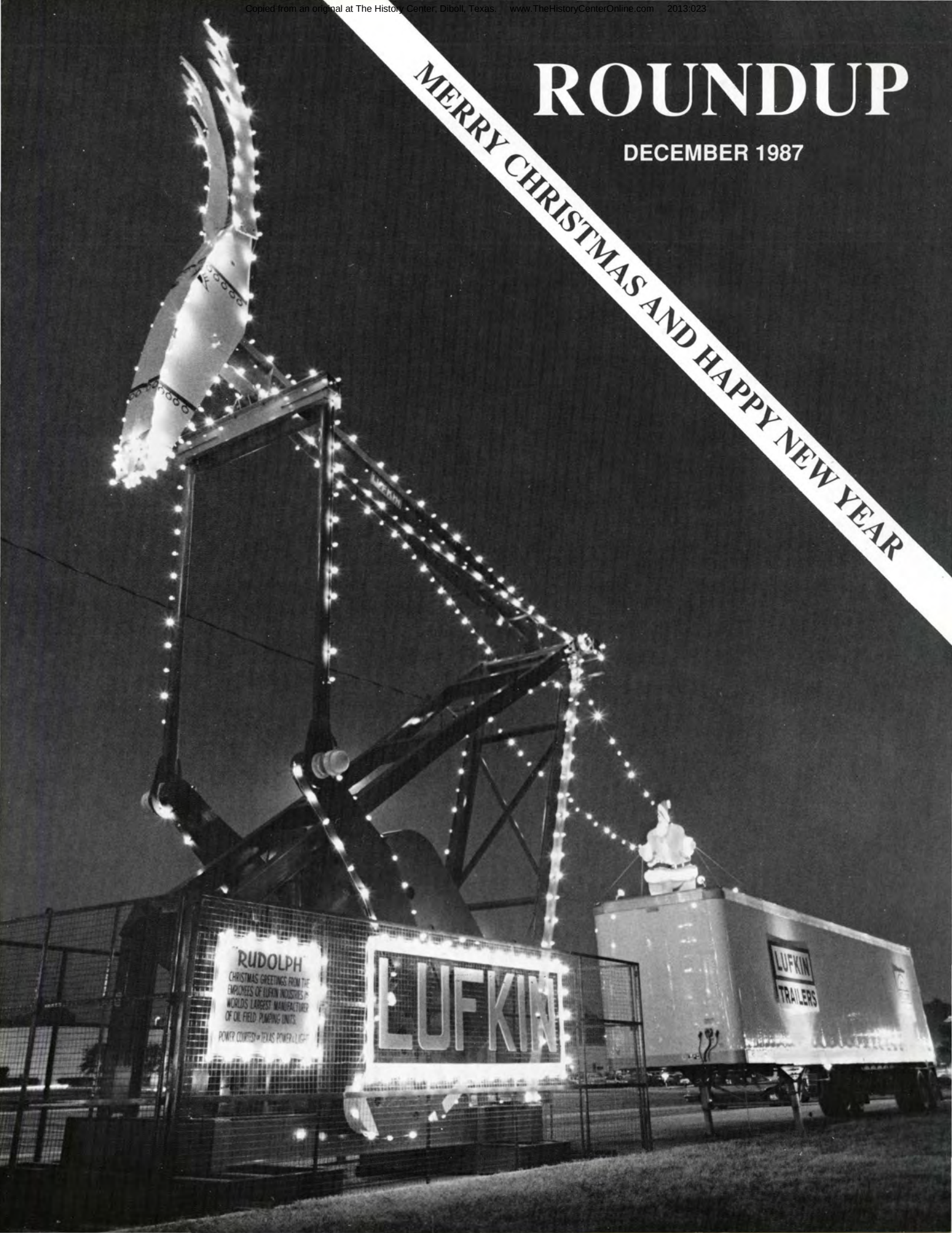
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ROUNDUP

DECEMBER 1987

MERRY CHRISTMAS AND HAPPY NEW YEAR



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Working Together in the Christmas Spirit



" . . . on earth peace, good will toward men."

