problems that may arise in the company.

(3) To motivate employees to achieve their greatest potential.

"People are motivated by recognition, companionship, accomplishment, security and status," she said. "Money and working conditions are usually maintenance factors."

What UWWP Graduates Are Saying:

Shirley Daddow, material control: "I think the course was great. Everyone at Lufkin Industries should take it. It really helps to understand the values of different age groups. I usually hate lectures, but the film was great."

Gary Porter, accounting: "It was a very informative course. I enjoyed hearing views from different people throughout the company rather than just from people in the corporate offices. It gives me a chance to try to understand people; why they feel the way they feel and why they act the way they act."

Wesley Davis, engineering: "I thoroughly enjoyed the class. It definitely pointed out the major differences between various groups of people (basically chronologically). It was informative and helped me understand why people, including myself, think the way we do."

Beverly Hightower, personnel: "The course was excellent. I would recommend it to everyone. It has helped me better understand people around me and to see where I can improve myself. I hope LUFKIN offers more courses of this nature in the future."

James King, engineering: "I certainly think this course was most beneficial to

both supervisory and non-supervisory personnel in providing insight as to why people at different responsibility levels react as they do to various situations.

"I was always taught that a good understanding provides for good relationships. As a result of this course, I hope to be more understanding and to build constructive working relationships, not only for myself, but for LUFKIN as well."

Karen Nelson, personnel: "I enjoyed the Understanding and Working With People class very much. The instructor was excellent and many things were discussed that I believe will be useful to me in my job."

Sandra McMullen, corporate offices: "I enjoyed the UWWP class very much. I hope LUFKIN will sponsor more courses, in the future. This class should be an indication to us of how Lufkin Industries is continually striving to help the employees improve themselves."

Delbert Floyd, material control: "I thought it was an interesting class. I have seen a difference in how I relate to some people. But most of all, it made me understand myself better."

Jim Massingill, accounting: "I enjoyed the contact with the employees from other departments hearing their ideas and opinions on various issues. However, for me the film stood out the most, and helped me understand why we react the way we do."

Shirley Ware, Trailer Division: "This was a very good course for all employees to take. We could all work together better and understand others' problems. The movie was the most enjoyable part."



Four records set as van sales soar

Trailer Division establishes new marks with 2,718 vans; \$58 million sales.

By RICK PEZDIRTZ

If, as they say, records were meant to be broken, the Trailer Division of Lufkin Industries accomplished a masterful 1984 performance, shattering four production and sales marks.

Standards surpassed by the Trailer Division during 1984 included:

- **Van production — 2,718.** (Old record of 2,352 was established in 1972).
- **Total sales volume — approximately \$58 million.** (Old record of \$36.5 was set in 1983).
- **Used van sales — \$8 million.** (Old record of \$4.2 million was set in 1983 after previous high of \$2.6 million had held since 1973).
- **Parts and service sales by a branch office — \$1 million-plus by LUFKIN's Memphis, Tenn., branch office where Hoyt Rogers is manager.** (Old record of \$781,114 was established in 1979 by the Memphis branch).

When the Trailer Division rolled LUFKIN van No. 2,353 from its production line on Nov. 28, 1984, company vice president and Trailer Division manager Dick McKay had cause to join his sales manager, Jim Horn, in celebration.

"Not only did we beat the old record in slightly less than 11 months but we added 366 vans to our all-time total by year's end," said McKay.

If McKay and Horn were in a back-slapping mood, trailer plant supervisor Jim Riggs was equally jubilant.

"We're really proud of our record 1984 production," commented Riggs, "especially since we did it with 273 employees working only one shift compared to over 400 employees on two shifts when the 1972 mark was set."

McKay figures three factors contributed highly to the record 1984 production performance:

- 1) "We have an excellent crew of dedicated people at the trailer plant, both in supervisory and production positions.
- 2) "We have made many improvements in equipment and techniques during the past 12 years, or since we turned out our previous high 2,352 vans.
- 3) The overall van business in this country, especially in the South and Southwest where our sales offices are located, was just plain good during 1984."

Riggs was also quick to praise his plant personnel. "Our people work better when there is plenty to do," he said. "Our philosophy is to put work in front of our employees, remove all possible obstacles, and then let them tackle the job."

With a backlog of van orders through May of 1985, Riggs happily sees little chance of an immediate production slowdown.

The Trailer Division has, during the past three years, made two major capital expenditures that contributed heavily toward 1984's increased productivity.

Three years ago, a \$500,000 Wideman numerically controlled machine was purchased. "Through a quick set up process, the Wideman builds parts," said Riggs.

"Yes, and we couldn't produce this quantity of vans in such a short period of time without that machine," added McKay.

Another major improvement was the 1984 completion of a \$400,000 paint house and expansion project which lends itself to an assembly line process. Through usage of a conveyor line, a trailer now moves from station to station—dryoff oven, undercoat area, preparation, finish line, spray booth and final inspection.

"By converting to an assembly line process we dwindled from 15 to only six shuttles," said Riggs.

McKay credits one customer, J.B. Hunt of Arkansas, with playing a large role in both new and used van sales figures. "We've built 1,952 vans for J.B. Hunt and our salesmen tell me they have plans of growing to an 8,000-trailer fleet by 1990. Of course, we are hoping they'll do just that," he said.

"The increase in used trailer sales was also due to our deal with J.B. Hunt. We took in some of their late model trades, they sold well, and at good prices," McKay said.

