

LUFKIN MAY 1985

ROUNDUP

Computerizing The Workplace





■ FROM THE CHAIRMAN'S DESK

IN MEMORIAM:

Pete Little, 1903-1985

Another significant era in the history of Lufkin Industries, Inc., ended on April 11, 1985, with the death of L.A. (Pete) Little.

We have all suffered a great loss.

Pete had a severe heart attack on Sunday, April 7, 1985, from which he did not recover. He passed away on the date of his 82nd birthday. He was born in Cleveland, Ohio, on April 11, 1903, only one year after Lufkin Foundry and Machine Company was chartered.

Pete was a natural born salesman. He loved Lufkin Industries, and spent much of his early life traveling across the country to sell LUFKIN pumping units and gears.

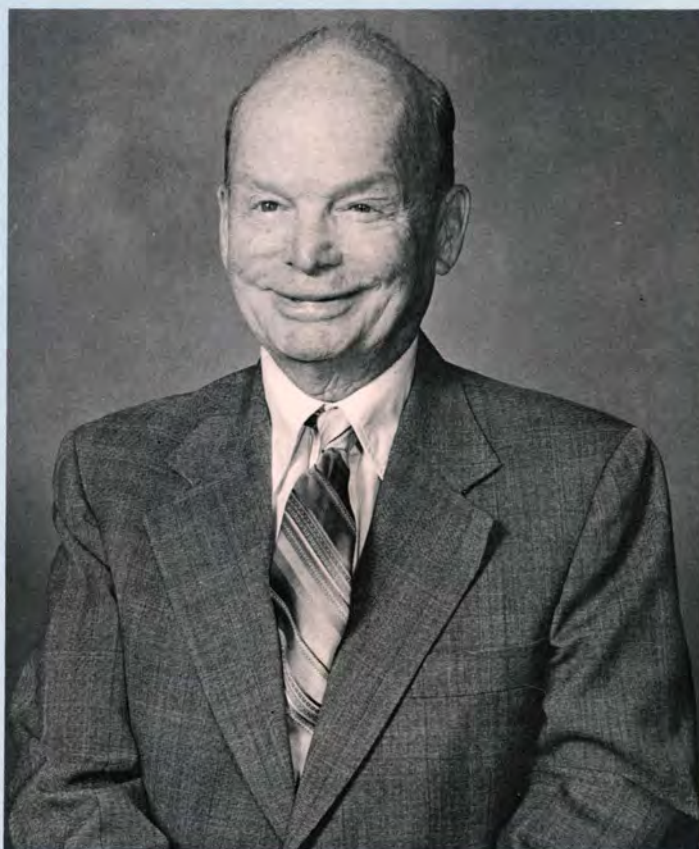
I often recall some of my early experiences as a young engineer, traveling with Pete to various places, not only in the United States, but also to far areas of the globe. He had a unique way of convincing customers that they had made a "good deal" when purchasing a LUFKIN product.

Pete came to work for LUFKIN in 1927 when he was 24 years old. He was made a company director in 1943 and served in that capacity for 42 years. He was always devoted to his family and to his company. He loved being around people, whether strangers or friends, and always seemed to radiate a feeling of enthusiasm in any group of which he was a part.

Pete loved selling above any other type endeavor, and he was an amazing master of persuasion. People that worked for Pete had a high regard for him, and possessed an almost mystic feeling that he was "the supreme peddler."

LUFKIN was very fortunate to have had this man—Pete Little—in such an important position of responsibility during the time of its rise to lofty industrial heights.

We are deeply saddened by his passing, but must continue living up to the high ideals he helped set for this company.



L.A. (Pete) Little

We must continue to do what Pete always enjoyed doing—building and selling quality equipment worthy of the name "LUFKIN."

We, at Lufkin Industries, will all miss Pete Little very much.

May Cover

The computer has indeed arrived at LUFKIN. With more than 250 terminals and personal computers now in place, new opportunities for productivity in many applications have been realized.

Computerizing The Workplace: Is It Ending Or Just Beginning?

Forty years ago, the American worker had probably never heard of a computer, and if he had, he could not have envisioned needing it on the job. Even those who knew about computers, underestimated their potential. The chairman of IBM, today's king of the computer mountain, said in 1945, "I think there is a world market for about five computers."

How can it be that American workers today have become so dependent upon computers and computerized information? Did anyone imagine how quickly computers would become a vital part of LUFKIN's operations?

For a company which leased its first computer in 1971, the use of computers on the job today at Lufkin Industries is surprisingly extensive. More than 200 CRT terminals link company employees to the company's IBM Model 4381 mainframe computer and the 14 trillion "bytes," or characters, of information this system has "on-line" at all times to support various plant operations.

The company's data processing department uses yet another IBM computer, a Model 4341, primarily to produce the necessary printed reports for different departments. Two printers, one printing 33 lines a second and another generating 18 lines a second, churn out more than 47,600 pages of reports ever day. Roughly seven tons of paperwork a month.

Around Lufkin Industries, at least 28 IBM and Apple personal computers are in use reducing the time employees spend on engineering computations, designing, inventory management, and word processing. Machinery sales offices use 17 desk-top computers to eliminate much of the time and chance for error in the complex sizing calculations for LUFKIN pumping units. In the manufacturing areas, there are 55 computer-controlled machines which produce components with greater accuracy and less time, and at less cost, than the machines they replaced.

In several instances, LUFKIN employees have been involved in "leading edge" computer technology. The engineering department's Computer-Aided-Design (CAD) system is a specialized computer system used to generate engineering drawings. Although LUFKIN has used CAD for a number of years, the use of CAD systems is still confined to a relatively small number of large U.S. manufacturers. And, as we will see in this issue, two groups of employees are pioneering the use of computers for tasks never attempted by other companies.

Whether the "computerization of the workplace" has reached its peak or is just beginning, who can say. Already, a few supposed authorities have been embarrassingly wrong.

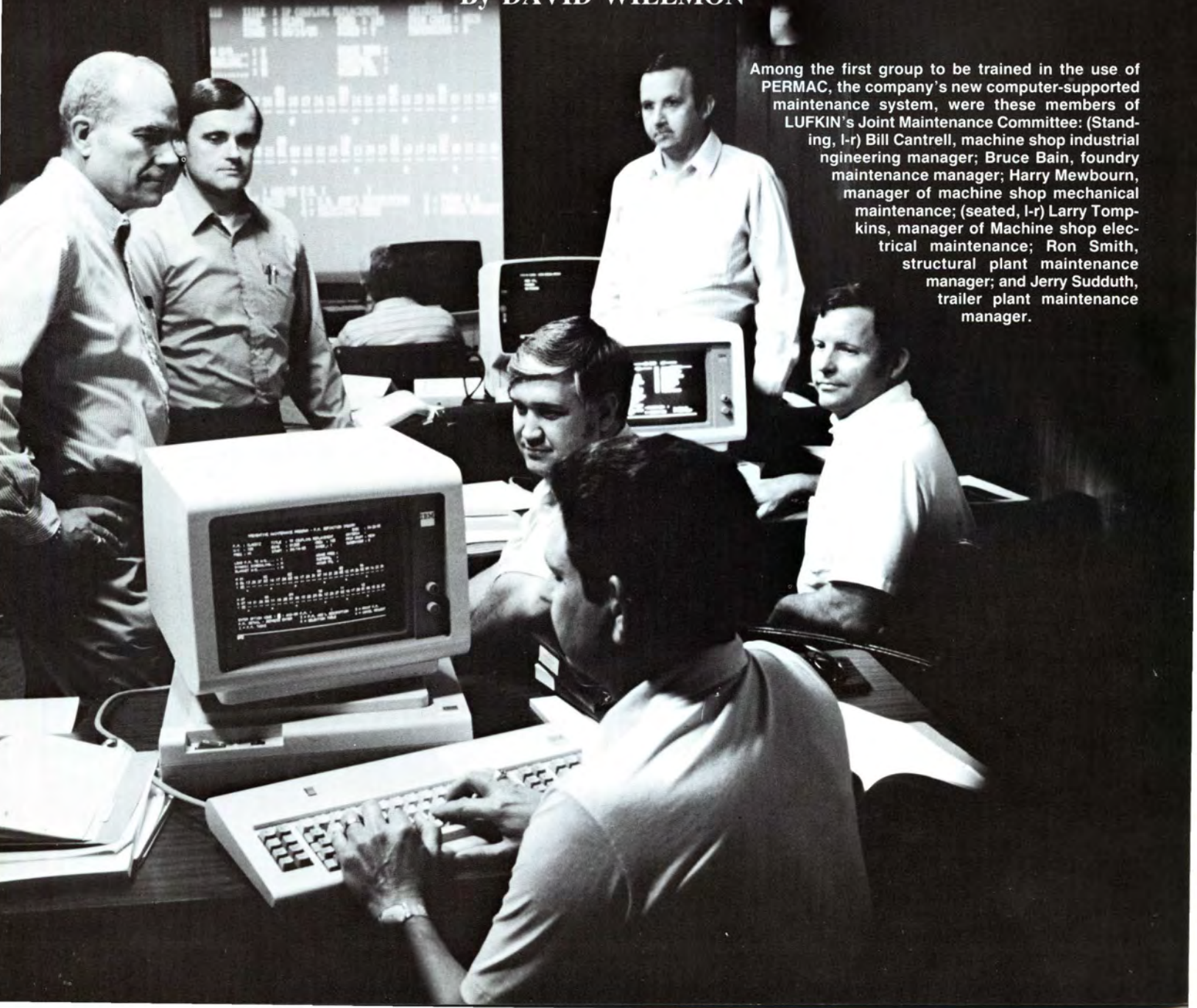
—DAVID WILLMON



Computerizing Plant Maintenance: Moving Out Of The Hammer And Screwdriver Days.