(Luke 1:14)

In the hustle and bustle of our preparations for the Christmas celebration, let us pause and remember that in today's interdependent world all people in all nations are our neighbors.

As **LUFKIN** employees, let us remember that our more immediate neighbors include not only the men or women with whom we work side-by-side each day, but also those who may be unknown to us personally: the people with whom we do business, our customers, our suppliers; our fellow employees in other departments, in other divisions, and in the branch facilities across the nation and around the world.

All are members of the **LUFKIN** team; they are our partners and neighbors. Each of us is dependent upon each of them, and it is only by working together as a team, in partnership and harmony, that we can succeed.

This Christmas season, whenever and where ever we find the opportunity, let's take the extra time and make the extra effort to sincerely wish our fellow **LUFKIN** team mates and all those with whom we do business a truly blessed Christmas and to express our appreciation for their support.

And as we, each in our own way, celebrate this greatest of all occasions, let us pledge to keep the Christmas spirit all year long, working together as a team, in peace and with good will toward all.

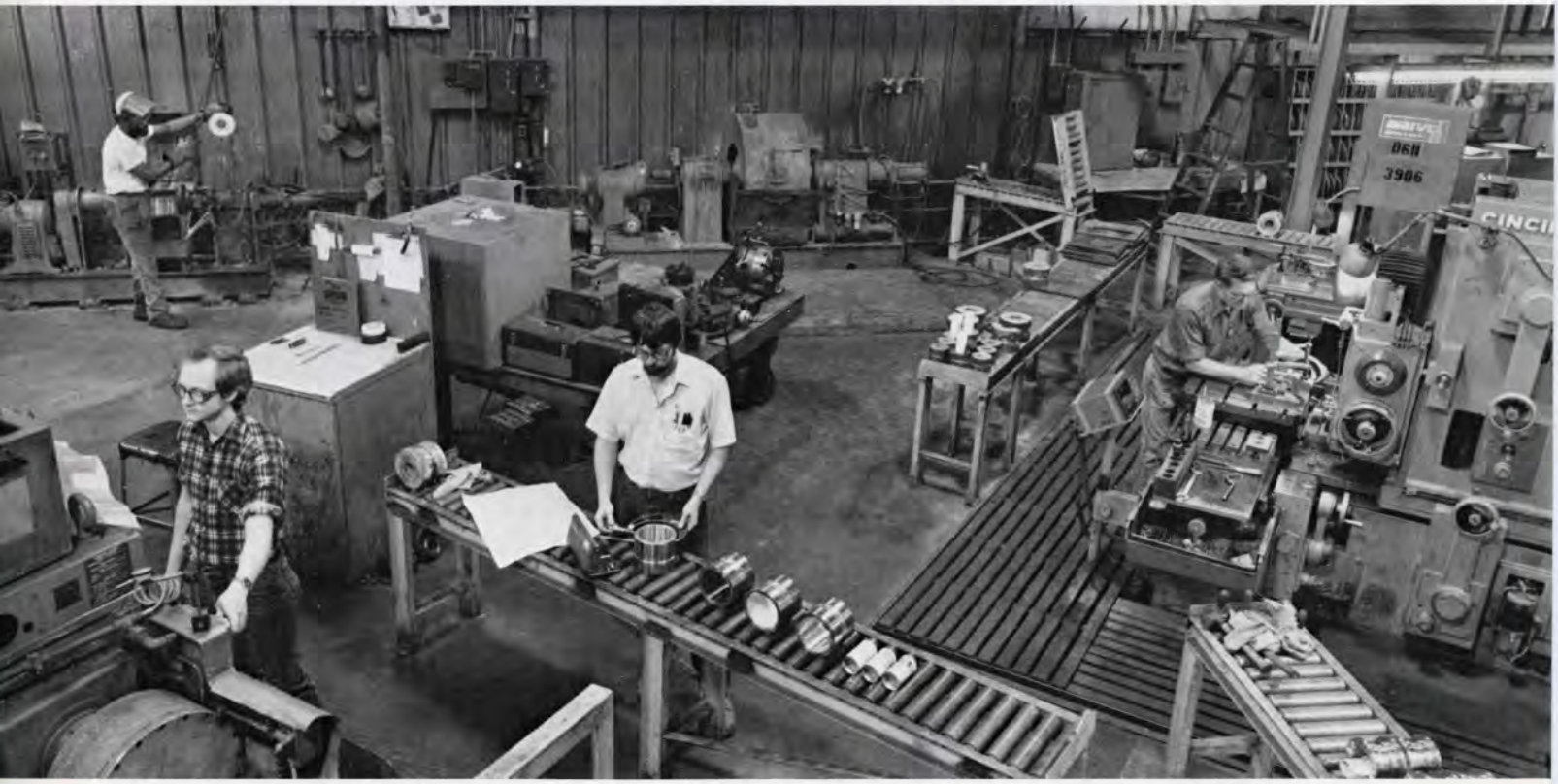
May the joy and blessing of the Christmas season be with you and your family.

