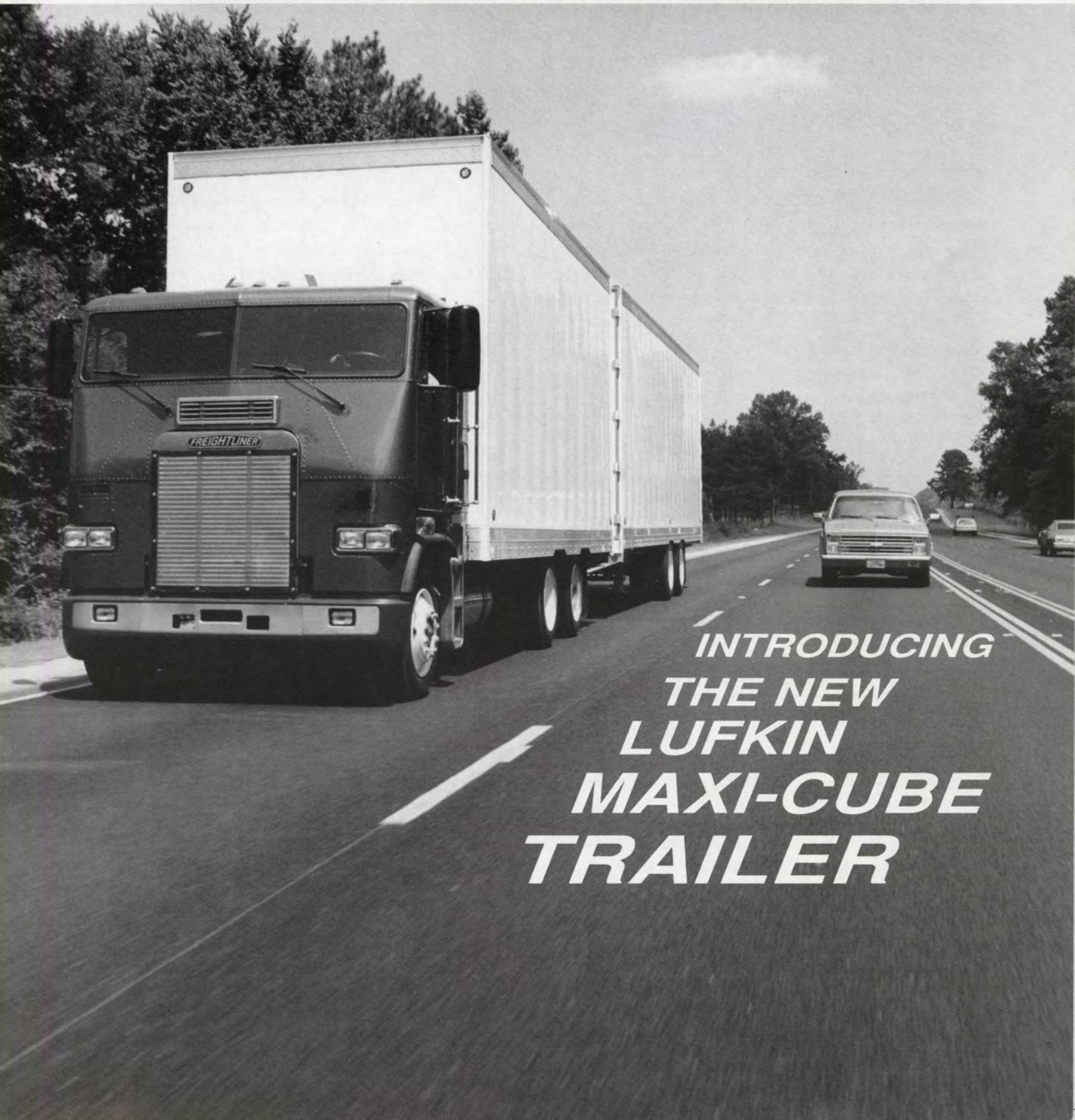
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LUFKIN

ROUNDUP

AUGUST 1988



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LUFKIN - Shifting Gears



Many interconnected elements go into the successful operation of our company. In a sense, LUFKIN is a living machine, each part working in cooperation with every other part to generate quality products and services at competitive prices—and market demand coupled with our kind of teamwork is the fuel that keeps LUFKIN operating.

In the past few years, product demand has shifted, with decreased demand for pumping units and increased demand for trailers, industrial gears, and industrial supplies. When major market shifts occur, LUFKIN must shift production emphasis to those of our products and services that are currently most in demand. To accomplish this, we must increase our flexibility. How do we increase our flexibility?