PERMAC, the company's new computer-supported maintenance system brings plant maintenance operations into the 20th century.

By DAVID WILLMON



Among the first group to be trained in the use of PERMAC, the company's new computer-supported maintenance system, were these members of LUFKIN's Joint Maintenance Committee: (Standing, l-r) Bill Cantrell, machine shop industrial engineering manager; Bruce Bain, foundry maintenance manager; Harry Mewbourn, manager of machine shop mechanical maintenance; (seated, l-r) Larry Tompkins, manager of Machine shop electrical maintenance; Ron Smith, structural plant maintenance manager; and Jerry Sudduth, trailer plant maintenance manager.

"The trouble is in the AE-35 unit. My Fault Prediction Center reports that it may fail within 72 hours."

Monitoring the giant spaceship's components and predicting imminent failures, was just one of the duties of the HAL-9000 computer, the almost-human computer control center in the film *"2001: A Space Odyssey."* Warned ahead of time by the computer, the film's astronauts replaced components before a crisis arose.

It's no surprise that similar technology—science-fiction stuff a short decade ago—is in use today. However, few people would expect such technology to have arrived, as yet, in the backwoods of East Texas.

But, last month, while the film's sequel, *"2010,"* played in theatres across the country, Lufkin Industries' plant maintenance managers and other personnel were being trained in the use of a computer-assisted maintenance system. In the near future, this system will help maintenance managers keep track of the company's hundreds of sophisticated machines, a multi-million dollar spare parts inventory, and stay one or two steps ahead of costly breakdowns by automatically scheduling preventive maintenance.

Although computer-controlled machining centers and linked, flow-through manufacturing systems have greatly reduced manufacturing costs, they have brought added importance to the role of maintenance.

"The same automation that saves money when parts are flowing [becomes] a big expense when there's a problem," says one industrial publication. In more progressive companies, like LUFKIN, computer-supported maintenance systems are now helping skilled technicians by scheduling regular preventive maintenance, keeping track of spare parts and making maintenance records more accessible.

By 1988 over 8,000 companies are expected to be using computer-supported maintenance systems, but today only slightly over a hundred companies actually have computer-supported systems. That's just how far ahead of the crowd LUFKIN is with the installation of its computer-supported maintenance system, PERMAC.

Harry Mewbourn, manager of mechanical maintenance in the Machine Shop, sits in an office surrounded by manufacturing equipment. The sound of this equipment at work, the constant, pulsating hum of high-horsepower electric motors and the screech of metal being machined, is a never-ending clamor only partly shut out by the walls of his office. Mewbourn, and other maintenance managers at Lufkin Industries, wouldn't have it any other way. The sound is in a way reassuring; silence would be unsettling. Their job is to keep this "sound" going.

Mewbourn is one of six company maintenance managers. Together with Larry Tompkins, machine shop electrical maintenance manager; Bruce Bain, foundry maintenance manager; Ron Smith, structural department maintenance manager, Bill Cantrell, machine shop industrial engineering manager; and Jerry Suduth, trailer plant industrial engineering manager, they supervise over 200 maintenance employees and a spare parts inventory worth \$5 million.

Theirs is an awesome task. For example, Mewbourn and his maintenance employees are responsible for the mechanical upkeep of 1,168 pieces of equipment in the machine shop, and over 500 vehicles around the plant. When one considers the maintenance needs of the entire plant, it is easy to see why these maintenance managers, and several other key managers, who serve on the company's Joint Maintenance Committee, are eager to move away from "crisis maintenance" to a more efficient "predictive/preventive" type of maintenance operation.

Organized in June of 1982 to find ways to bring efficiency and economy to plant maintenance, LUFKIN's Joint Maintenance Committee is comprised of the six maintenance managers, along with Odie Watts, coordinator for the joint committee, and Elton Fenley, manager of the industrial supplies division, who serves the committee as an advisor on inventory matters. Much of the committee's effort thus far has been directed at defining common needs and objectives.

"One of our goals was to move away from the hammer and screwdriver days and be more scientific in our operation," says Mewbourn, who serves as the chairman of the committee.

"We've been keeping manual records for years so we know we have obsolescence in our parts inventory. We know we have poor turn on some items and, on the other hand, we probably are not stocking items we may need tomorrow. We have this information, but recalling it is cumbersome."

"We think about maintenance as a company problem, and we approach each problem as a team."

The committee quickly realized that a computer with its ability to gather, store, and manipulate large volumes of data would be a valuable tool in bringing efficiency to their maintenance operations. But they did not rush into purchasing a computer and software.

Aided by the company's Materials and Information Systems department, the committee spent months reviewing ideas and defining needs. Maintenance software packages, the few that were available at the time, were studied carefully until the committee narrowed the field of prospective software packages down to two proposals that the committee felt would best suit their needs. The selection of PERMAC, a software package developed by McDonald-Douglas Automation Corporation, was made after members of the committee visited companies using both maintenance systems.

"The committee could have received proposals from vendors with maintenance management systems, purchased the cheapest one and said we had a maintenance management system," says Mewbourn. "But, we defined what we wanted and didn't accept anything less. We were not going to be a guinea pig for someone wanting to get into the maintenance software business."

The members of the committee agree that once the system is installed LUFKIN will be way ahead of most companies, which is an indication of LUFKIN's progressive management philosophy. Companies much larger than LUFKIN have already indicated their interest in the project and want to come look at the system once it is completed. PERMAC, an acronym for Plant Engineering Resources Management And Control, will be installed in phases. Initial benefits will be seen in the very near future as the installation effort is already underway. The system will not be fully operational until the middle of 1986. Last month maintenance managers and other key personnel spent four days training on the system.

"The installation of the PERMAC system is a team effort," says Herb Green, MIS manager. "Responsibility will be shared by the maintenance departments, MIS, and data processing. The system belongs to the maintenance departments under the leadership of the company's maintenance committee. The MIS and data processing departments are firmly committed to supporting this system for our maintenance organization."

According to Green, maintenance costs in most U.S. industries, as a percentage of total operational costs, are on the increase due to the strategic importance of maintenance in today's manufacturing systems.

"There is a strong commitment from top management to make PERMAC an effective maintenance management tool," says Green. "Without effective maintenance management, many of our productivity objectives cannot be realized."

According to Gene Stewart, Jr., MIS project manager, the system is made up of six separate sub-systems: equipment information; inventory management; standard work orders; preventive maintenance; standard work packages; and information and cost. It is also an "on-line" system supported by the company's main-frame IBM computer.

"Maintenance is a business function, not a computer system," says Stewart. "The purpose of PERMAC is to provide the maintenance departments with a management tool that will help them operate their business more efficiently. Much of the clerical effort required to obtain needed information will be eliminated. In addition, information that previously has been difficult or impractical to obtain, will be readily available."

Across the street from Mewbourn's office, Larry Tompkins, manager of machine shop electrical maintenance, holds a small electric motor that doesn't quite fill up the palm of his hand. Used in one of the company's NC machines, this part costs over \$1,400. They have a way of disappearing, Tompkins says.

Behind him, in the electrical department's warehouse, are stored 6,800 different parts. Many are as expensive as the small motor in his hand. Keeping track of this inventory with a computer, instead of "inside somebody's head," should bring immediate cost savings for the company through more accurate inventory control. It's easy to understand why Tompkins, and the other maintenance

managers are excited about PERMAC and the efficiency it should bring to their maintenance operations.

Still, Tompkins, Mewbourn, and the other joint maintenance committee members, are as excited about the company's commitment to maintenance and the plant-wide teamwork, conditions which ultimately resulted in the decision to install PERMAC, as they are the system itself.

Says Mewbourn, "The greatest thing is the teamwork. We could drop PERMAC and still be ahead. For the first time in my career, we think about maintenance as a company problem, and we approach each problem as a team, not as individual departments. Before, every department continued down their own path. Now, we work together to solve problems, and I think that has been our greatest accomplishment thus far."

PERMAC will not be like "2001's" HAL computer. It will not sense that parts are going to fail, or have mind of its own. But, one must admit, we would have never expected technology to have gotten us this close in ten short years. That alone is enough to make us wonder what is in store ten years from now.



Trouble shooting problems in the giant control room of the trailer plant's Pierce-Rivet machine is Larry Havard, one of over 200 skilled maintenance mechanics throughout the company responsible for the upkeep of increasingly more complex, computer-controlled machines.

ON THE JOB

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

Tim Beamon

Computer operator Tim Beamon came to Lufkin Industries in 1978. He brought with him varied experiences as a Church of Christ preacher and educational background in the form of an agricultural teaching certificate.

"I enjoy what I do now. Computers have always intrigued me," says Beamon.

Amidst the rat-a-tat-tat and hummmm sounds of computers and printers, and nearly hidden behind stacks and stacks of data processing sheets, Beamon can be found during most work days.