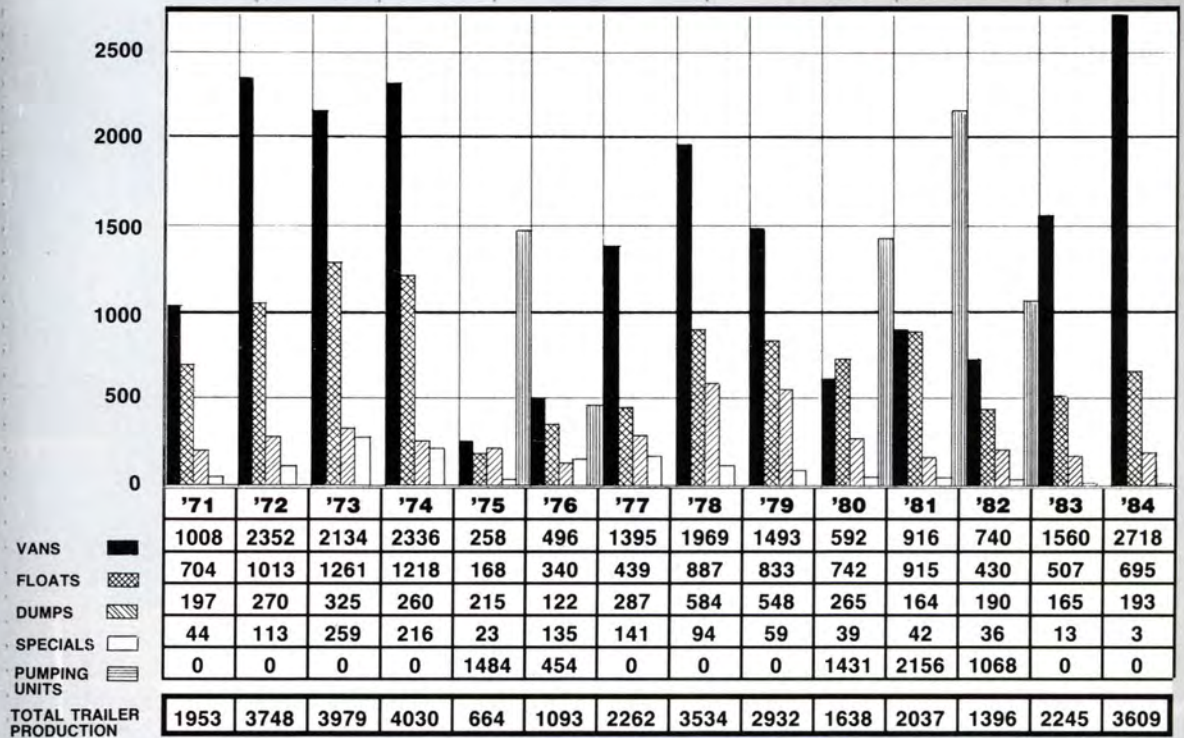
McKay credited Rogers, John Seeman, David Archibald, R.L. Watkins, Richard Jones, Pat Tyler and Pam Brown, all of the Memphis branch office, with a team effort in surpassing \$1 million in parts and services totals.

The record breaking 1984 van was shipped to Endom Welding Company of Ellisville, Miss., and for McKay it came only 20 months after the Trailer Division was at a low ebb, turning out commercial trash containers and horse stalls for the Angelina County Exposition Center on a three-day work week due to a serious lack of trailer orders.

"We've done a complete about-face and we've truly received 100 percent cooperation from all our people to obtain these records," McKay said.



Trailer Division Production(1971 thru 1984)



(l-r) Looking on as final inspectors Sylvester McClain and Archie Rice check out the 2,352nd LUFKIN Van of 1984 are Arthur Warren, supervisor float department; Earl Dover, supervisor van department, and Jim Riggs, plant superintendent.

ON THE JOB

This month
THE ROUNDUP
goes on-the-job with
machine operator...

Manuel Luna

Manuel Luna, machine shop machine operator at Lufkin Industries, watches the transformation of a brake drum from a rough casting to a workable part while operating three different machines.

"Instead of taking the part through only one stage of production, I am able to perform several steps at my work station," Luna says. "Since I see more than one step of the production, I see the purpose of what I am doing. I like knowing the reason behind what I am doing."

Luna operates a SC lathe, which turns the outer diameter of the brake drum, faces off (shaves off the excess metal) the hub and bores holes to fit the shaft. With the help of a crane, he moves the brake drum to the key seater, which cuts the keyway.

"The key seater cuts a slot in the brake drum which matches the slot (keyway) already cut in the shaft," he explains. "Then I insert a piece of metal in the slot, locking the drum and shaft in place. What you want to accomplish is having the drum and shaft turn around simultaneously. The two parts operate as one piece."

"With one employee operating three machines, the job description changed from four work stations to one work station in March, 1984," Luna says. "The other employees, who were previously working to accomplish the same task, were placed in other LUFKIN jobs."

One of the jobs eliminated was one position for a forklift driver. Before the new system went into effect, a forklift driver had to move the brake drum from station to station.

"This procedure took a great deal of



Manuel Luna

“

Since I see more than one step of the production, I see the purpose of what I'm doing

”

time," Luna says. "Each time the drum was carried to a new station, it had to wait its turn in line with other parts. The work that once required 40 hours now takes about 25 minutes."