F B Stevenson

Frank B. Stevenson

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Babbitt Bearing Cell Improves Quality & Lead Time



LUFKIN employees from left to right, Charles Cole, Ricky Alvis, Ricky Stanford, and Tommy Strickland perform at various work stations at the Babbitt Bearing Cell.

High speed industrial gearing requires special support of the gear elements. You might think that roller bearings would be common for such applications, but they cannot rotate fast enough to be used in high speed applications.

Lufkin solves this problem with a material called babbitt. Babbitt, composed of antimony, copper, and tin, provides a non-abrasive surface to support the gear element. Other materials would scar the shaft, which could affect the overall operation of the gear. Babbitt is applied to a base structure of steel, and machining this combination produces a babbitt bearing.

In reality the babbitt bearing supports the gear element only when the element is at rest and during the start-up of the gear. Shortly after start-up the lube system supplies a small pool of oil to a machined pocket of the babbitt bearing, which provides a thin oil cushion to support the gear element during operation.

In the past, Babbitt bearings were made for Lufkin units in our plant until capacity became a problem and it was necessary to purchase them. The process of applying babbitt for repair and special application has continued over the years. Recently, the opportunity arose to re-develop the in-house bearing manufacturing operation and the Manufacturing Engineering Department studied the possibility of manufacturing the majority of our babbitt bearing requirements in our own Machine Shop.

"We had to make bearings periodically, when the delivery of a gear required that we make the bearing rather than wait on an outside supplier. We had some problems building our own bearings and were only producing a few. So we were studying ways to solve our problems and then we decided to try to produce a few more babbitt bearings, and so one step at a time we have gone into manufacturing babbitt bearings," says Frank Sander, Manufacturing Engineering Technologist.

Sander continues, "Today our babbitt bearings have superior quality to those which we purchased in the past. Our lead-time has shrunk from as long

See Babbitt Bearing Cell, page 6

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17th Annual Awards Banquet



Linda Rhodes looks at the ring Everett Rhodes received for 20 years of service to LUFKIN. 287 LUFKIN employees along with 10 retirees were honored at the annual banquet.

"We are here to celebrate and to say thank you for the service you have given to the company," were the words Frank Stevenson, President and CEO of Lufkin Industries, used to summarize the gathering at the 17th Annual LUFKIN Service Awards Banquet. The banquet was held Saturday night, December 5th at the Lufkin Civic Center where awards for five to thirty-five years of service were given out to 287 LUFKIN employees. This years retirees were also honored with a presentation of a watch.