"Sometimes I hear that constant humming noise in my sleep," Beamon says. "From time to time I have my hearing checked, but the doctors tell me everything appears fine."

Punching a few keys on a display terminal, he moves quickly between computer and printer, then back to the terminal. As assistant operations supervisor, it is his job to make sure terminals tied to LUFKIN's mainframe are running and kept running. He is responsible for the second and third shifts in data processing. This involves supervising four full-time employees and one part-time, weekend employee.

"Every day is different," Beamon says. "Some days we can work at a steady, consistent pace; other days are so chaotic we feel we are running a race. One day we are processing accounting programs; another day it may be payroll or employee records."

Beamon is also responsible for LUFKIN's 1,200-tape library. The library houses information on nearly everything there is to know about Lufkin Industries—from the cost of a pumping unit to material

inventory lists.

"We have become so dependent on computers that when the system goes down, employee users are at a standstill. LUFKIN employees are using the computer system more and more. They have discovered without a computer, they can't do their jobs as efficiently."

"You can bet within 30 seconds after the system goes down, my phones will start ringing."

One day, not long ago, Beamon's department had one of "those days." Despite how fast they worked, Tim and his co-workers couldn't seem to catch up.

"Usually Thursdays are not bad days, but the system had some difficulties last night. It was Thursday afternoon and we haven't been able to process our own accounting data yet," he said.

Beamon joined Lufkin Industries after receiving a degree in agriculture from Sam Houston State University in Huntsville. Lufkin Industries gave him on-the-



Tim Beamon

job training.

"My supervisor was patient with me until I learned the computer language and how to handle the machines," he says.

"I love the job and talking with people—mostly by phone since we are sort of secluded back here in the computer room," he says. "For security reasons, there are no windows."

Windows can make the computers look like sitting ducks just waiting for some prowler to come by, explains Beamon.

"All it would take is the push of one red button, and piles and piles of valuable documents would be damaged beyond repair," Beamon says. "That is why we have everything stored on both tape and discs for backup insurance."

As long as the system is running well, the LUFKIN user is happy. This makes Beamon's life, in the world of computers, run smoothly and efficiently—if not quietly.

—DIANA HILL

Computers In The Foundry: Taking No-Bake Molding Out Of The Dark.

Foundries across the nation rush to install computer systems based on a pilot project in LUFKIN's Main Bay Foundry.

By DAVID WILLMON

The rush to computerize the workplace is not simply the whim of a younger generation of management. Having grown up with computers, maybe today's managers are more receptive to computers as a work tool. However, persuading today's manager to purchase a computer is no easier than it was persuading his predecessor to buy a more powerful turret lathe 20 years ago. Management still wants to be shown that a new tool will pay for itself and, in that respect, computers almost sell themselves. The savings in labor costs (time) and materials they produce show up plainly on a print-out that can be passed on to higher management.

A good example of how computers can save money in our manufacturing plants, is a computer system installed in LUFKIN's main bay foundry two years ago.

This project aroused the interest of foundry officials all across America because, at the time it was installed in LUFKIN's main bay foundry, there was nothing else like it anywhere in the world. Now, with documented results on savings of material and improved quality, representatives from major corporations are coming to Lufkin, to closely inspect this unique system.

Being the first foundry in America, or the world for that matter, to have a certain piece of equipment is hardly a new experience for LUFKIN foundry officials. Several pieces of equipment installed in the company's present facilities were designed especially for LUFKIN by manufacturers and were unlike anything else in use at the time. But two years ago, LUFKIN became the first foundry to use a computer to monitor and control a no-bake molding process.

In order for foundry sand to hold the shape of a pattern until the molten metal is poured into the mold, foundries add different binders to the sand. Resin binders used in the no-bake molding process have quickly replaced the use of cereal binders which required hours of baking at high temperatures to bind the sand together.

However, foundry personnel, such as those in LUFKIN's main

bay foundry, discovered no-bake molding required closer monitoring and control of the amount of resin added to the sand. Temperature fluctuations in relation to the amount of catalyst used to set the resin binder in the sand, produced molds that were either too hard or too soft to hold proper shape.

"We were operating in the dark," says Frank Martin, foundry technical director. "No-bake binders came on so quickly, nobody really knew how to test them. At first, we had very little control and the testing we did only showed us how good the molds were we had made the previous day. By then, it was too late."

"We could pay for another system with the savings from the first system in just a few months"

Then, in the spring of 1983 CORE-LUBE, one of the foundry's suppliers of no-bake resin binders, proposed a computerized system to monitor and control the use of binders in the no-bake process.

"They agreed to provide the computer, software and handle the installation, if we would let them use our foundry as the pilot project," says Martin.

For LUFKIN, there were potential risks as well as benefits, says Martin. The system might not work and the foundry might be forced to scrap castings needed to meet production schedules. If it did work, the system could achieve substantial savings in the use of the expensive chemical binders.

Models for castings as large as those produced in LUFKIN's main bay foundry weigh 20,000-pounds. By weight, resin binders at the time accounted for 1.4 percent of the weight of the sand. At a cost of 39 cents a pound, the resin binder for a single 20,000-pound mold cost over \$100.

The system was installed on one of two no-bake molding lines in the main bay foundry with no lost time in production.

"When we switched to computer control, the system's efficiency was far beyond our expectations," says Martin. "We immediately cut the use of resin binder from 1.4 percent to 1.25 percent. That's a 17 percent cut in our use of resins. That's about \$35,000 a quarter, based on our 1984 production schedule which was nothing like our production schedule during 1981.

Immediately, foundry officials proceeded with plans to install another system on the no-bake molding line.

"We could pay for another system with the savings from the

first system in just a few months time," says Martin. "Now both of our no-bake lines are computer monitored and controlled."

Currently, CORE-LUBE and LUFKIN engineers are developing individual programs for each pattern. These programs will adjust the levels of resin in the sand as different patterns are being made to achieve further savings in resin binders.

With reports of such well-documented savings, foundry engineers from some of the country's largest manufacturers, names like John Deere and Caterpillar Tractor Company, have already visited LUFKIN's installation and are now installing similar computer systems in their foundries.



Sand lab technician Stevan Tullios enters results of tests performed on molding sand into the foundry's computer while Frank Martin, foundry technical director, looks on.

Personal Computing: Toward a Paperless Office

Software for the mainframe computer helps users of the 210 terminals around Lufkin Industries make better use of their time.

By DIANA HILL

With a few clicks of computer keys the tasks of word processing, spread sheet designing, filing, creating graphs scheduling and custom programing are now at the fingertips of many Lufkin Industries' tasks are labeled "personal computing."

"In addition to our formal business applications we have added software to our mainframe computers to support what we call personal computing," says Herb Green, manager of materials and information systems. "The business purpose is to provide additional ways for individuals to use the computer to improve their productivity on the job."

CMS is a key element of this personal computing capability. Under CMS, an acronym for Conversational Monitoring System, there are several available sub-programs — PROFS (Professional Office System), ADRS (A Departmental Reporting System), ADRS-BG (A Departmental Reporting System/Business Graphs) and ICU (Interactive Chart Utility).

"Computers, if used to their fullest capacity, eliminate the need for file cabinets and stacks of paper piled on your desk," says Neil Bowman, data processing senior programmer.

PROFS offers the user an opportunity to prepare documents (letters and reports), to proofread (spelling, alternative word usage, alternative phrasing, reading comprehension level), to send and receive mail electronically and to maintain a personal schedule.

"With regards to spelling, PROFS not only tells you if the word is spelled incorrectly, but if the word is used out of context," explains Jerry Hill, data processing systems analyst.

"The electronic mail function speeds mail delivery, as long as the LUFKIN employee on the receiving end of the message is a PROFS user," Hill says.

PROFS also provides a number of features to aid a user in maintaining a personal schedule of work activities and commitments. With PROFS, a user can also check another individual's schedule to see if that employee is available for a meeting. The PROFS' screen shows the user the time of day, current month's calendar with that day highlighted.

The difference between ADRS and ADRS-BG is that the latter can do graphs in addition to reports. The reporting format allows the operator to sort columns of figures, sub-total and total figures. Under the graphics format, charts and various designs can be drawn.

"If you have a graphics terminal, you can create graphics using a large variety of colors on the screen," Bowman says. "There

are seven basic colors, but you can combine the colors with one of sixteen patterns to increase the variety. However, we can only produce a printout using red, blue, green or black. You need a graphics terminal to create a design. Once the form is set, an operator can change or update the material by using any terminal.

Presently, only seven of the 210 terminals operating throughout the company have graphics capabilities.

The ICU program offers graphics capabilities, but cannot formulate reports.

"ICU has a better learning curve than ADRS-BG," Bowman says. "ICU is easier to learn but both packages have advantages."

Bowman and other data processing employees—Hill and David Pustka, senior systems analyst,—frequently teach CMS courses and various sub-programs.

"Under CMS we help design a program for the authorized user to manipulate personal information for specific end results," Bowman says.

Approximately, 265 employees are using the CMS at this time.

"Computer operators tied to LUFKIN's mainframe, while being responsible for the content of personal data, are relieved of the responsibility of managing the security of their data," Bowman says.

Data processing employees are also trouble shooters.

"When a computer doesn't function, whether it is due to incorrect data or a technical problem it is our responsibility to help the user find the problem," Bowman says. "The quicker we can solve the problem, the quicker the operator can get on with the task at hand."