Another way production time has been cut is through immediate problem solving.

"If there are any problems, I can catch most of them right away, as I complete each of the steps," Luna says. "Employees in work stations that follow mine, seldom discover any problems after

the drum leaves my work area. Prior to this new set-up, we wasted a lot of time bringing the drum back to my work station. Our current operation is more efficient."

The lathe is numerically controlled NC, similar to other machines with a memory bank. The tape, which is threaded through the machine, carries a code telling the machine what action to take next. Once Luna sets the figures on the machine, he is free to do other tasks.

"While the lathe is boring holes on either 8, 12, 18 or 24-inch drums, I work on the key seater or the balancing machine," he says.

Luna joined the company in 1975. Since that time, he has operated several NC machines (lathes and drills). Last spring, his job was expanded to include the use of two additional pieces of equipment—the key seater and the balancing machine.

"I like operating NC machines," Luna says. "I guess you could call it my speciality."

—DIANA HILL

FOCUS

Three Lufkin Industries employees end lengthy careers



Chester Hodge 18 years

All the while Chester Hodge worked ten years in a brick yard and then 18 years as a forklift driver at the Trailer Division of Lufkin Industries, he maintained a 112-acre farm in Corn Corn, Texas.

"I don't know where the community got its name, but it certainly fits because of all the farmers that live there," Hodge says.

Upon retirement Dec. 31, 1984, he officially became a full-time farmer. Hodge bought the family homestead, located eight miles outside Mt. Enterprise, in the early 1950s. He grows cotton, peanuts, purple hull peas, watermelon, cucumbers, sweet potatoes and, of course, rows and rows of corn.

Beginning in October, 1966, Hodge drove 1½ hours each day from Corn Corn to Lufkin and back again.

"The trip seemed long sometimes, but I tried to never exceed the speed limit," he says. "Occasionally, I thought about giving up my job at LUFKIN, but I was getting up in age."

The thing Hodge liked best about his LUFKIN job was the outdoor work.

"Although it was cold in wintertime, I still liked the outdoors," Hodge says.

Plans for retirement include several repair jobs around his farm.

"I left my house for work before dawn, and I usually returned home from LUFKIN after dark," he says. "There are many home repairs that need to be done because I never had time before."

Until his wife, Mildred, retires from Stephen F. Austin State University, they don't plan much traveling.

The Hodges have one son, one daughter and four grandchildren.



I.V. Christopher 38 years

Although recent LUFKIN retiree I.V. Christopher no longer arises at 4 a.m. to reach work by 6 a.m. (he lives in Nacogdoches), he still crawls out of bed by 6 a.m. or earlier.

"If I sleep until 6 a.m., that is late for me," Christopher says. "I'm just not accustomed to laying around the house relaxing."

Instead of starting his morning at Lufkin Industries' foundry, Christopher, as of a month ago, does odd jobs around his home—repair work he has been putting off for years.

"Most people say they are going to fish when they retire," he says. "But I have worked so much of the time, I never developed a desire for

fishing."

Christopher retired Dec. 1, 1984, after 38 years in the LUFKIN foundry. He started his career as a molder's helper, retired as a warehouse attendant.

"When I joined the company in 1946, the work was hard, physical labor," Christopher says. "We did a lot of shoveling. Today, with all the modern machinery, the work is not nearly as difficult."

Until his wife, Nell, retires from Stephen F. Austin State University's food service, they don't have any long-range plans. He is flying to Los Angeles, Calif., to see his brother this month. Other than that trip, he doesn't have anything else on his retirement agenda.

During those 38 years of driving between Nacogdoches and Lufkin, Christopher boasts of never having car trouble or being late for work.

"I left LUFKIN with mixed emotions," he says. "I knew it was time to go, but I hated to leave all my friends."



Arthur Holiday 28 years

For 28 years, Arthur Holiday was a full-time machinist and a part-time musician.

Guitar, fiddle, bass or mandolin, Holiday loves, and plays, them all.

"I love fooling around with music," he says. "I don't do much public playing anymore, but I enjoy playing for my personal entertainment."

Music has almost always been part of Holiday's life. As a young adult, he and his two brothers, Estill, machine shop, and Bill, a former Lufkin Industries' employee, formed a band, "The Playboys." Back in the old days, the group played for several of LUFKIN's Christmas programs.

"When children came along, our family life and work life were too hectic to continue to play for clubs around town," he says.

So the Holidays played their last tune together as semi-professionals in the 1960s. From then on, music became just a family hobby.

"Lilly (his wife) and I love to jam together in the evenings after she gets off work," Holiday says. "We have a ball."

For the last 12 years of his LUFKIN career, Holiday was a machine operator in the structural steel plant, producing component parts for equalizers, sub-bases and brackets.

"LUFKIN has come a long way, since I came to work in 1956," Holiday says. "We can now accomplish in a week what it took about three or four months to produce, when I started employment here."

The Holidays haven't made any extensive travel plans at this time.

"Lilly is still working" he says. "Until she decides to retire, we'll probably stick close to home."

They hunt and fish together, and of course, "fiddle" around.

—DIANA HILL

FOCUS

Company officials announce promotions for seven employees in five working areas.



Tommie Miller



Anna Bengé

Promotions of seven employees have been announced by Lufkin Industries' officials in the Trailer Division, personnel, material control, machine shop and accounting departments.

In the Trailer Division, Tommie Miller was promoted to chief cost estimator from assistant chief draftsman. He joined the company in 1967.