By constantly improving and expanding our skills and knowledge—
through in-house training courses,
through cross-training,
through our Tuition Aid Program;

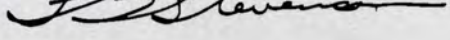
by seeking new and better ways to do our jobs—
sharing ideas, knowledge, and skills,
teaching others,
making suggestions;

by making the best possible use of all our assets—
people,
facilities and equipment,
materials and utilities.
and time and energy;

and most importantly by working together as a **team**.

One example of our increasing flexibility is the recent transfer to the Trailer Division of a number of Foundry and Structural Fabrication employees. A second is implementation of a suggestion to move Trailer Division drop-frame float production to Structural Fabrication's Heavy Weldment area—a move that required retraining structural fabrication welders to weld trailers. Third, Trailer Division dump production is in the process of being moved to Heavy Weldment, and pumping unit employees and equipment are being shifted to Industrial Gear production. It's this kind of flexibility that keeps us working and increases our ability to provide products and services that are presently most in demand: trailers, industrial gears, and industrial supplies.

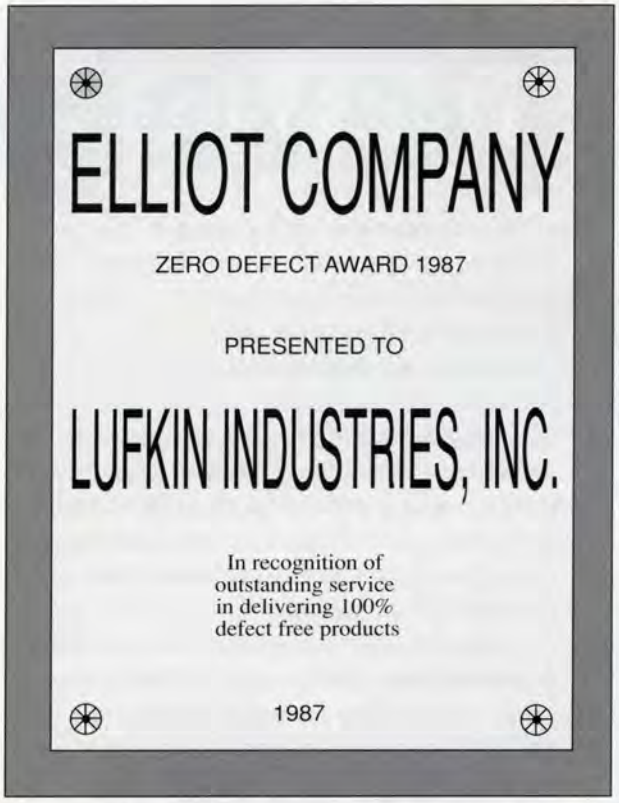
Acting on the understanding that each and every one of us and the jobs we do are vital to our success—this is the **teamwork** that keeps LUFKIN in business. Continuously working to improve our job knowledge and skill level and to improve production of our high demand products will keep LUFKIN operating, thus improving everyone's chance for continuous employment and insuring that in the near future each of us will take home the **"plus"** in our profit sharing plan, **P.A.Y. Plus**.



Frank B. Stevenson

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Machinery Division Earns Award



Lufkin Industries, Incorporated has been awarded the Outstanding Quality Award by the Elliot Company of Jeannette, Pennsylvania. Elliot, who purchases R4 gears, end units, castings, and slow speed gears from Lufkin, gave the award after grading all their vendors' 1987 performance. Lufkin Industries, Elliot's largest supplier, had zero defects for the entire year.

"We did not know that we were competing for this award or that they were going to award anything," said Mike Penn, Vice-President and Manager of Machinery Manufacturing. "When Elliot called us, they explained the award and the grading system. Then they said we had come out on top," Penn said.

The path to the top wasn't without snags. "In mid-1986 we were having a problem with quality of our products shipped to Elliot and a problem with on-time delivery, to the extent that Elliot came down here and talked to us about improving delivery and quality," said Penn. "They explained how detrimental it was to their business if they were unable to meet their commitments to their customers."

LUFKIN personnel made a trip to Elliot to gain an understanding of their business and to enhance communication between key LUFKIN personnel and key Elliot personnel. "That trip was very beneficial because we got a better understanding of what their requirements were and it helped us in our quality evaluation, which meant that we understood more about what they were going to need," Penn said.