Users tied to the mainframe can store a tremendous amount of information according to Bowman. The average user has 1.8 million characters of storage space.

"If the user needs more, I can double or triple that space," Bowman says. "We ask users to erase any unnecessary material, and then I see where they stand on space."

CMS users can be found in nearly every department of the company.

Bill Bardwell, data base coordinator in structural steel operations, uses CMS for sending and receiving memos, filing, maintaining labor resources assigned to structural shop work stations, calculating work station capacities, and for other functions.

"It takes us less than five minutes to post information that once required 30 minutes," Bardwell says.

Louis Lloyd, project engineer in engineering, uses CMS to size

LUFKIN products for customers.

"We use CMS to calculate sizes of pumping units and gear boxes," Lloyd says. "Before, we used an outside computer service and this was slow and costly. Now, we use CMS and small personal computers to do our calculations."

Larry Powell, machine shop scheduler, builds forms, sends memos and transfers files with CMS.

"The longer you 'play' with CMS, the better you become at using the system to its fullest capacity," Powell says.

Bill Williams, manager of order entry and traffic, uses CMS to communicate the daily truck loading schedule for pumping units. Bill's department also creates and distributes change sheets and critical customer order information on short lead time orders to Buck Creek.

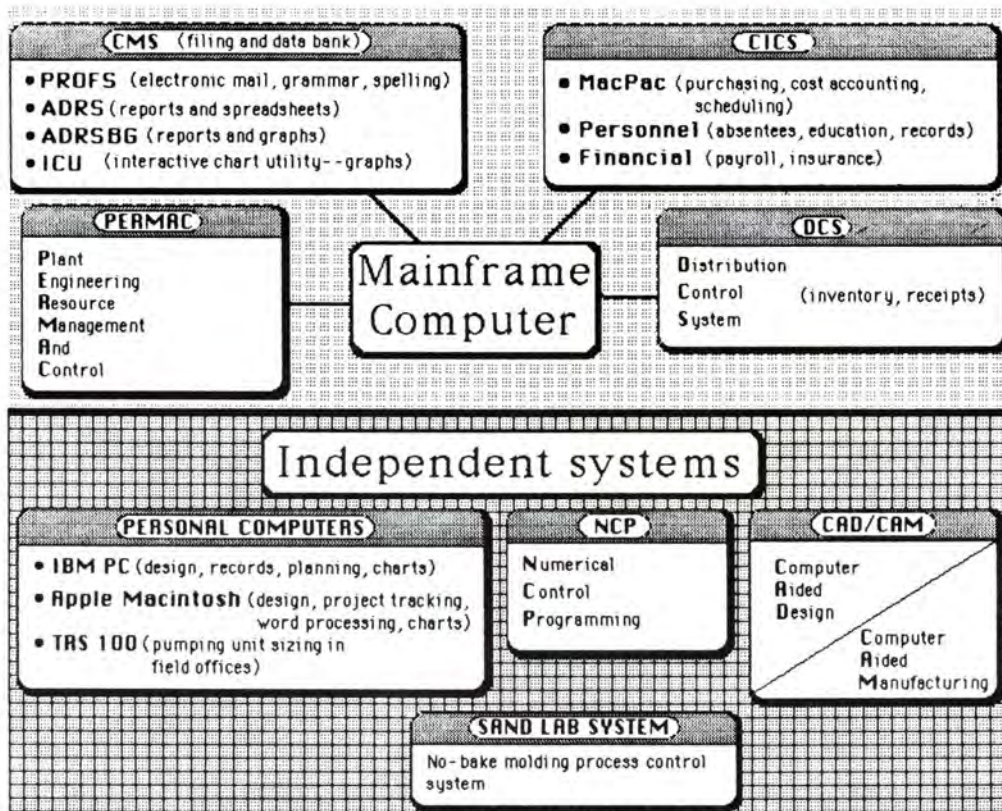
"Time is of the essence," Williams says. "We previously communicated customer changes via telephone. Sometimes there would be errors or misunderstandings in communicating these changes. Now we send the specific change sheet directly to a computer printer at Buck Creek. Another CMS function we support is the maintaining of company 'news' information concerning the receipt and shipment of customer orders. This enables company employees to stay better informed."

To become a CMS user, an identification number must be obtained from the data processing department.

"Of course, a potential user must have access to a terminal to become a CMS user," Bowman says. "Once that situation has been addressed an authorized employee is then allocated a certain amount of space on the mainframe. A personal password prevents anyone from having unauthorized access to your data."



KURT MARTIN



(Top) Data processing senior programmer, Neil Bowman, says CMS users store as much as 1.8 million characters of information in their personal files stored on the company's mainframe computer. Unauthorized access to a user's files is controlled by the use of personal "passwords."

(Above) Steve Reynolds (left), project manager, and Dennis Clark, foundry production control manager, discuss a labor performance chart. Clark uses CMS to send and receive memos, to assemble and graph production statistics, and to maintain labor rosters. "When an employee is assigned to a new work station, CMS allows us to make a quick change on our labor roster and improves the accuracy of labor reporting," Clark says.

(Left) This graphic representation of the computers and software systems in use throughout the company was created on an Apple Macintosh Personal Computer by Chuck Stevenson, corporate communications.

Learning about Computers: An "Apple Day" and More.

Hoping to spark interest in computers, the company gives employees an opportunity to discover the benefits of computers.

Story and Photos by *CHUCK STEVENSON*

On most weekends, the corporate offices of Lufkin Industries are strangely silent except for the quiet activity of file updating by a few data processing people. But on Saturday, April 13, the strains of the "Blue Danube" could be heard throughout the atrium above the sounds of whirring disk drives and laser printers.

Johann Strauss, the composer of this famous work, would have been proud. This particular rendition came not from an orchestra, but from a 17 pound plastic cube not much bigger than a breadbox.

The cube, an Apple Macintosh computer, was playing the tune by interpreting digital data encoded on a 3½ inch slice of oxide-coated plastic, almost 150 years after Strauss composed the piece. This was not the only sound emanating from this mysterious cube, as an electronic, quite human-like voice welcomed curious onlookers to "Apple Day," a showcase and informative display for LUFKIN employees about Apple computers and how they can be used for education, entertainment and business applications.

The event was hosted by Apple Computer, Inc., and was coordinated by LUFKIN employee Jerry Hill, systems analyst and personal computer coordinator. Bob Wise and Ben Thomas, national sales representatives from Apple, along with Mark Miller and Wayne Overstreet from Concept Computer Center in Nacogdoches, counseled some 70 employees and family members as they explored the sometimes perplexing world of personal computing.

As the day progressed, interests of all sorts were expressed and demonstrated—Louis Lloyd, project engineer, gear division, and Cecil Hunt, assistant chief engineer, oilfield, discussed engineering and inventory applications for branch warehouses with Ben Queen, Vice-President of Machinery Division Sales. J.C. Matlock and Omid Karimnia, both draftsmen, were interested in drafting and design uses. The Penningtons attended also, with Bill, Bill Jr., and Bob all interested in various applications.

(Right) Six year old Sara shows Dad, Johnny Stott, foundry draftsman, her skills with a spelling program.

(Lower right, opposite page) Bob Pennington, facilities technician, enjoys himself while wife, Tammy, and daughter, Marcie, wait patiently.





There are computer programs for businessmen ... As demonstrated by Apple representatives Ben Thomas, (at keyboard) Bob Wise, and Mark Miller for company president, Frank Stevenson, (left) and Omid Karimnia (right), engineering draftsman.



... And computer game programs ... as Jud Hunt (left) and Daniel Lloyd discovered while George Trout, son of company vice president, Bill Trout, and Louis Lloyd, engineering, looked on.



... And financial planning programs for families, which Bob Wise, Apple representative, explained for company vice president, Ben Queen, and wife, Dot, and James and Donna Parrish (standing), material control.



Joe Simmons, manager of manufacturing engineering, was there with his son, David. Simmons was one of the first employees at the company to purchase an Apple four years ago, and because of his interest in personal computing, helped LUFKIN establish a relationship with Apple. Because of our involvement with Apple, the computer giant now offers computer systems to our employees at discount prices.

"Apple Day" is just another example of LUFKIN's commitment to provide an environment that encourages personal growth through continuing education. Other programs, such as tuition aid for college courses, in-house shop classes, scholarship awards for employees' children, and a soon to be announced computer lab equipped with several microcomputers for employees to learn computer use for themselves, are all evidence that the company wants to encourage employees to further their education.

As company president Frank Stevenson says, "We have a dual objective with these programs...when an individual improves himself, it helps him personally, and it improves the company as a whole. We want to help people succeed."



Fishing tournament draws record numbers

But familiar faces took top money despite competition from the ladies and "Buford."

With a record field of 176 contestants (64 more than a year ago) wetting hooks, the 9th annual Lufkin Industries Fishing Tournament at Lake Sam Rayburn came off without a hitch, if not without extremely close competition for the Big Crappie Award.

Beneath sunny skies but against a coolish breeze, Bob McBride, tooling designer at the Trailer Division, pocketed first place and the accompanying \$40 prize by only a few fish scales on the weighing scales.

His 1-pound, 10¼-ounce crappie was a mere half-ounce larger than a fish hooked by Janie Garner, a Buck Creek welding shop machine operator.