Miller attended Lufkin High

School and is a graduate of Stephen F. Austin State University in Nacogdoches. He is a deacon at Harmony Hill Baptist Church. He and his wife, Janell, have three children, Rachelle, 15; Wesley, 12; and Kendall, 8.

In the personnel department, Anna Bengé and Joyce West were promoted.

Bengé was promoted to insur-

ance claims clerk from clerk 4. She joined the company in 1979. Bengé is a Hudson High School graduate.

West was promoted to clerk 5 from part-time nurse. She joined the company Feb. 13, 1984. Following graduation from Zavalla High School, West went to nursing school and attended Angelina College.

She and her husband William

have a daughter, Vicky, and son, William. Their son, William, is employed in the structural steel operations and their son-in-law is LUFKIN pilot, Chad Courtney.

In the material control department, Robert Brooks and William Vanneste were promoted.

Brooks was promoted to reporting clerk from rough

Record crowd at seventh annual retiree Christmas party

"You're the backbone of our company. There is so much love and enthusiasm with you, I'm always touched to be among you," commented company chairman and chief executive officer R.L. Poland before a record 174 at the seventh annual Lufkin Industries Retirees Club Christmas Party.

The event, held at Lufkin Bar-B-Q Annex, included an address by Poland, musical entertainment by Elie Smith and Bonnie Eakin, a humorous talk by Harold (Cricket) Westbrook, and the showing of The LUFKIN story by Kurt Martin of the corporate communications department.

"You wanted to do good when you worked at Lufkin Industries, and you did," Poland told the group of retirees.

"I'll never understand anyone ever saying anything



Among those enjoying the festivities at the annual retiree Christmas party were Perry Grisham and wife, Beulah. Grisham retired in 1982 after 37 years in the material control department.

detrimental about this company. I came to work here for what I thought was only going to be about three months back in 1941, and 43 years later, I'm still here. We're a true family," said Westbrook during perhaps the only serious moments of

his laugh-provoking speech.

"This is a great gathering. We've come a long way from the 35 we had at our first Retirees Club Christmas Party in 1978," said G.C. (Cowboy) Starrett, who emceed this year's fete. Andy

Williams provided the invocations.

The retirees, who meet for coffee, conversation and comradery the first Wednesday of each month, received lucite digital clocks as company Christmas gifts.

FOCUS



Joyce West



Robert Brooks



William Vanneste



Carroll Benge



Carolyn Dewberry

carpenter. He joined the company Aug. 27, 1984. Following graduation from Lufkin High School, Brooks attended Angelina College, and is a graduate of Stephen F. Austin State University. He is a deacon at First Presbyterian Church.

Vanneste was promoted to receiving clerk from store-keeper. He joined the company July 30, 1984. Vanneste

graduated from Henry Ford High School in Detroit, Mich., and currently attends Angelina College. He and his wife, Roblyn, have three children, Brian, 15; Katherine, 9; and Sarah, 7.

In the machine shop, Carroll Benge was promoted to shop floor controller from machinist helper. He joined the company July 9, 1984. Benge

graduated from Sam Houston High School in Houston.

This fall Benge completed the Understanding and Working With People course offered by Lufkin Industries. He and his wife, Debra, have one son, Jesse, 1.

In the accounting department, Carolyn Dewberry was promoted to data control clerk from part-time data entry. She

joined the company Nov. 26, 1984. Following graduation from Aldine High School in Houston, Dewberry attended Durham Business College and Angelina College, majoring in data processing.

She and her husband, Harold, have seven children, Michael, 17; Kimberly, 16; Monte, 15; Brian, 12; Aaron, 11; Andrea, 9; and Jason, 7.

NAMES & NOTES ...

Rod Pittman and staff entertained 15 foundrymen from eight other foundries with a tour of LUFKIN facilities when they were in town for the AFS meetings in December.

Pittman was popping his buttons about all foundry and pattern shop supervisors joining him in the 12-hour Understanding and Working With People course taught by University of Texas personnel.

None came farther for the 7th annual Lufkin Industries Retirees Club Christmas party than **Marshall Dailey**. He shook the Colorado snowflakes from his shoes and blew into town from Estes Park. "I hope I reached out and touched someone during my 37 years with LUFKIN," commented the former Marine and LUFKIN Trailer Division sales manager.

More honors for company chairman and chief executive officer **R.L. Poland**. He received a certificate for 35 years service with the Veterans Land Board and was also re-elected to a three-year term on the Texas Research League's board of directors.

Bill Pennington reports a successful trip for **Don Stringer** to Montana where he investigated head alignment problems with a Mark unit and likewise **Perry McKnight** in Odessa for quality control work.

Wedding bells rang Dec. 15 for the Trailer Division's **Victor Lamont**. He and the former **Sandra Arnold** were married at St. Paul's United Methodist Church.

Dick McKay and **Jim Horn** may be having a record year

at the Trailer Division but haven't overlooked the good work of their shop and office custodians. They offer high praise for **Lankford Bullard**, **Thomas Earl Coutee**, **Tyre Henry**, **Israel Deltoro** and **Glenn Coutee**.



The stork commeth...

Class A machine operator Donnie Randall and wife, **Nancy Elaine**, became parents of **Heather Elaine**, 7 pounds, 7 ounces; and **Class A Structural worker Jesse Ross** and wife, **Ruby**, became grand-parents when **Danny** and **Denisea Ross** became parents of **Holly Cherie**, 8 pounds, 6 ounces.