Stevenson emphasized that the main ingredient to LUFKIN's success is the people. He said, " As I walk through the plant on the weekends, the silence can be deafening. It's then that I realize all of the equipment that we carry on the books as assets are actually liabilities until the people come in to make the machines work. The machines, equipment and the building don't mean anything, it's the people who work them that are so important."

Referring to the growth since 1986, Stevenson noted that things can only get better. He added that sales have increased since last year, and he anticipates continued growth. At approximately this time last year, there were 1700 employees. Today there are 2300 employees, which Stevenson finds encouraging. He reviewed the 1987 accomplishments, which show promise for the future. Industrial Supplies increased sales by 17% and added a new store in Jasper. The Trailer Division increased shipments by 25%. The Dallas branch recently moved into a new and better facility, and a new branch is being built in Lowell, Arkansas. To start the year 1988 off right, J.B. Hunt placed an order for 1200 trailers.

Industrial Gears showed an increase of 12% and introduced a new 80,000 horsepower gear unit, which is on the leading edge of gear technology. Stevenson stressed that very few companies in the world can produce this type of product.

Building sawmills was a major business activity when the company went into business 85 years ago. This year, the Fabrication Department engaged in major sawmill project .

The Foundry expanded its casting sales by supplying castings to major companies such as York International and Caterpillar.

The Machinery Division introduced the C-1280, the largest conventional pumping unit, and the Roadrunner portable pumping unit.

The acquisition of Sargent Oilwell Equipment Company in Odessa emphasizes LUFKIN's ability to diversify in the oilfield market.

Stevenson said that all these changes made during the year were based on the idea of constant improvements, whether it be with the product, equipment, or facilities.

Stevenson said that serving the customer is the number one priority. He said, "It's not only the way the product is produced, but whether the shipping order, invoice, or the product are correct. Every person on the LUFKIN team has a part in serving the customer." He added that service, quality, dependability, and value have built the company and customers realize that although you can buy a cheaper product than LUFKIN's, you can't by a better value.

Summing up past accomplishments and expressing hopes for the future, Stevenson re-emphasized that it's the employees who say "I can, I will, and You can depend on me" that make LUFKIN what it is today. "We are here to celebrate the fact that a group of people as diverse as this can work together day-by-day to serve a common purpose and to help each other. We are blessed with good people, and that's all there is to it."

by Sharon Henderson

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1987

Blood Drive





The 13th Annual Blood Drive held Wednesday, December 9th, saw a 19% increase in blood donors from last year. This year, 476 employees gave the gift of life, compared to 388 from one year ago.

Debbie Finley, Coordinator of the blood drive from the Stewart Blood Center in Tyler, was very pleased with the turn out. "We rely on Lufkin Industries' people to donate enough blood to help get us through the holiday season and they always come through," she said.

Each division participated in the drive, with an impressive turnout. The Whitehouse served as the donation center for the Machine Shop, Personnel, Corporate Communications, Engineering, Order/Entry, and Purchasing departments, recording 197 donors. The Foundry turned out 73 blood donors, Buck Creek handled 53, and the Trailer Plant added 115 donors to its credit. The mini-coach accomodated the Corporate Office and Industrial Supplies personnel, who combined for a total of 38 donors.

The blood donated was sent back to Tyler where it will be processed and stored. Some of the uses of the blood will be for accident victims, treating burned patients, cancer patients, and hemophilliacs (free bleeders). The donations are also credited to an account for Lufkin Industries through the Life/Share Blood Pool Plan. Any employee-donor or employee-donor family member who is in need of a transfusion will be able to receive the blood from Lufkin Industries' account.

Anyone who was unable to give due to high blood pressure, irregular heart beat, colds or those who were out of town, can go to the Memorial Medical Center of East Texas in Lufkin to the Stewart Blood Center and donate blood (after testing OK) that can be credited to LUFKIN's account.

The Stewart Blood Center and the personnel who worked at the blood drive look forward to next year's drive and hope for an even better turnout. A big thanks goes out to all those who participated.