If Garner—one of six ladies among the field—missed by the narrowest of margins winning the Big Crappie prize money, she and husband, Aron Garner, didn't exactly walk away empty handed. Their 26-pounds, 8-ounces total catch easily won the Crappie Division and a \$60 paycheck. The Garners were a whopping 11-pounds, 1-ounce better than runners-up Mike Whitten and Kenneth Townsend.

Wayne Hyde, from the machine shop, collected the most prize money, \$60. He earned \$40 for his Biggest Bass catch, a 5-pound, 6-ounce beauty, and split \$40 with teammate Gary Long for a third place finish in the Team Bass competition.

Travis Stone and P.J. Lowery took top honors in Team Bass action with a total catch of 20-pounds, 12-ounces. They split \$60 by boating 3-pounds, 8-ounces more bass than did runners-up Billy Ray Harris and Sam Turner.

"This was our biggest and best company fishing tournament ever," said John Havard, director of the annual event. "We had a total of 200-ponds, 11-ounces of fish weighed-in. This

included 92-pounds, 9-ounces of bass, 108-pounds, 2-ounces of crappie."

Havard said he was elated to have six ladies enter this year. "Besides Janie Garner, we had Karen Roebuck, Cathy Salagaj, Sandra Distefano, Midge Cooney and Linda Whitten. Cooney and Distefano caught a white perch, nicknamed it 'Buford' and didn't weigh it in because they insisted they were going to keep it for a pet," said Havard.

"This might give you an idea that even those who didn't win did have a fine time in our fishing tournament."

LUFKIN Fishing Tournament Winners

Largest Bass

PLACE	CONTESTANT	WEIGHT	PRIZE
1st	Wayne Hyde	5 lb., 6 oz.	\$40

Largest Crappie

PLACE	CONTESTANT	WEIGHT	PRIZE
1st	Bob McBride	1 lb. 10¼ oz.	\$40

Team Bass Division

PLACE	CONTESTANT	WEIGHT	PRIZE
1st	Travis Stone-P.J. Lowery	20 lb., 12oz.	\$60
2nd	Billy Ray Harris-Sam Turner	17 lb., 4 oz.	\$45
3rd	Wayne Hyde-Gary Long	16 lb., 12 oz.	\$40
4th	Charles Teutsch-Art Nelson	14 lb., 0 oz.	\$30
5th	Jimmy Foster-Mark Euper	12 lb., 8 oz.	\$25
6th	Ken Buckman-Butch Gorman	11 lb., 5 oz.	\$20

Team Crappie Division

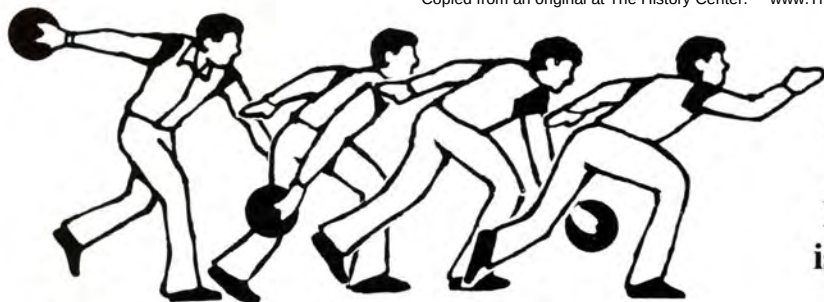
PLACE	CONTESTANT	WEIGHT	PRIZE
1st	Aron Garner-Janie Garner	26 lb., 8 oz.	\$60
2nd	Mike Whitten-Kenneth Townsend	15 lb., 1 oz.	\$45
3rd	Coy Minshew-Jim Carter	11 lb., 0 oz.	\$40
4th	Jack Gaston-Paul Birdwell	10 lb., 7 oz.	\$30



Team bass winners, Lowery and Stone.



Team crappie winners, Aron and Janie Garner.



'300' FORM

Foundry employee, Charles Shattuck, is one of East Texas' premier Bowlers.

By RICK PEZDIRTZ

Maybe it's a good thing Charles Shattuck didn't find a seat at a domino table six years ago. Instead of flipping over small, black, rectangular cubes, he's rolling big, black marbles and making quite an East Texas sporting name for himself in the process.

"When my good buddy Lank Ballard and I couldn't get into a domino game back then, we decided we'd just go try something new. We went bowling," Shattuck was recalling the other day.

Now six years later, plus many strikes and spares scribbled across bowling scoresheets, Shattuck has emerged as one of the premier bowlers in East Texas. The Lufkin Industries 12-year employee—he's a chipper-grinder in the foundry cleaning room—has laid down a trio of perfect 300 games during the past ten months.

More impressive, two of Shattuck's perfect game came only 48 hours apart; one in the 1985 Men's City Bowling Tournament and the other during Tuesday Night Men's League competition.

For his American Bowling Congress sanctioned perfect league game, Shattuck picked up \$300 from Morrow Buick-Pontiac. His 300 game in the City Tournament helped he and John Hadnot to a fifth place finish. Shattuck also had a consistent 207-259-211 three games for a 677 series and third place in City Tournament singles action. He missed the title by only 35 pins.

Shattuck is age 33, stands 6-foot-1 and weighs 225 pounds. He was an end on his high school football team at DeQuincy, La., but was better known as a terrific tennis player. He won a state tennis championship during the 1969 Louisiana schoolboy meet.

"With a 199 bowling average, Shattuck is one of the top bowlers in these parts," says veteran Lufkin's Men's Bowling Association secretary Lee Burnett who doubles as president of the Texas State

Bowling Association. Shattuck was runner-up for 1984 Bowler of the Year honors.

If Shattuck has progressed rapidly on the hardwoods of bowling lanes, he's also looking for career advancement at Lufkin Industries. "I started in May of 1973 as a molder's helper at the foundry and after two years at that job became a chipper-grinder-finisher," says Shattuck. "Now

I'm about to finish a two-year computer science course at Angelina College and plan to go on for another two years of study at Stephen F. Austin State University.

"After that, we'll just see what happens."

Whether with a black ball or blackboard, Shattuck appears a real comer.



KURT MARTIN

When not working or attending classes at Angelina College, Charles Shattuck finds time to bowl.

FOCUS

Company golf tournament set

The eighth annual Lufkin Industries Best Ball Golf Tournament is scheduled for Saturday, June 1, at Diboll Municipal Golf Course.

With an 8 a.m. tee time, heavy competition is expected in two flights. The tournament is open to all company employees, retirees and their spouses.

"As in past tournaments, a best-ball scramble format will be used," says tournament director Jo Ann Anderson. Entry fee is only \$5 with the company picking up the tab for all other expenses.

"Our greens are already in great shape and by the time your tournament is held we expect the fairways to be



shaped up well," reports Diboll Muny manager Dewey Wolf. "We'll have all of our 25 golf carts at your disposal and any golfers wishing to

bring their own carts may do so."

Golfers wishing to enter the tournament should phone in their handicaps or average round scores to Anderson at 5373 by May 30. The \$5 entry fee can be paid in advance to Anderson or prior to tee-off time the morning of the tournament.

Two teams fired best-ball, seven under par 65s in the First Flight last year with the foursome of Bob Boynton, John Rouse, Herman Helberg and Rogelio Reyes winning a scorecard playoff over Roy Myers, Jack Walker, Mike Cloyd, Pat Gammill and Charles Lambert for championship honors.

Lufkin Industries Foundation to award additional scholarships

The Lufkin Industries Foundation, established 21 years ago with the expressed purpose of helping send deserving children of company employees to college, will grant scholarships to a record 19 youngsters later this month.

"We've increased our funding by four scholarships and \$15,200 this year," announced Johnny Long, president of the foundation. "We've increased from nine to 11 our \$4,800 four-year scholarships and from six to eight the number of our two-year grants to Angelina Junior College. Also, the Angelina College grants have been hiked from \$1,200 to \$1,600."

The \$65,000 in college scholarship monies to be awarded this year will bring to \$590,000 the total financial aide for 213 students during the past 21 years.

Foundation members also voted to allow children of any LUFKIN employee killed during service to the company to eventually be eligible to apply for scholarship assistance.

The 12-man Lufkin Industries Foundation board consists of Long, Jim Haley, secretary-treasurer; directors Frank B. Stevenson, Dick McKay and Rod Pittman; plus trustees R.L. Poland, Fred Griffin, Mike Penn, Bill Pennington, Bill Trout, Elton Fenley and R.E. Barr.

INSURANCE

UPDATE

Employees of Lufkin Industries still holding 1984 insurance claims for whatever reason, are required to submit these claims no later than July 1, 1985. "We won't be able to accept any 1984 insurance claims after July 1 which is six months into the next year," says personnel director Johnny Long.

Long also described the following ten requirements for all claims brought to LUFKIN's insurance department:

1. Name of patient.
2. Name of insured.
3. Date of service with LUFKIN.
4. Itemization of all charges.
5. Amount of charges.

6. Name of provider or pharmacy.
7. Tax identification number (physician's identification number).
8. Rx number.
9. Diagnosis on all bills (request at physician's office).
10. Any explanation of benefits from Medicare or any other insurance must be submitted with itemized bill.

"With the employee's help, making sure all necessary information is on the bills before turning them in, there should not be a delay in filing of claims," says Long.