It's a boyoboyoboy for quality control inspector Leroy

Mooney and wife, **Becky Jo**. They welcome **Robert Carl**, 9 pounds, 10 ounces. Also **Class A machine operator Fernando Arredondo** and wife, **Cindy**, welcome **Fernando Rafael Jesse**, 8 pounds, 7 ounces; as do machinist **George Pillows**, and wife, **Rose Marie**, as grand-parents to **Justin Daniel Blackburn**, 8 pounds, 1 ounce. Parents are **Danny** and **Diane Blackburn**.

Other boastful grand-parents include crane operator **William Cole** and **Annie**, with **Erik Antwan Bass**, 7 pounds, 2 ounces. Parents are **Michael** and **Wilma Sue Bass**. Also, core room administrative manager **Thomas Ladd** and wife, **Helen**, welding shop clerk, become grand-parents to **Thomas Michael Hardage**, 6 pounds, 13 ounces. Parents are **Clint** and **Brenda Hardage**.

FOCUS

Employees complete company-sponsored classes



Graduating from the basic foundry practice class were: (front row, l-r) David Jones, engineering; Joy Ouseph, machine shop; Danette Gainer and Helen Alexander, foundry; (middle row) Mike Kitchens, foundry; Jimmy Russell, final assembly and shipping; Jack Weaver, machine manufacturing administration; Juan Reyes, foundry; (back row) James Ray Horace and Fred Preston, foundry; Gene McGallion, final assembly and shipping; William Dean, foundry; and Russ Gauman, final assembly and shipping. Instructor was Frank Martin, foundry. Not pictured were: John White, machine shop; M.T. Allen, Jay Hess, Tommy Russell and Mike Hooks, foundry.



Graduating from the shop math class, taught by Marvin Stubblefield, machine shop, were: (front row, l-r) Virgil Berwick and Jerry Moore, machine shop; Mary Beth Kinner, corporate communications; and Stubblefield; (back row) Bryan Squyres, foundry; Roy Conway, machine shop; Gus McCoy, foundry; and William Haynes, structural steel plant.



Graduating from the blueprint reading class were: (front row, l-r) Alvin Erwin, foundry; Jerry Wells, Trailer Division; Frank Oder, structural steel plant; Daniel Phipps, machine shop; (middle row) Joe Perez and Ramona Rice, machine shop; William Howard, final assembly and shipping; Mark Seale, machine shop; (back row) Frank Myers, class instructor; Garry Womack, foundry; Peter Rita, machine shop; Daniel Smith, structural steel plant; and Theodore Perez, final assembly and shipping.



Graduating from the blueprint reading class were: (front row, l-r) Betty Niosi, engineering; E.W. Ditsworth, machine shop; Ray Montgomery and Collis Modisette, final assembly and shipping; (middle row) Robert Nunn, engineering; Jack Haney, foundry; Paul Fenley, Trailer Division; James Bryant, machine shop; Ray McCollister, foundry; Danny Lock, Trailer Division; (back row) Frank Myers, class instructor; Kirby Purvis, foundry; Evan Davis, final assembly and shipping; Kenneth Singleton, machine shop; and Linley Ham, Trailer Division. Not pictured were Coreta Mark and Patrick Sanders, machine shop.

Supervisors' Class

Graduating from the supervisors' class were: (front row, l-r) Darvin Dominey and Wayne Harbuck, machine shop; Ray McCollister, foundry; Rayford Davis, final assembly and shipping; Jo Ann Dixon, machine shop; Sherry Meaux, structural steel plant; Tommie Fox and Rosie Graham, Trailer Division; (middle row) Tim Landrum, structural steel plant; Darcey Faircloth, Trailer Division; Doug Collins, machine shop; Dale Frels, structural steel plant; Mac Mitchell, machine shop; Fred Kramer, material control; Don Baker, welding shop; Richard English, Trailer Division; (back row) Larry Walker and Estill Holiday, machine shop; Roy Tullos, Walter Culpepper and Willie Mitchell, foundry; Thomas Miller and Phillip Smith, machine shop. Instructor was Danny Martin, foundry.



CHANGES

Company officials have announced job changes and new assignments for 50 employees. They include:

FINAL ASSEMBLY AND SHIPPING—William Howard, from class A assembly specialist to inspector; Earl McGallion, from quality assurance specialty machine to quality assurance working foreman.

STRUCTURAL STEEL—Elma Dean Holloway, from class B burner to class C utility maintenance; Jerry Jones, from class B maintenance mechanic to maintenance mechanic structural; Michael Rea, from part-time operative to full-time assistant maintenance planner; Tommy Reynolds, from class B to class A utility maintenance; Larry Ward, from class A truck driver to truck trailer operations.

LITTLE ROCK FOUNDRY—Andrew Brooks, from shakeout operator to crane operator; Halbert Edmondson, from shakeout tender to crane operator; Kenneth Gollatt, from mold finisher to crane operator; Michael Hobbs, from no-bake molder to crane operator; Jimmy Marshall, from crane operator to chipper grinder; Elvester McCraney, from chipper grinder to shot blast operator.