LUFKIN's commitment to all its gear customers has been reviewed as a result of the experience with Elliot. Improved communication and a complete knowledge of each customer's needs is top consideration and insures Lufkin's leadership in producing quality products.

Trailer Division Shows Off

Lufkin Industries' Trailer Division employees held their first safety picnic Saturday, April 23, from 2:00 p.m. until the fish were gone. The gathering is something the Trailer Division would like to see become an annual event. Both the plant area and offices were open to allow families of employees to see how the Trailer Division operates.

Some of the activities included the Trailer Division's Quarterly Safety Meeting, "42", Pickin' and Singin', an awards presentation to the Safety Poster Contest winners, and of course the Fish Fry.

The following are the winners of the poster contest in each division beginning with the first place winners: **Pre-school:** Chris Bullock, Teresa Bullock; **Grade 1-4:** Rachel Spangler, Julie Miles, Ryan Durham; **Grade 5-8:** Shawnia Rae Loving, Amanda Clopton, Nichole Durham; **Grade 9-12:** Samantha Quisenberry, Don Crager, Jr., Marcus Rawls

Honorable Mentions: Crystal Roper, Ashley Roper, Leia Roper, Jason Whitton, Bob Whitton, Charles Brooks, Jackie Brooks, Wenrick Brooks, Wes King, Scotty DiStefano, Jennifer Ivy, Shannon Richardson, Rodney Durham, Adrianne Spangler, Clevon Lewis, Latashia Hodges, and Adrianne McCasland.

Buck Creek Opens Its' Doors

Lufkin Industries' Structural Fabrication Department held an Open House, Saturday, June 25th from 9:00 a.m. to 12:00 p.m. at the Buck Creek facilities. Despite the inclement weather, the event was well attended and gave families of the employees an opportunity to tour the facilities.

Refreshments such as popcorn, cokes, and cotton candy were served, as well as balloons for the kids. There were also several showings of "The LUFKIN Story," demonstrations on how LUFKIN's newest pumping unit, the Roadrunner, operates, and displays of safety equipment used at Buck Creek.

At the end of the gathering, name were put in a drawing for various door prizes. Items such as caps, shirts, travel bags, and portfolios were awarded.

The event created a positive response among employees. Jim Riggs, VP and Manager of Structural Fabrication, added his thanks to the employees who organized the event and those who attended.

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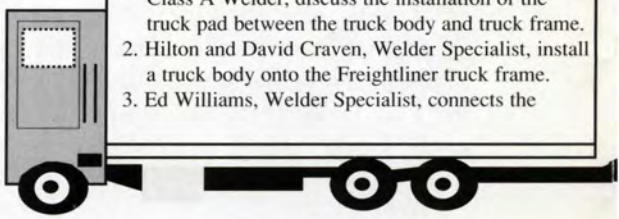
Develop

Imagine the problem? Thomas Edison has 10,000 light bulbs to deliver to another plant. Not only that, he has certain demands he would like met. First, he wants to save time loading and unloading, but a single trailer won't hold 10,000 bulbs. Next, to avoid shattering the bulbs, he wants a trailer that requires less shifting, so a double unit is out of the question. To make the problem more complicated, a 65' trailer would be too big for some deliveries and in some states it's not highway legal, but Edison does not want to purchase two different trailers.

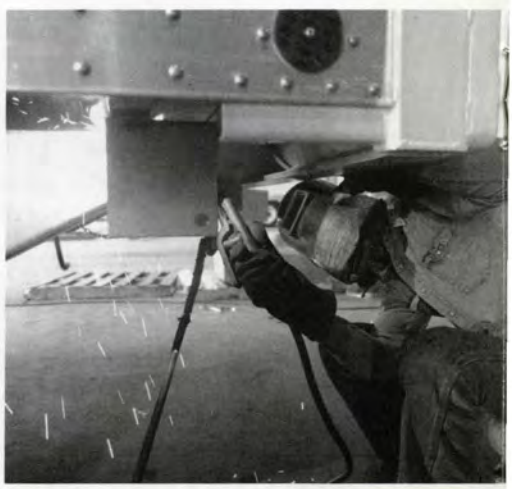
The solution? Combine the two and make a few adjustments. The result? The largest interior cube cargo transport system ever built in the United States. Introducing, the Maxi-Cube. And with the recent order for 35 Maxi-Cube trailers that will eventually

PHOTO DESCRIPTIONS:

1. Art Nelson, Chief Engineer, and Roy Hilton, Class A Welder, discuss the installation of the truck pad between the truck body and truck frame.
2. Hilton and David Craven, Welder Specialist, install a truck body onto the Freightliner truck frame.
3. Ed Williams, Welder Specialist, connects the







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by Sharon Henderson
photos by Viron Barbay

ing A Bright dea

be used by General Electric, Lufkin Industries' Trailer Division acquires another opportunity to apply its engineering and production knowledge to manufacture a trailer in which Edison would have been proud to transport his bulbs.