Medical claims against Lufkin Industries' insurance programs were on the minus side during February as premiums paid into the hourly plan showed a plus of \$92,118 and a plus of \$56,904 for the salaried plan.

For the first two months of 1985, the hourly insurance plan shows a plus of \$289,491. The salaried plan has a plus of \$148,066. Since the inception of both plans, the hourly plan has a \$372,194 plus of premiums paid over medical claims made. The salaried plan, however, still remains minus \$179,907 when comparing medical claims against premiums paid.

FOCUS

25 Employees complete class for supervisors



David Allen



Johnny Arnold



Lankford Ballard



John Bridges



Mike Champion



Cabe Clounts



Charles Distefano



Bill Dean



Tony Ellington



James Elliott



Roy Elliott



Mike Kitchens



James Luce



Gene McGallion



Wayne McMullen



Grant Mitchell



James Pate



Mike Sanford



Bill Smith



L.G. Teer



Jack Walker



Mike Whitton



Jerry Williams



Larry Cloyd

The 39th Supervisor Training course, part of Lufkin Industries' continuing education program, came to a close in April with 25 LUFKIN employees graduating.

Besides learning supervisory principles, we share experiences and ideas on improving ourselves and the job we do," Danny Martin instructor, says. "We teach supervisors and potential supervisors about company policies and procedures. Then, this information can be uniformly administered on a plant-wide basis."

"We must remember the goal of every supervisor must be to improve himself, his group and the product," says Martin, material control planning manager.

The course was designed in 1965 by Ghent Smelley and Frank Stevenson for machine shop employees. Over a period of years, the course expanded to include employees in other departments, according to Martin. Since that time, over 300 employees have completed the six-week course (taught four hours each week).

Employee credit union reports assets of \$5.7 million

Members of LFM Federal Credit Union gathered at Lufkin's Rodeway Inn last month for the organization's annual meeting to elect officers and review the credit union's financial condition.

According to the financial statement presented at the meeting, the credit union's assets climbed to a record \$5.7 million during 1984. The total

assets were \$5,733,238, an increase of \$768,786 since the organization's meeting a year ago.

LFM secretary/treasurer Austin Freeman reported a total of \$3,714,821 in outstanding loans. Employee/members had on deposit a total of \$4,269,336 in savings shares which was an increase over last year of \$351,216.

Officers approved during the annual meeting were: Bennie Spivey, president; Steve McKinney, vice president; Austin Freeman, secretary/treasurer.

Elected to terms on the credit union board of directors were: William Yount, Billy Gardner, and Martin Cortines.

Elected to two-year terms on the credit committee were: J.C.

Crawford and Cletus Fuller.

Named to the credit union's supervisory/audit committee were: Martin Cortines, Jim Massingill, and James King, who will serve as chairman.

Currently, 2,345 employees participate in the credit union. Since its organization in 1964, the credit union has made loans totaling \$33.7 million to company employees.

FOCUS

Promotions for 14 company employees announced recently



Michael Rea



Gene Stewart



Michael Cloyd

Promotions for 14 Lufkin Industries' employees have been announced by company officials in nine work areas.

In structural steel operations, **Michael Rea** was promoted to maintenance planner from assistant maintenance planner. He joined the company in 1984. Following graduation from Woden High School, Rea attended Chanute Air Force technical training school in Illinois.

He and his wife, Theresa, have one son, Michael, 10 months old.

In materials and information systems, **Gene Stewart Jr.**, and **Michael Cloyd** were promoted.

Stewart was promoted to senior operations analyst from operating analyst. He joined the company in 1972. Following graduation from Lufkin

High School, Stewart received a bachelor of science degree in industrial engineering from Lamar University.

He and his wife, Donna, reside in Lufkin. He has a daughter, Jennifer Lynn of Conroe.

Cloyd was promoted to senior project analyst from material planning manager. He joined the company in 1967. Following graduation from Lufkin High School, Cloyd attended Stephen F. Austin State University where he studied business. He is a member of the American Production and Inventory Control Society.

He and his wife, Debbie, have three children, Pamela, Steven, and Stephanie.

In accounting, **Charlene Havard**, **Mary Miller**, **Edna Ross** and **Gary Porter** were promoted.

Havard was promoted to senior programmer from programmer. She joined the company in 1983. Following graduation from Ball High School in Galveston, Havard received a bachelor of science degree in computer science from Stephen F. Austin State University.

Miller was promoted to cost accountant from class A cost clerk. She joined the company in 1978. Miller is a graduate of Denison Texas High School.

She and her husband, Truitt, have three children, Lee, Mel, and Melissa.

Ross was promoted to class B cost clerk from data entry in structural steel operations. She joined the company in 1984. Following graduation from Wells High School, Ross studied business at Angelina College.

She and her husband, Brian, have three children, Denise, Tamara, and Melissa.

Porter was promoted to cost accountant from entry level accountant. He joined the company in 1981. Following graduation from Lufkin High School, Porter received an associate of science degree in business administration from Angelina College and a bachelor of business administration in accounting and economics from Stephen F. Austin State University.

He is married to Cindy Porter.

In the foundry, **Bobby Allen** was promoted to maintenance planner from class A mechanic. He joined the company in 1973. He is a graduate of Central High School.

He and his wife, Mahene,

NAMES & NOTES ...

The efforts of several Trailer Division employees prevented a problem from becoming more serious. At 3 p.m. on a recent work day, maintenance men pulled the clutch and discovered a bad bearing in the Pierce Rivet, the intricate machine that punches holes and places rivets in truck-trailer van siding. No replacement bearings were available in East Texas.

After several phone calls, **Jerry Sudduth** found the needed bearings in stock at a Shreveport, La., supply house. Sudduth had **Mike**

Stringer, branch manager of LUFKIN Trailer Division in Shreveport, pick up the needed bearings and meet him at mid-point, Center, for delivery.

Sudduth returned to Lufkin, then had **Gene Nelson**, **Kenneth White** and **Buck Kendrick** come to the trailer plant for a 9 p.m. installation.

By midnight, the Pierce Rivet was performing properly again.



When the annual Lufkin Industries' stockholders meeting was held recently, 28-year LUFKIN director **Samson Wiener** of Dallas paid tribute to our workforce of slightly over 2,800.

"It seems each year I become more proud of all our LUFKIN employees," said Wiener. "They are most knowledgeable and capable. On behalf of the entire board of directors, I'd like to express our appreciation to all of them, from top to bottom of the company, for a great effort during the past year."



Onward and upward...

When they present Masters Degrees during graduation ceremonies this month at Stephen F. Austin State University, **Kenneth Estes**, a material control casting yard foreman, will be among the honored group receiving one for advanced work in history. A 1978 University of South Carolina history graduate with a minor in political science, Estes has been with Lufkin Industries seven years.

FOCUS



Charlene Havard



Mary Miller



Edna Ross



Gary Porter



Bobby Allen



Kendall Moseley

have a son, Bobby, and a daughter, Elizabeth.

In the Industrial Supplies Division, **Kendall Moseley** and **Tom Squyres** were promoted.

Moseley was promoted to sales manager from plumbing sales representative. He joined the company in 1972. Following graduation from Stephenville High School in Stephenville, Moseley received a bachelor of science degree in marketing, management and political science from Bethany Nazarene College in Bethany, Okla. He and his wife, Waynetta, have one son, Micah.

Squyres was promoted to warehouse manager from plumbing buyer. He joined the company in 1972. He is Lufkin High School graduate.

Squyres is a 4-H leader. He



Tom Squyres



Loyd Davis



Donald White



Danny Martin



John Taylor

and his wife, Marie, have five children, Jerri, Bryan, Jay, Ann, and James.

In order entry, **Loyd Davis** and **Donald White** were promoted.

Davis was promoted to traffic analyst from assistant traffic analyst. He joined the company in 1959. Davis is a graduate of Apple Springs High School. He and his wife, Maureen, have three sons, Wayland, Gayland, and Garland.

White was promoted to class A traffic coordinator from traffic clerk. He joined the company in 1980. Following graduation for Lufkin High School, White attended Angelina College and Stephen F. Austin University. He and his wife, Melba, have two children, Meridith, 2; and Brandon, 10 months.

In material control, **Danny Martin** was promoted to material planning manager from special projects manager in

material and informations systems. He joined the company in 1961. Following graduation from Lufkin High School, Martin attended Stephen F. Austin State University.

He has three children, Jaimi, Lizbeth, and Charlie.

In the Mid-Continent Division machinery sales, Oklahoma City branch, **John Taylor** was promoted to service representative from warehouseman. He joined the company in 1982.

NAMES & NOTES . . .

Foundry general foreman **Joe Dan Penn** easily won reelection to the Hudson Independent School District board of trustees. He'll serve the next three years. Personnel Director **Johnny Long** was a Hudson ISD Board member.

Company secretary-treasurer **Jim Haley** has been elected treasurer of the Museum of East Texas on which LUFKIN director **S.W. Henderson III** also serves as a director.

The Trailer Division of Lufkin Industries has a new microfilmer which consists of four pieces of equipment costing nearly \$60,000, according to chief draftsman **Jimmy Masters**. The microfilmer, similar to one already in use in engineering, can reduce drawings to postcard size.

"Each drawing is put on two cards, one for vault storage and the other to be stored at another location," says Masters. "In case of a fire, the engineer, wealth of knowledge, contained in

25,000 drawings, wouldn't be lost."



