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LUFKIN

ROUNDUP

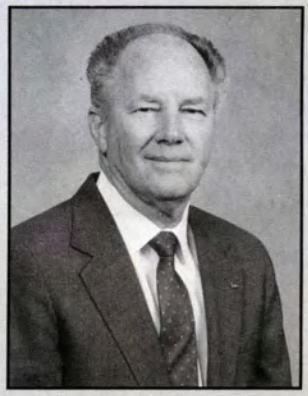
DECEMBER 1989



Fabrication Department Reaches Safety Milestone

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The True Gift



In the Christmas season there is much hustle and bustle and much searching of the stores to find just the right gift. It appears that our Christmas season starts earlier and becomes more commercialized each year and we find ourselves caught in the rush to find "something" for "someone".

But the true sense of giving is not involved in finding the right "something"; it is a way of life rather than specific gifts of things. The only true gift is a gift of ourselves.

The true gifts are the way that we give of ourselves

- in understanding,
- in kindness,
- in forgiveness

and also

- of dreams and ideals,
- of vision,
- of inspiration and
- of encouragement.

Let us resolve to give true and meaningful gifts this Christmas and throughout the year. These gifts are of ourselves; gifts that can truly help others to live fuller lives.

Thanks for the true gifts that you have given to me... to our Company... and to our community — true gifts in giving of yourselves so that we have a better place to live and a better place to work.

F B Stevenson

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COVER STORY

1,000,000 Safe Hours

At the end of the 1st shift, October 30, 1989, the Fabrication Department passed a landmark of over 1,000,000 man-hours worked with no "lost-time" injury. The approximately 250 employees in this department, consisting of the Buck Creek fabrication and assembly and shipping departments and the downtown heavy weldment shop, have not had a lost-time injury since December, 1987.

Frank Stevenson, President-C.E.O. stated that, "Safety is the most measurable product of teamwork and cooperation among individuals. The fact that the Fabrication Department has achieved this enviable record is a tribute to each individual. My congratulations and thanks to the fabrication team that accomplished this wonderful record."

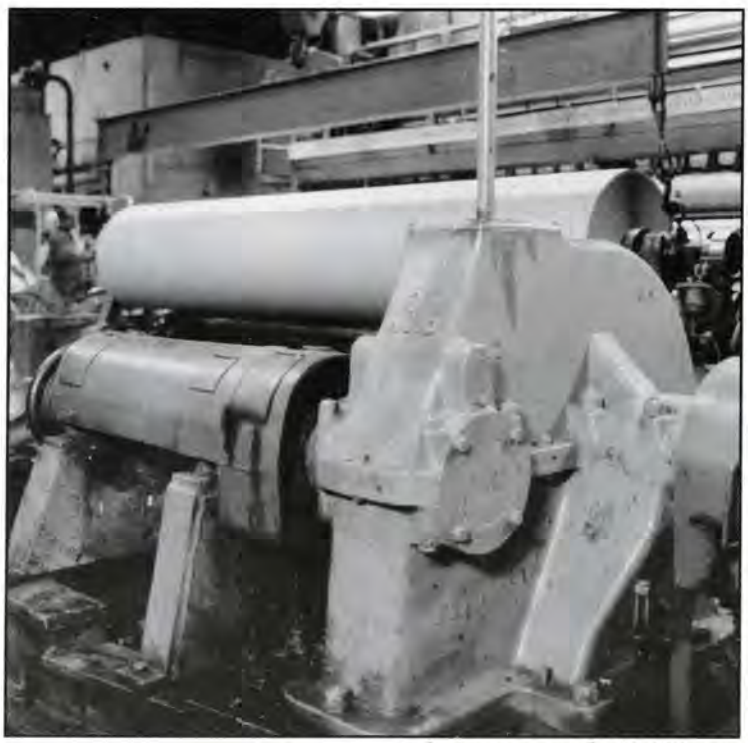
According to E.E. "Gene" McGallion, Quality Assurance Manager and Fabrication Department Safety/Health Coordinator, the attainment of this goal was due to the "Cooperative effort of all the employees. Everyone, both management and rank and file employees, really worked hard to set this record and we are all really proud of it."

Jim Riggs, Vice-President of the Fabrication Department, also said that this is, "A reflection of this department's dedication and desire to meet Mr. Stevenson's 'challenge to excellence'. The attainment of this enviable record is the proof of our employees' desire for a safe work place and truly shows what can be accomplished by increased awareness.