FOUNDRY—Andro Branch, from shakeout tender to forklift operator; Howard Chinn, from chipper grinder to shakeout tender; Ruben Guevera, from class B pattern tender to crane operator learner; Kenneth Mathews, from chipper grinder to iron pourer; Kenneth Moore, from class B pattern tender to class B core machine operator; Melvin Polk, from core finisher to crane operator learner; Lenneth Sowell, from shakeout tender to class B tender; Ronnie Stanaland, from foreman 9 to sand laboratory technician; Darlet Stripling, from mold system helper to core finisher; Demedric Taylor, from chipper grinder to mold system helper.

MACHINE SHOP—Judie Abbott, from class B machine operator to class A machine operator; Billy Bankston, from laborer to machinist helper; Brent Bolin from class D machine operator to machine operator trainee; Johnny Bowie, from rough carpenter in final assembly and shipping to rough carpenter in the machine shop; Joe Burch, from class D to class C machine operator; Calvin Carroll, from class C to class B utility maintenance; Jay Clair, from laborer to machinist helper; Jeffrey Cole, from laborer to machinist helper; David Ham, from rough carpenter in final assembly and shipping to class A machine operator; James Hohimer, from class B to class A utility maintenance; Floyd Jacks Jr., from blacksmith helper to rough carpenter; Jackie Lewis, from laborer to machinist helper; Von Lowery, from machinist to class A machine operator.

TRAILER DIVISION—Mark Bynum, from class B material handler to class B painter; Robert Carter, from helper to class B maintenance handler; Jimmy Hadnot, from class B material handler to class B trailer builder; Ricky Haney, from class A material handler to material handler specialist; Russell Harvey, from helper to class B material handler; Jeff Hudspeth, from helper to class B material handler; Hugh Lambright, from class A painter to inspector; Willie Limbrick, from class B to class A trailer builder; Michael McClain, from class B to class A trailer builder; Sylvester McClain, from class A trailer builder to inspector; Daniel Oliver, from helper to class B painter; Fredrick Smith, from helper to class B painter; Christopher Stewart, from class B to class A painter; Kerry White, from helper to class B trailer builder.



JANUARY ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

Audie Christie	23
Marvin Malnar	19
Tommy Hollingsworth	18
James Loving	17
Tommy Dennis	14
Robert Wilson	12
John Goodwin	12
John Cooper	11
William Gann	11
David Compton	9
Thomas McLendon	9
Vernester Sowell	8
Leon Berry	7
Maria Boonstra	7
Robert Elliott	6
Kim Frels	6
Sandra Ward	6
Russell Ash	6
Daniel Torres	5
Tomas Fuentes	5
Jesus Alvarado	5
William Haynes	5
William Cooper	5
Jose Reyes	5
Roy Harrison	5
Eusebio Martinez	5
Willie Bell	5
Ernest Pleasant	3
John Anthony	1
Juan Morales	1
Hipolito Reyes	1
James Jones	1
Charles Euper, Jr.	1
Helen Ladd	1
Isaac Hines	1
Claudie Heaton	1
Hollis Jones	1
Arthur Anderson	1
Frank Oder	1
Curtis Hinson	1
Randy Stepherson	1
James Stokes	1
Danny Havard	1
Jonathan Bagley	1
Walter Murphy	1
Charles Fritz	1
Thoams Benga	1

FINAL ASSEMBLY AND SHIPPING

Cletus Russell	38
Linwood Johnson	34
Harold Page	23
Rudy Rios	11
Manuel Luna, Sr.	9
Rayford Barnes	6
Jack Palmer	5
Jimmy Russell	5
Russell Gauman	3

FOUNDRY OPERATIONS

Ernest Lord	40
Loniell Sowell	37
John Jones	30
Ferdinand Guillory	23
Calvin Cooper	22
Walter Bane	14
Ray McCollister	14
Jessie Wade	12
John Wade	12
Robert Hoosier	11
Eneree Cranford	10
Kenneth Larue	9
Howard Henry	9
George Darden	9
Helen Alexander	8
Thomas O'Quinn	8
Blake Bordelon	8
Ella Banks	7
Roger Kitchens	7
Trinidad Solis	6
Joe Hamb, Jr.	6
Carlos Riojas, Jr.	6
Herbert Moore	6
Tommy Smotherman	6
Pedro Garza	6
Oscar Elijah	6
Ken Tillery	5
Tommy Bass	5
Karl Ballenger	5
Bruce Bain	5
Fred Preston	5
Randy Murray	3
Cedric Doggett	1
Peter Hermes	1

Kenneth Holland	1
Gregory Tolliver	1
George Thomas	1
Tracy McGee	1
Darlet Stripling	1
Fabian Lopez	1
Jon York	1
Elroy Gregory	1
Bryan Squyres	1
Carrol Bonner	1
Randy Grimes	1
James Hendrix	1
Darren Watkins	1
Javier Jimenez	1
Leon Denning, Jr.	1
Lenneth Sowell	1