The stork commeth. . . .

It's a boyoboyoboy for **Oliver Duirden** with the arrival of 6-pounds, 14-ounces **Oliver Wayne Duirden, Jr.** Also welcoming a son were **Martha** and **James Roberts**—

8-pounds, 2-ounces **Paul Lawrence**.

Larry Mathews welcomes a new daughter, **Teran Lea Mathews**, at 7-pounds, 7-ounces; as does **Homer Olivarez** with **Roxanne Olivarez**, at 9-pounds, 11-ounces.

Greeting new grandchildren were **Phillip Williams** with **Katasha Kay Knappe**, 6-pounds, 15-ounces; **Charlie Rhodes** with **Evan Kyle Rhodes**, at 7-pounds, 13-ounces; and **Raymond Hulett** with **Jacoby Jamar House**, 7-pounds, 10-ounces.

FOCUS

Retirees note changes during careers

Loniell Sowell 37 Years

To hear Loniell Sowell tell it, he gave the best part of his life to the foundry at Lufkin Industries. And, he's happy he did.

"I had hoped to work with this company until my 40th anniversary, but my health just wouldn't allow it," says Sowell, a recent LUFKIN retiree. "I always enjoyed working here."

Even though a physician diagnosed Sowell with emphysema in 1979, he continued at his job until the doctor



Loniell Sowell

prescribed "total rest." "I didn't want to give up my job with LUFKIN, but I had no choice," says Sowell.

At age 22, Sowell was hired for 70 cents an hour as a cleaning room helper. Before completing his first year, 1948, he advanced to sanding machine operator, a position he held for the next 18 years. His final 19 years with LUFKIN were as a machine operator in the coreroom.

"I worked with Loniell for 35 years," Robert Ridgeway, assistant coreroom foreman,

says. "He was a good worker; always dependable and with a great personality."

With each passing year, Sowell's coreroom job became easier.

"When I retired, we no longer had to shovel foundry sand by hand," Sowell says. "We simply pulled a lever and pre-mixed and pre-measured sand poured into a bin. Also, employees now don't have to inhale as much dust as I did during those earlier days. A dust collector takes care of that problem."

Sowell prays his health will soon improve, enabling him to return to an active church life. He is an ordained Pentecostal minister. "Before my lungs began giving me trouble, I preached each Sunday at Christ's Holy Sanctified Independent Church," he says. "Now I can only sit and listen. Otherwise, I'd run a risk of losing my breath."

Sowell, and wife, Tommie, have six children and seven grandchildren.

"I hope daily I get better. I want to spend more time in my church actively praising God," he says.

J.D. Robinson 10 Years

Physically, J.D. Robinson probably wasn't ready to retire from his job in the machine shop of Lufkin Industries. He's quite a physical specimen... for a man of 65 years.

"I believe in hard work and in doing a good job," he says. Robinson also believes in



J.D. Robinson

showing up for work daily. He missed only one work day, due to illness, of the 2,545 he was employed here. The past two years, he often put in 12 hour work days.

How physically adept is Robinson? Two years ago, at age 63, he was matched in a footrace against another company employee, 33 years his junior. The race was over a short distance of ground. Robinson won.

"I may be 65 years old but I'd bet I could still beat many youngsters in a short-distance foot race," he says.

"We'll miss him. He was always a good, steady worker. I'd rather have somebody dependable than someone who works hard, but seldom shows up for work," says material handling foreman Hollis Clifton of Robinson.

During retirement, Robinson and his wife, Velma, plan some travels. "We vacationed in Arkansas and Florida last year and we'll make a trip to Eureka Springs, Arkansas, later this spring," he says.

The Robinson's are parents of a dozen children, three boys and nine girls. "We also have four great-grandchildren and about 40 grandchildren... I

say 'about' because there are so many we can't hardly count all of them," he says.

D.D. Allen 34 years

Upon retirement from Lufkin Industries, D.D. Allen switched careers from full-time Trailer Division welder to full-time grandpa.

"I have three grandchildren. My favorite pastime is taking them on trips--short weekend trips and long vacations," he says.

"We are planning a Colorado vacation this summer," Allen says.



D.D. Allen

After 34 years, Allen says he was ready to retire from Lufkin Industries.

"I miss it some, but not too terribly much," he grins.

Allen saw many changes during his lengthy stay at the trailer plant. One change came to mind rather quickly.

"When I first started work there, we didn't have a crane to move large parts," he recalls. "We used a chain hoist. When we finally did get a crane, we only had one for quite some time."

CHANGES

Company officials have announced job changes and new assignments for 22 employees. They include:

LITTLE ROCK FOUNDRY—George Wallace, from chipper grinder to molder.

INDUSTRIAL SUPPLIES—William Morgan, from industrial to warehouse manager to foreman.

TRAILER DIVISON.— Rex Bailey, from class A machine operator to machine operator specialist; Walter Butler, from class A machine operator to machine operator specialist; William Dykes, from class A machine operator to machine operator specialist; Ray Lov-ing, from class A welder to welder specialist.

Also, Charles McFarland, from helper to class B welder; Jerry Mericle, from class A machine operator to machine operator specialists; Leo Molandes Jr., from class A machine operator to machine operator specialists; Jimmy Vann, from class A machine operator to machine operator specialist; Roy Weathers, from class A machine operator to machine operator specialist.

MACHINE SHOP—Gary Doggett, from laborer to machinist helper; Frederick Kramer, from reporting clerk in material control to stock clerk; Jose Morales, from material handler to truck-trailer operator; John Vaughn, from machine operator trainee to class B machine operator; Jerry Watson, from machinist from class A machine operator.

FOUNDRY—Jeffery Bar-row, from chipper grinder to crane operator learner; Jay Coutee, from molding systems helper to chipper grinder; Cester Mack, from melting laborer to chipper grinder; Anthony Porter, from iron pourer to chipper grinder; Hugh Wise, from iron pourer to chipper grinder; Lawrence Wyatt, from molding systems helper to chipper grinder.



MAY ANNIVERSARIES

LUFKIN INDUSTRIES CANADA

Victor Halwa 18
Terry Mason 4

STRUCTURAL STEEL OPERATIONS

Jimmie Hamilton 34
Henry Heflin, Jr. 30
Bradley King 30
Aron Garner 17
Billy Noel 16
Floyd Cartwright 13
Sherman Thomas 11
William Simcoe 10
Rene Esteves 10
Ronnie Smith 10
Randall Havard 9
Donald Deckard 9
Henry Lee 9
Oscar Vasquez 8
Inez Calhoun 7
Ronald Swint 7
Steven Sowell 7
John Laforce 7
James Colter 6
Lorenzo Reyes 6
Wayne Porter 6
Royce Hopson 6
Willie Vann 5
William Luce 4
Charles McAdams 4
David Meaux 1
James Ivey 1
Cathy McAdams 1

FINAL ASSEMBLY AND SHIPPING

James Davis 10
Robert Burrell 8
Marilyn Jackson 7
Margaret Wade 6

FOUNDRY OPERATIONS

Billy Ray Harris 29
R.D. McClendon 22
Billy Summers 20
Vernon Nixon 19
Gene Hunziker 15
Robert Lucas 15
William Fincher 14
Simmie Moffett, Jr. 13
Larry Thigpen 13
Charles Shattuck 12
Moses Davis 10
Michael Hulett 10
John Brown 10
Billy Davis 9
Kathy Jordan 9
Carl Canino 8
Basilio Morales 8
Donald Williams 6
Jose Lopez 6
Randy Harkins 3

MACHINE SHOP

John Tullos 31
Charles McFarland 30
Charles Vann 23

Cleo Hale 22
Charles Minshaw 19
Larry Lunsford 18
Phillip Smith 17
Jimmy Johnson 15
Myrtle Powers 15
Tommy Davis 15
Fred Curbow 13
Fremont Bryant 13
Albert Gilder 12
Glenn Youngblood 12
Manuel Basham 12
Jimmy Lunsford 11
Steve Cortines 11
James Headrick 11
Gary Montes 11
Larance Coutee 10
Gene White 10
Melvin McFarland 10
Wayne Bynum 10
Peyton Page 10
Manuel Luna Jr. 10
Randal Luce 10
Peter Mancill 10
J.B. Johnson, Jr. 10
Bobby J. Landrum 10
James Watson 10
Gary Long 9
James Sumrall 8
Michael Whitten 8
Larry Mathews 8
William Cantrell, Jr. 8
David Evans 8
Clarence Collins 7
Rodney Blanton 7
Larry Singleton 6
Phillip Mathews 6
Robert Tims 6
Buford Thomas 6
Jerry Wilson 6
Michael Lightfoot 6
David Pennington 5
Eally Smith III 4
Joy Arnold 1

WELDING SHOP

William Watson 31
Ronnie Frederick 10
Kenneth Faries 9
Julia Hardin 6

LITTLE ROCK FOUNDRY

Bonita Troutman 6

MANUFACTURING ADMINISTRATION

Loyd Davis 26
Rodney Brazil 24
Gene Stewart, Sr. 19
Mike Cloyd 18
James Duggan 16
Lawanna Gainer 12
Michael Maddux 11
Delbert Floyd 10
Charles Sanford 9
Rebecca Winkler 8
Barbara Sumlin 6