The Maxi-Cube trailer, originally conceived by Pennsylvania based LHT Industries, Inc., supports mainly low density, high volume cargo. For example, the 35 units currently being manufactured for G.E. will be used to carry a high volume of light bulbs. The double bottom Maxi-Cube unit offers unique features not found in the standard double bottom unit (doubles) or a single unit.

First, the Maxi-Cube provides 38% more cubic feet than a standard 48' trailer. Having more cargo space in the trailer reduces the number of trips, which in turn decreases labor, fuel, and operating costs to the carrier. Secondly, the unit is easier to handle than a doubles when backing up to a loading dock. This is due mainly to one pivot point on the Maxi-Cube versus three pivot points on a doubles. Because the front cargo box is mounted directly to the truck frame and bolted, unlike a king pin mount, one pivot point is eliminated.

Simplified detachment is another feature of the Maxi-Cube. While the rear trailer is similar to a standard trailer, there is one exception - the rear unit of the Maxi-Cube has a draw bar which connects into a hook under the front unit. Standard units generally have a king pin rather than the draw bar. Besides allowing easier detachment, the draw bar also eliminates another pivot point. However, for loading and unloading, detaching the units is not always necessary. A rollover plate between the two cargo boxes permits te trailer to be loaded and unloaded as a single unit.

Since the Maxi-Cube is practically a new type of trailer on the road, constant improvements are being made by Lufkin Trailers personnel. Art Nelson, Chief Engineer at the Trailer Division, referring to LUFKIN's reputation in the trailer industry said, "We want to build these trailers (Maxi-Cube) the way all LUFKIN trailers are built" - the best on the road.

landing gear support to the front unit.
4. Ed Williams and Brown Hayes, Inspector, look over the welding requirements for the Maxi-Cube.
5. Gene Caldwell, Class A Trailer Builder, prepares a Freightliner truck frame for installation of the LUFKIN truck body while William Hollingsworth, Helper, waits for another unit to be backed in.

3



4



5



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SUPERVISOR TRAINING COURSE GRADUATES

The following are graduates of the 1988 Supervisor's Class.

Pictured to the right are: **FR:** Mike Cloyd, Belinda Martin, Dale Frels, Sylvester McClain, Julius Cox, and Chuck White. **BR:** Paul Smith, Mitchell O'Neill, James King, Buford Thomas, Larry DuBose, and Tim Beamon.

Pictured below are: **FR:** Chuck Reynolds, Ginny Russell, Sherry Donnell, and Ragena Thompson. **BR:** Steve Crawford, Scott Rayburn, Alfred Navarro, and Dewey Wells.





Welcome To The LUFKIN Team

FOUNDRY
James Vasher

MACHINE SHOP
Bobby Smith, Sr.

SARGENT
Patricia Alexander
Randy Boden
Clifton Vickery

TRAILER DIVISION
Jimmy Jones
Richard Rush

Dallas
William Black
Charles Crooms
Larry Faught
Robert Parker
Vernon Tidwell

Lowell
Victor Campbell

Oklahoma
Earl Rose

Shreveport
Byron Mangum

On The Road To Success

ACCOUNTING

Kevin Buchanan ..... Tax Accountant to Internal Auditor
Jerry Hill ..... Systems Analyst to Sr. Systems Analyst
Brenda Martinez ..... Laborer (Structural Fabrication) to Mail Carrier
Brenda Cable ..... Helper (Trailer) to Mail Carrier

ENGINEERING

Kenneth Johnson ..... Part Time to Draftsman B
Kim Martin ..... Part Time (Personnel) to Secretary B

INDUSTRIAL SUPPLIES

Ann Hawkins ..... Sec. to Asst. Purchaser to Sec. to Purchasing Agent
Dennis Massey .... Industrial Buyer to Power Transmission Technician

MACHINE SHOP

Jack Alexander ..... General Foundryman to I. E. Draftsman
James Bryant ..... Machine Operator Trainee to Machine Operator A
Rollin Hutton ..... Laborer to Machinist Helper
Danny Navratil ..... Laborer to Machinist Helper