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Deadline For 1987 Filing HealthCare Plus Claims, April 1, 1988

April 1st, 1988 is the deadline for filing HealthCare Plus claims on expenses incurred during 1987. Employees can file by filling out reimbursement claim forms, which can be obtained from each department or the Personnel office.

It is important to remember that you must bring verification of the expense, such as bills, cancelled checks, and receipts.

Claims turned in before 1:00 p.m. on Wednesday will be reimbursed on Friday. Claims filed after 1:00 will receive payment a week from Friday.

A reminder from the Insurance Department: All expenses covered under group medical insurance must be filed with group medical before filing for HealthCare Plus reimbursement.

Note: Enrollment for the 1988 HealthCare Plus program has been completed.

On The Cover

Rudolph

Rudolph, a Lufkin Mark II 640D-305-168, guides Stanta Claus as he rides atop his sleigh; a Lufkin 48 foot Standard TFB dry van. This Lufkin Industries' tradition serves as the company's welcome and holiday greeting to all. It is a tradition that has been adopted by the community and enjoyed by many, as reflected by the numerous comments and letters of appreciation we receive each year. The goodwill shared by all and the opportunity to contribute to the community spirit of Christmas make the display a valuable and worthwhile project.

We would welcome your ideas for improving the Rudolph display for the 1988 holiday season. Please write your suggestions and send them to Corporate Communications/Attention: Kurt Martin

Babbitt Bearing Cell, cont.

as 16 weeks to 10 to 14 days, and this has meant a great reduction in inventory."

The "Work Cell" concept has been used in developing the babbitt bearing manufacturing area. According to Sander, "The way we used to produce babbitt bearings, we had machines at different shop locations. We hauled materials all over the shop. Now we have brought everything into one group where we have all the machines together in one spot." Sander pointed out that the "Cell" approach has reduced handling, scrap, inventory and time.

"We ran into a lot of brick walls on this project. Without the people out in the shop we couldn't have come this far. We have some very dedicated people in the Babbitt Bearing Cell," Sander said.

by Kurt Martin

Babbit Bearing Cell Operators in the Machine Shop

First Shift	Second
Sidney Alvers	George McMullen
Butch Cantrell	Simon Aguilar
Charles Cole	Floyd Jacks
Tommy Stricklin	L.A. Wilkie
Ricky Alvis	Ricky Moore
Dora Height	
Ed Pillows	

Third Shift

Steve Thompson
Kenneth Townsend
Larry Matthews
Wendal Davis
Bruce Mott

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DECEMBER ANNIVERSARIES

Accounting

Jim Massingill	31
Fern Basey	28
Liz McDonald	21
Fern Athey	18
Linda Palomino	9
Pamela White	9
Janice Kupec	7
Tim Stacy	6
Neil Bowman.	5
David Reeves	2
Pat Talley	2

Assembly & Shipping

Ervin Reynolds	24
Eugene King	14
Gary Crustner	9

Canada

Eduardo Eslava	4

Corporate

Herb Green	6

Engineering

Jim Mewbourn	25
Edward Slemmons	9
Midge Cooney	6
Beverly Hunt	1

Foundry

Arthur Moye	26
Ben Sallas	18
Herman Horace	17
Leroy Reed	15
Marion Allen	12
Scott Semlinger	12
Donald Coutee	11
Jose Romo	9
Donald Bogany	9
Curtis Grigsby	6
Ronald Hopson	6

Industrial Supplies

Charles Anderson	26
Milton Houck	18
James Curry	7

Machine Shop

Floyd Jones	26
Bryant Matthews	26
Darrel Powers	26
Franklin Kegler	24
Linwood Havard, Jr.	23
W. Crager	17
John Brittain	17
Jerry McGuire	15
Robert Phillips	15
Ira Jones	14
Bill Pitman	13
Langston Martines	12
Jimmy Humbert	11
Kenneth Crawford	11
Gary Underwood	11
Johnny Armstrong	11
Vernon Whiteley	10
Dietrich Schoennagel	9
James Ward	9
Samuel Hughes	8
Danny Morris	8
Simon Aguilar	8
Wellborn Gafford	8
Pamela Boles	3