MACHINE SHOP

Cecil Berry	39
I.D. Curry	38
Harold Weeks	38
Henry Whitten	31
Richard Collmorgen	29
Lannas Bryant	26
Jimmy Horton	26
John Cole	23
Milton Davis	23
Walter Estes	23
Thomas Reynolds	23
Hollis Clifton	23
Ed Dominey	23
Johnnie Smitherman	22
William Oldham	19
Clarence Miller	19
Mac Mitchell	14
Willie Bryant	14
Elzie Allen	14
Lowell Wicker	13
James White	12
Robert Ray	12
Esklee Simmons	12
William Tidwell	12
Joe Powell	11
L.G. Dove	11
Paul Birdwell	11
Michael May	11
Jerry Hampton	11
W.H. Tullios	10
James Warren	10
Robert Conner, Jr.	10
Clark James	9
Marce Allen	9
Bennett McMullen	9
Alfred Johnson	9
Michael Modisette	9
James Hines	8
Louise Melton	8
Conney Stapleton	8
Jack Anderson	8
Von Lowery, Jr.	8
Gary Freeman	8
Rickey Stanford	8
Fredrick Berquist	7
Willie Jones	7
William Molandes	7
John Wilson	7
Kenneth Singleton	7
Billy Coutee	6
Felipe Trevino	6
Joe Pittman	5
Tony Hight	5
James Davis	5
Frank Derkowsky, Jr.	5
Bobby Devalcourt	5
Kenneth Spears	5
Bruce Mott	5
Charles Reynolds	4
Beauford Kervin	4
Arthur Myers	4
Frank Sander	3
Sherry Green	1
David Palmer	1
George McMullen	1
Douglas Alexander	1

WELDING SHOP

James McKinney	20
Bias McDaniel	19
James Hamby	15
Nicolasa Vicencio	5

LITTLE ROCK FOUNDRY

Bobby Hall	6
David Hall	6
James McKinney	20
Ed Dixon, Jr.	20
Jackie Ford	19

James Lee	17
Carolyn Sherrer	17
Claude McDonald	5
Donald White	5
Donna Cloyd	1

CORPORATE OFFICES

Leville Glenn	30
Don Young	15
Tom Doss	15
Pamela Thompson	6
Jerry Hill	5
Brenda Kee	3
James Gossage	1

INDUSTRIAL SUPPLIES

Edith Arnold	22
Hubert Morgan	18
Elton Fenley	12
Richard Huber, Jr.	1

ENGINEERING

Bobby Spells	20
Cecil Hunt, Jr.	19
Roy Wright	18
Jane Green	9
Don Bridges	9
David Wideman	4
Lisa Slaydon	4

MACHINERY SALES

G.W. Nichols	35
John Fincher, Jr.	30
Ethel Sunday	16
Wanda Ottmers	14
Bob Hall	11
Wayne Stuckey	9
Bill Willford	9
Peggy Herbst	5
Joy Prendergast	1

PERSONNEL

John Havard	11
Sam Blair, Sr.	7
Delbert Ray	4
James Hight	3
Anna Benga	1
Beverly Hightower	1

CORPORATE COMMUNICATIONS

Rick Pezdirtz	1
Mary Beth Kinner	1
Kurt Martin	1

TRAILER PLANT

Aubrey Fuller	33
Otis Alexander	29
Don Block	23
James Masters, Jr.	21
Calvin Hammer	21
Dawson Howell	19
Lankford Ballard	19
Eddie Watts	17
Jerry Lawson	17
Herman Nerren	13
Quinton Edwards	13
Charles Holmes	13
Virgil Reynolds	13
Tyre Henry	12
Roy Erwin	6
Reginald Moore	6
James Davis	5
Grady Spangler	5
Ray Loving	5
Horace Kendrick	5
Henry Sledge	1
Joel Wier	1
Charles Kilgore	1
Mark Bynum	1
James Davidson	1
Billy Horne	1
Frederick Smith	1
David Merritt	1
Johnny Christie	1
Danny Lock	1
Vincent Greene	1

TRAILER SALES AND SERVICE

PAI Gammill	18
Mike Stringer	14
Joe Williams	13
Carl Walker	9
Jeff Wilson	4
William Sivils	3



Ernest Lord
40 Years



Cecil Berry
39 Years



Cletus Russell
38 Years



G.W. Nichols
35 Years



Leville Glenn
30 Years



THOSE GOLDEN YEARS

'Playboys'

The Bullock brothers spend their days hunting, fishing, and flirting with pretty girls.

The Bullock brothers dedicated their work careers to Lufkin Industries—Leamon, 40 years; Issac (Bud), 42 years; and L. (Les), 47 years.

When the late F.C. (Bo Bo) Hayes, the Bullocks' brother-in-law married their sister, Martha, he started an admirable family tradition. Leamon, Bud and Les added 129 years to Bo Bo's 48 years of service to Lufkin Industries, making a total of 177 years.

In 1916, Bo Bo began work in LUFKIN's machine shop. It wasn't long after that, during the 1920s, his three brothers-in-law followed suit.

Leamon, Bud and Les joined Bo Bo in the machine shop. Of course, during World War II years, their careers were interrupted when the Bullocks stopped running LUFKIN machines to serve in the United States military.

Also, nephew Doyle Bullock and son-in-law Jack Devereaux worked several years for the company in the 1930s and '40s. The Bullock family can count a total of about 184 years of service to the LUFKIN family.

The Bullock brothers are all retired now, spending much of their time fishing and hunting—at least Bud and Les fish and hunt.

"I am the baby of the family," Leamon says. "I may be 75 years old, but Les and Bud still treat me just like their little baby brother. They still don't want me tagging along. They think I'll get in the way of their hunting or talk too much while they're fishing."

Les and Bud hunt and fish at every opportunity. They shoot deer and squirrel; catch catfish, white perch and trout.



KURT MARTIN

Together the Bullock brothers have a total of 129 years of service at Lufkin Industries. Les, Bud and Leamon (l to r) reminisce while flipping through LUFKIN *From Sawdust to Oil*.