STRUCTURAL FABRICATION

Bobbie Pipher ..... Clerk 5 to Secretary 6

TRAILER DIVISION

Cleveland Adams ..... Welder to Truck Driver A
Mike Donovan (Houston) ..... Salesman to Trailer Branch Manager
Jerry Elder (Atlanta) ..... Service Manager to Parts Manager
Fred Flores (Oklahoma City) ..... Mechanic B to Mechanic A
Donald Gray (Oklahoma City) ..... Mechanic B to Mechanic A
Frank Hodge (Oklahoma City) ..... Mechanic A to Parts Manager
Guadalupe Lozano (Houston) ..... Part Time to Mechanic B
Hubert Ream ..... Parts/Service Sales to Service Manager
Charles Reeves ..... Helper to Fork Lift Operator
Mark Stout (Oklahoma City) ..... Part Time to Mechanic B
James Young (Oklahoma City) ..... Part Time to Mechanic B
Joseph Young ..... Helper to Trailer Builder B

STRUCTURAL FABRICATION

Rogelio Reyes ..... Supervisor 10 to General Foreman

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Ray Hall 26
Sondra Bennett 9
Doug Holland 7
Kennieth Baker 4
Kevin Buchanan 3
Michael Mabry 1

Assembly & Shipping

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James Thompson 22
Armon Thrasher 16
Theodore Perez 9

Canada

Norm Cleary 1

Engineering

Joe Varga 27
Charles Teutsch 23
Tony Stephens 9
Jeff Bordelon 3
Andrew Jordan, III 1

Foundry

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Billy Bryce 19
Donna Parish 18
Marvin Free 18
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Bobby Allen 15
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R. Horace 14
John White Jr. 13
John Powell 13
Willie Bryant 12
Alfred Navarro 12
James Malone 11
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John McElwee 10
James Craven 10
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LaNell Smitherman 1
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Michael Kartye 22
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John Skillern 10
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E. Bernard Foster, Jr. 4
Gloria Bowen 4
Mark Beavers 3
Cary Haenelt 3
Sandra Bennett 1

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Bill Williams 12

Personnel

Billy Redd 10
Ann Harris 7

Sargent

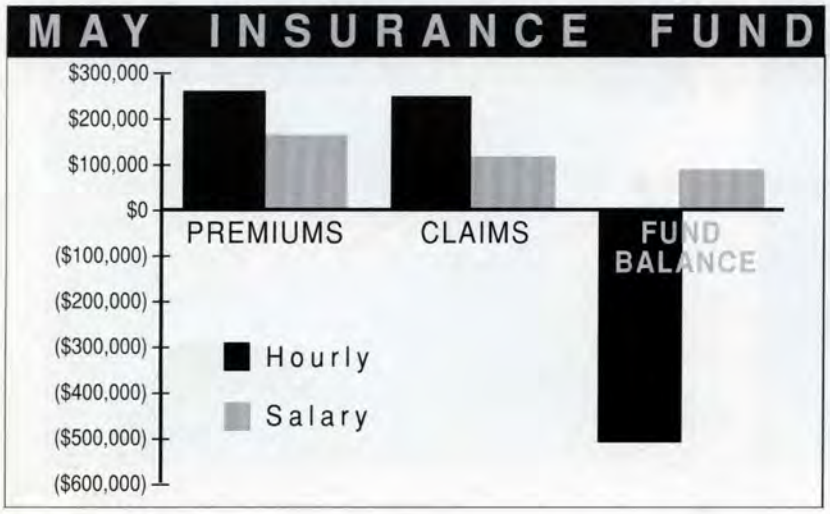
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Lindon Dugan 3
Kirby Nutt 1

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Robert Thigpen 24
Allen Fancher 24
Dean Brown 24
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Sherman Blanton 18
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Billy Thomas 16
William Dykes 16
Joy Havard 15
Charles Reeves 14
Gail Oglesby 14
Joe Taylor 14
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William Hollingsworth 11
Ronnie Jones 11
Charles Davis 11
Craig Person 11
David Ackerman 10
Jose Diaz 9
Arthur Hadley 9
Lloyd McKnight 9
Anthony Burrell 8
Christopher Stewart 5
Oran White 5
John Bullock 5
Charles Allen 5
Charlie Skinner 5
Jimmy Hadnot, Sr. 5
William Bucklew 5
Jeff Jefferson 4
John Molandes 4
Francisco Perez 4
Daniel Hazard 3
Revis McKnight 3
Jerry Mosley 3
Steve Roper 3
Jackie Short 3
Wesley Watts 3
David Grimes 3
Jo Ann Tyler 3
Danny Casanova 1
Stephen Barkley 1
Garry Campbell 1
Ralph McCullar 1
Jerry Ferguson 1
Jimmy Swindle 1
Hermilo Najera 1
Robert Poe, Sr. 1