Machinery Sales

Louis Miceli	12
Ricky Hughes	11
Richard Schlabach	9
Jon Pennington	8
Camilo Cerda	2

Material Control

Daniel Martin, Jr.	12
Jonny Eoff	9

Personnel

Thomas Murphy	11
Joyce West	3

Trailer Plant

J. Watson	26
Raymond Redd	24
Thomas Windham	16
Art Nelson	16
Clevon Harper	15
Larry Havard	15
Gene Stewart, Jr.	15
Garvis Edwards	14
Curley Jenkins	14
Essie Jenkins	14
Ethel McClendon	14
Cloteal Malone	14
James Stuckey	12
Linda Whitten	11
David Jackson	10
Robert Waddell	10
Robby Williams	10
Eugene Huntsman	10
Roland McGee	8
Maebelle Hearne	8
Ronald Meaux	8
William Salmons, III	4
Jessie Brooks	4
Vandy Sowell	4
Jerri Gilbert	4
Bobby Moore	4
Kenneth Rich	4
Daniel Oliver	4
Kerry White	4
Kenneth Sowell	3
Tracy Lane	3
Vince Minefee	3
Florine Thompson	3
Timothy O'Sullivan	1
Martin Lopez	1
Hermilo Najera	1

Welding Shop

Morris Hodges	31
Henry Schoubroek	26
Ide Russell	26
Prentice Coleman	26
Otis Jenkins	23
Tommy Reynolds	18
Paul Taylor	14
James Dalahite	13
Lottie Williams	13
Oswell Smith, Jr.	13
Perry Dixon	12
Larry Caples	11
Jerry Walker	9
Lupita Lerma	8
Dale Staten	8
Gene Williams, Jr.	8
Michael Edwards	6

ON THE ROAD TO SUCCESS

ACCOUNTING

Donna Conner ..... Senior Programmer to Programmer Analyst

FABRICATION

Evan D. Luce ..... Helper to Fork Lift Operator
Rogelio Reyes ..... Production Technician to Supervisor 10

FOUNDRY

Jose Luna Acevedo ..... General Laborer to General Foundryman
Juan Hernandez ..... Core Finisher to Core Machine Operator B
Otis Thompson ..... General Foundryman to Sand Lab Technician
Jeff Williams ..... General Laborer to Storekeepe
Helen Ingram ..... General Foundryman to Core Finisher
Doug Dolan ..... General Foundryman to Melter B
Kirby Purvis ..... Pattern Maker, Wood Apprentice to Pattern Maker,Wood B

MACHINE SHOP

Claude McDonald ..... Mail Carrier to Shop Floor Controller
Jackie Lewis ..... Maintenance Mechanic C to Maintenance Mechanic A
Ricky Hampton ..... Machine Helper to Machine Operator B
Gene Willson ..... Laborer to Truck Operator
Floyd Jacks, Jr. ..... Machine Operator Trainee to Machine Operator A.
Brenton Bynum ..... Laborer to Machinist Helper
Stephen Thompson ..... Machine Operator Trainee to Machine Operator A

TRAILER

James Davidson ..... Salesman to Trailer Branch Manager in Lowell, Arkansas.
Benny McGaughey ..... Painter B to Material Handler A
Garry Campbell ..... Helper to Pullmax CNC Press Brake
Justin McElroy ..... Welder Specialist to Inspector
Marvin McKnight ..... Trailer Builder Specialist to Inspector
Mark Strong ..... Salesman to Technologist I

THE ROUNDUP

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Anniversaries & Insurance	*7*

The Lufkin Team



Charles Cole



Debbie Vann



Bob Meadows

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