CORPORATE OFFICES

C.J. Haley, JR. 12
Charles Griffis 9
Karen Barringer 8
Pat Grimes 7
Rhonda Modisette 4
Martha Masters 1
Donald Morris 1
Donna Conner 1
Connie Cantrell 1

INDUSTRIAL SUPPLIES

John Tyer 6

ENGINEERING

Tenny Braden 39
Fred Griffin 38
Wesley Davis 9
Rick Masters 8
Robert Stowe 8
Gladys Grossman 7
Debbie Vann 6
Karen Roebuck 5
Robert Callaway 5
Lisa Ford 3
Ross Pinner 1
Jeff Lewis 1

MACHINERY SALES

Billy Burnette 42
Ben Queen 27
Willard Chappell 22
Janice Vidic 1
Joe Lowe 1

PERSONNEL

Lyndell Phillips 13
Karen Nelson 6
Wendell Addington 5

TRAILER PLANT

Oscar Milligan 35
Lum Teer 30
James Riggs 26
Thomas Coutee 18
Betty Coleman 18
Henry Lawson, Jr. 18
Willie Burgess 16
Charles White 16
Mondorfe Hadnot 13
Gene Hallmark 13
Terry Taylor 13
Sammie Davis 12
Jerry Elder 10
Justin Mcelroy 8
James Crawford 6
Evelyn Rice 6
Johnny Mote 6
Marcus English 1
David Hudspeth 1
Ernest Caldwell 1
John Buschman 1
Jorge Guajardo 1
Kim Brady 1
Scott Rayburn 1
Travis Forsythe 1

TRAILER SALES AND SERVICE

John Seeman, Jr. 14
Charles Patton 11
James Allen 7
Jose Gutierrez 5
Leonard Hobbs 5
Robert Bower 5
Nelson Sapia 4
Marin Hernandez, Jr. 4



Billy Burnette
42 Years



Tenny Braden
39 Years



Fred Griffin
38 Years



Oscar Milligan
35 Years



Jimmy Hamilton
34 Years

THOSE GOLDEN YEARS



'Rancher'

His "babies" keep him going, says retiree Jesse McDougald.

Raising cattle has provided Jesse McDougald with relaxation, friendship and extra income.

"Although raising 60 head of cattle is hard work, I enjoy it—especially now that I'm retired," McDougald says. "If I didn't like cattle raising, I wouldn't have done it all these years. Feeding, vaccinating, caring for and selling cows is a major part of my life."

McDougald purchased his first head of cattle in 1945, four years after he began work at Lufkin Industries. His stock is a crossbreed between white face and brahma.

"I hated leaving LUFKIN in 1978," he says. "I fought my retirement all the way. I worked the second shift in the machine shop for 37 years, and those guys were family to me."

"I am so glad I had my cattle to raise. That gave me something to do with my time," he explains. "I'm not a hunter or fisherman. And I sure don't enjoy sitting home watching television or staring at four walls."

When McDougald first retired, he seemed a little "stir-crazy" because he had too much time on his hands, his wife, Lucille, recalls.

"Jesse had always worked cattle in the morning, then worked at Lufkin Industries in the evening," she says. "Retirement gave him too much free time."

"But, I've gotten use to it," McDougald says. "I attend livestock auctions two or three times a week, Lucille and I both enjoy attending area rodeos. Consequently, I've made many friends. We enjoy talking about the care of cattle, current market prices, etc."

The McDougalds own 80 acres at Alabama Creek, located between Goat Hill and Trevat Community. At one time, they



Jesse McDougald is comfortable at home on the range.

owned all 166 acres of his parents' homestead, but gradually have sold part of the land.

"These cows are like having 60 babies," McDougald says. "In fact, I call them 'baby.' They follow me around the pasture. Some of them eat right off my hand. Usually, you don't feed cattle during the warm months."

"He does," says Mrs. McDougald. "He can't stay away. He doesn't want them to forget him during the summer."

"Well, you know they want to see me," he says. "They'd miss me, if I didn't go out there every day."

Cattle have also been an excellent source of second income for the McDougalds.

During his early years, McDougald

thought he would need his cattle for income during retirement. However, he has learned otherwise. He uses his retirement check for extra spending money.

"I brag about Lufkin Industries' retirement plan to all my buddies, who worked for other companies, I told Mr. Poland LUFKIN Chairman & CEO when I left, all I really wanted was enough money to buy my gasoline. We use a large amount of gas driving to and from town and our property in the country."

McDougald misses Lufkin Industries—the work and the people.

We were like one big, happy family. We all knew each other; we depended on each other; and took care of one other."

—DIANA HILL



of Faces & Places

With Rick Pezdirtz

“

...We don't call it
Mud Season up here
in Canada. Rather,
Spring Break-Up Time...

”

Having spent a couple of harsh winters in the deep-freeze that is Northeast Vermont—about 40 miles from the Canadian border as a wild-goose flies or slack-jawed moose meanders—I possess rather icy memories of what the natives in that green-mountain-majesty locale call: *Mud Season!*

This past month—uh, April and IRS reckoning time wuzzn't it?—would have been Mud Season up there. That is to say, the big, spring thaw from all those moguls of melting snowflakes causes an underfooting of New England earth that is quite gooeey, squishy and often nearly impossible to walk upon without some slipping and sliding and perhaps busting of tailbones.

I recall, with some disenchantment, driving across the glassy highways of Vermont and New Hampshire, slowing often when road signs appeared with this warning: **Watch For Frost Heaves.**

“Whazzat mean?” I initially inquired of a native New Englander.

“Welp, flatlander,” he answered with a look of disbelief, if not disgust, crossing his weather-whipped face, “Way up here in God's Country our highways aren't always treated too kindly by Mother Nature. Frost heaves are what you Texans might call road buckles or bumps or humps or whatever you call a corduroy road down there in the devilish southwest.” A proud lot, these untraveled Yankees.

All of this cold-weather conversation came to mind the other day when Rod Pittman passed a note my way to look into how “*Road Bans*” along our northern tier of states were affecting the delivery of LUFKIN oil field pumping units in say Montana, Idaho, the Dakotas and Canada.

“*Road Bans*? Whazzat mean?” I asked our Aggie foundry chieftain.

“Check with Bob Hail and Len Ruzicki, our men in Wyoming and Calgary, Canada,” advised Pittman. “They'll educate you.”

I phoned Hail, Ruzicki; also Ray Steele, the truck foreman at Buck Creek, and Randy Winston of Reds Trucking Company here.

All had something to say about “*Road Bans*.”

Road Bans shutdown

“We don't call it *Mud Season* up here in Canada,” informed Ruzicki. “We call it *Spring-Break-Up Time*. And, *Road Bans* are simply when heavy-equipment delivery trucks are allowed to carry only 50 or 75 percent of their usual gross load due to the damage they might cause to highways that have been softened because of the ice thaw.”

Ruzicki, Lufkin Industries' Canadian Division manager, pointed out: “We're shutdown from oil field deliveries because of *Road Bans* in Canada from April 1 until about May 15. We don't have any problems when its 40-degrees below zero during January, February or March. The roads are solid and this is our busiest drilling activity time anyway. It's the ‘*muskegs*’ that present problems.”

“*Muskegs*? Whazzat?” this sure-nuff flatlander inquired.

“That's what they call swamplands in northern Canada. When they were building the Alaskan Highway many years ago, they lost Caterpillar Tractors, even bulldozers because the soupy land just swallowed 'em up,” reported Ruzicki.

Lightening the load

Hail, district manager at Casper, Wyoming, explained *Road Bans* as having to do with perma-frost laws that restrict 18-wheelers running fully-loaded across thawing highways. “Some 18-wheelers have a third axle on a hydraulic system that can be lowered to put more wheels on the highway and better distribute the load-weight,” said Hail. “If we're shipping much over a 456 LUFKIN unit, we usually have to go to two trucks to lighten the load on a highway.”

Steele said, “We have never been caught up in *Road Bans* problems with our company trucks, but Randy Winston at Reds Trucking Company who hauls for LUFKIN has.”

“Sure have,” commented Winston. “We can normally haul legal loads of up to 80,000 pounds. But, when *Road Bans* are in effect, we have to drop back to 74,000 pounds or less. Each state has a Port of Entry checkpoint for truckers. If you're overweight, its an automatic fine and immediate unloading of excess freight. We once had an over-loaded driver arrested at a Port of Entry and held until we could wire \$900 to pay his fine.

“Idaho and South Dakota will permit a legal 80,000-pound load if the driver stays at 30 miles-per-hour. They rationalize it's not the amount of gross weight but the pounding a highway takes at faster speeds.”

Mud Season! Spring Break-Up Time! Road Bans! Gimme the easier, idyllic living conditions of East Texas says he, hurrying off to place a for-sale classified ad on snow tires and ski equipment in the local newspaper.

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AWASH WITH COLOR

Sunrise on the wind-whipped waters of Lake Rayburn casts a soft glow of reds and purples over these two contestants, Sam Turner and Billy Ray Harris, during the opening moments of the 9th Annual Lufkin Industries Fishing Tournament. Photographer Chuck Stevenson was there from 5:30 a.m. until the event's conclusion capturing on film Turner and Harris, and some of the other 176 contestants. For tournament results and more photographs, see page 13.



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ROUNDUP

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