Welding Shop

David Richard 19
Troy Johnson 18
Willie Washington 17
Milton Grimes 14
Doris Hooper 14
George Johnson 14
John Hodges 13
Ira Mott 13
Rick Huckabee 11
Talmadge Hyde 10
Jimmy Jackson 10
Craig Anglin 9
Sherry Donnell 9
Jolyn Neveu 9



THE ROUNDUP

VOLUME 45, NUMBER 8, 1988

Published monthly by Lufkin Industries, Inc.
P.O. Box 849, Lufkin, Texas 75902-0849.
For active and retired employees and their families.

James Horton, Director of Personnel and Corporate Communications
Kurt Martin, Editor
Sharon Henderson, Writer
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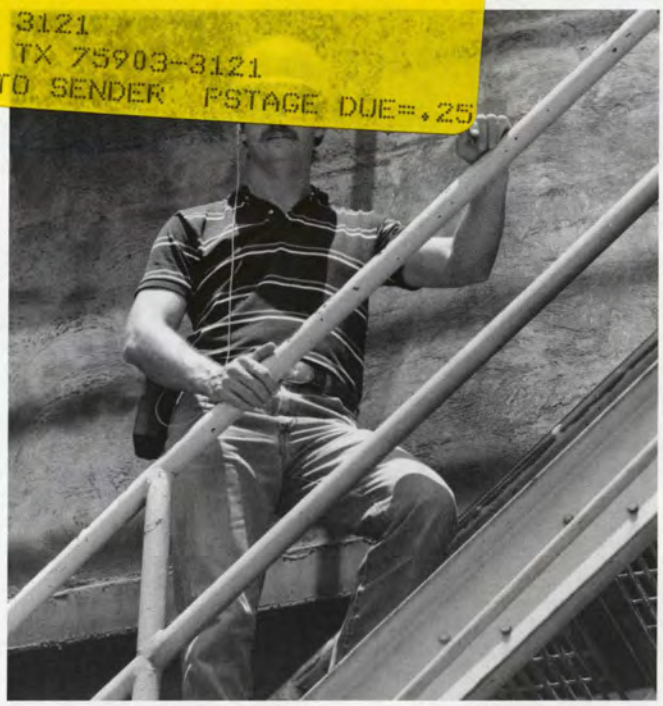
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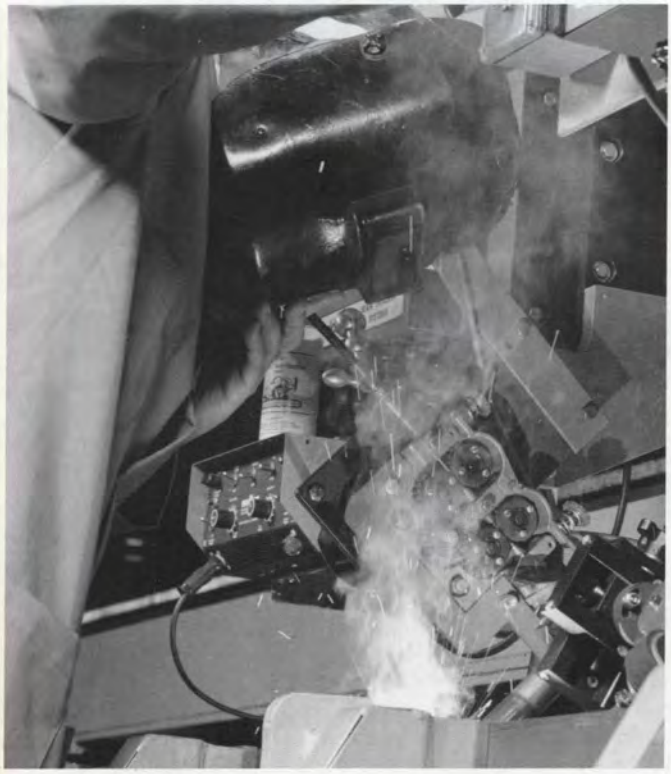
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The LUFKIN Team



Tommy Sanders



George Edwards



Wanda Flenoy

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