"The other day I caught an opossum in my armadillo trap," Les says.

When nightfall forces this pair of Bullocks indoors, they unbox dominoes and play "42." For the past 20 years, Bud, 81 and Les, 79, have played dominoes at least once a week. Now that the Bullocks are retired, they shuffle dominoes each Tuesday and Friday night.

What does Leamon do with his spare time?

Well, he does a little gardening—just enough to place fresh vegetables on his table. At one time, Leamon had a much larger garden than he now tends. In those

days, he peddled his abundant harvest on the side of a highway, earning a few extra dollars.

"I've also retired from peddling peas, corn and tomatoes; it's too much work and too little money," Leamon says.

Les and Bud have their own opinions regarding baby brother's favorite activities.

"I know what he does all day," Les says. "Leamon drives up and down the road flirting with any pretty girl that passes by."

Leamon just smiles and nods his head in apparent agreement.



of Faces & Places

With Rick Pezdirtz

“

...I'd be crazy
not to if they
wanted to pay
me 20 times more.

”

Oh! The lingering love of learning.

The way me and this handy, pocket-sized, Canon LS-3 solar calculator have it figured, I've spent the tidy total of seven days plus six hours camped out in this or that classroom during the past twelve months.

You'd suppose a fellow who stopped off at several institutions of higher learning some 30 years ago would know better. I can't recall absorbing much back then, except maybe: Conversational Spanish is hard for a gringo; college chemistry is impossible; and how to open beer bottles with quarters.

Lessee. This past year I've attended 48 hours of a dandy Dale Carnegie course. Seven hours of a doleful Defensive Driving seminar; 106 hours of Leadership Lufkin lessons.

And now, I've joined 509 other Lufkin Industries' employees as bonafide graduates of a 12-hour symposium, a thinktank called Understanding and Working With People which was brought to us by the Industrial Education Department of the University of Texas at Austin.

This fun-loving, academic roverboy found sixtyish UWWP instructor Fred Cone a solid delight. No stranger to the lecture rostrum, Cone came across more like the insurance-real estate-construction-lumberyard tycoon he used to be in Wichita Falls than a 10-year professor of practical management experiences for the U of Texas.

Feds put Fred on Golf Course

"When it got to where the government was telling me who I could hire and fire and bogging me down with too many packets of paperwork, I sold my businesses and retired to Austin," said Cone.

"For three years I didn't do much more than play gin rummy and golf at a country club. One day I discovered, golf isn't much fun unless you can sneak off from work to play a round. So, I signed on to teach these courses for the university."

Fred has taught his course to 687 organizations, some governmental but mostly in the private sector. He taught at Lufkin Industries from September through December and had words of praise for the LUFKIN students he encountered.

"The first two months we (Victoria Burch and Don Safley assisted) taught only classes made up of non-supervisors. They were the most attentive group I've ever lectured before," said Cone. "I've never had so many so eager to learn. It was amazing so many came in during 12 hours of their own time and then often stayed after class for more conversation."

Of the 20 UWWP courses here, I fell into one composed of 14 free-thinking company chieftains, most of whom had some mildly argumentative rebuttals for a lengthy film lecture by Dr. Morris Massey, formerly of the University of Colorado, now preaching and teaching at Tulane. Massey's machine-gun style of delivery was remindful of a West Texas mule auctioneer.

Does Money Motivate?

When Cone insisted achievement and recognition were more motivational for the working man than money, I politely debated his premise. "If General Motors offered you 20 times what Lufkin Industries is paying you to teach these courses, wouldn't you be in Detroit or Dearborn, Michigan, right now?" I inquired.

"Well, I'd be crazy not to be if they wanted to pay me 20 times more," he replied. Case closed.

A majority of other LUFKIN students marked ballots indicating money indeed does motivate. Cone gave me the results of a ten-part job priority poll he took here and comparison rankings from 7,800 others he has polled. The results in order of importance were:

	LUFKIN SURVEY OF SURVEY	7,800 OTHERS
Good Wages (salary).....	1st	6th
Job Security.....	2nd	5th
Good Working Conditions.....	3rd	7th
Chance for Promotion.....	4th	4th
Interesting Work.....	5th	1st
Appreciation of Work Done.....	6th	2nd
Feeling "In on Things".....	7th	3rd
Loyalty of Supervisor.....	8th	8th
Tactful Discipline.....	9th	9th
Help on Personal Problems.....	10th	10th

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A FAMILY AFFAIR

The Christie family has a total of 55 years of service at Lufkin Industries. Audie Ray Christie, right, structural steel plant, 23 years, is the firewood cutter in the family but the others will help if he twists their arm. Helping Audie Ray are (l-r) son-in-law, Marty Jones, structural steel plant, 2 years; brother, Preston, structural steel plant, 29 years, and his son, Clayton, a 1-year employee of the trailer plant. Including other close family members employed by LUFKIN, Bill Williford, machinery sales, 8 years; Lester Fuller, trailer plant, 33 years, and Mary Fuller, a company retiree with 27 years of service, this family accounts for 123 years of service to LUFKIN.

INSIDE

From the Chairman's Desk	1
A PRIMER ON PUMPING UNITS	2
It was the season for giving	5
How do you understand a working man?	7
Trailer Records Tumble	9
On-the-Job	11
FOCUS	12
ANNIVERSARIES	16
THOSE GOLDEN YEARS	17
of FACES & PLACES	18

ROUNDUP

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