The Fabrication Department has also applied to the Occupational Safety and Health Administration (OSHA) for admittance into their Voluntary Protection Program. This "voluntary" program sets standards for safety and safety awareness well in excess of industry norms. Admission indicates that the company applying is committed to total excellence in supplying a safe work environment for its employees.

50-Year Veteran Retires

Earlier this year a LUFKIN veteran of the gear industry retired after 50 years of continuous service. But there will be no ceremony awarding a LUFKIN service pin since all 50 years of this service was for Champion International's Lufkin Mill.



This veteran was one of the first industrial gears the Lufkin Foundry & Machine Company ever marketed. It was delivered in 1939 to Southland Paper Mill's No. 1 paper machine and ran continuously in that location until it was replaced this year.

The basic design for this gear was taken from a single reduction pumping unit reducer.. This was our first attempt to market a basic pumping unit gear for an industrial or commercial application. And it was obviously very successful.

This unit was not replaced, even after 50 years, because of a failure on its part, but simply because the paper machine was being redesigned to run at a higher speed.

To show the difference 50 years can make, this unit was designed for 50 horsepower and LUFKIN is now producing units designed to exceed 80,000 horsepower. Also, this unit only weighed in at around 1,800 pounds while some of today's mammoth units top the scale in excess of 150,000 pounds.

The names linked to this original unit read like a Who's Who of Lufkin Industries engineering: names such as; Louis Fincher; Dan Martin, Sr..; Ernest Hess; and Cletis Fuller.

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LUFKIN University



LUFKIN University graduated 107 students who participated in seven separate classes. According to Herb Green, Vice-President Machinery Division, "This was the largest number of students ever enrolled in Company in-house training classes since the inception of the program in 1962. And with these totals, we've now graduated over 2,000 LUFKIN employees."

James Horton, Personnel Director continued, "These classes have been an important part of our Company for many years and have shown their worth time and again. LUFKIN understands the need for continuing education in the workplace and has been a leader in this area for a long time."



Green echoed this thought and also stated, "We plan to continue our educational opportunities and hope to add more classes in the future."

To accommodate the work schedules of as many employees as possible several of the classes had to schedule more than one section. Blueprint Reading had three classes, taught by



Top Photo: Eddie Anthony, Curtis Anthony, Miguel Munoz, Perry Bell

Middle Photo: FR: Joy Ouseph, Juan Lopez, Jose Morales, Donnie Chandler , Curtis Smith, Artis Teal
MR: Ben Norwood, James Headrick, Robert Gresham, Carlos Tovar, Mike Burley, Fernando Arredondo
BR: Terry Waldon, Albert Stokley, Lacy Ford, Oren Calmese, David Jinkins Jr, Jeff Stewart

Bottom Photo: FR: Jerry Wilson, Mark Townley, James Luce, Lawrence Holt, Gary Long, P.J. Lowery
MR: Bennie Boles, Bobby Smith, Mitchell O'Neill, Greg Alexander, Wendell Davis
BR: Dale Staten, Doug Harry, Marvin Powell

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Graduates 107







Mitchell O'Neill, Jerry Wilson and Mark Townley and Shop Math scheduled two, taught by Gary Long and Wayne Shelton.

Along with these classes there were also single classes of: Foundry Principles, taught by Fred Preston; Non-destructive Testing, taught by Bobby Allen; and Work Simplification, taught by Wayland Quisenberry.

In response to the changing needs of LUFKIN two new classes were offered and both were well received. Basic Manufacturing Technology, taught by Joe Simmons, Manager of Manufacturing Engineering in the Machine Shop, had 27 students, and Personal Computer Training, taught by Tim Stacy, Operations Analyst, had the 20 students broken into advanced and basic levels.

The Fall semester also saw the completion of a Supervisor's Training Class which had 20 participants.

Top Photo: FR: Gary Porter, Joe Simmons, Jay Hess, Lanell Smitherman, B.J. Smith, Bobby Wood
MR: James Loving, William Howard, Dennis Flowers, Gene McGallion, Sylvester McClain
BR: Larry Thigpen, Marvin Malnar, Ronnie Smith, Larry Walker

Middle Photo: FR: Cathy Colvin, Judy Cain, Louis Killingsworth, Everett Rhodes, Linda King, Pam Boles
MR: Betty Wood, Diane Farrior, James Bennett, Bill Cantrell, Glenn Edwards, Ted Hearnsberger, Willie Washington
BR: Linda Morehead, Tim Stacy, Louise Melton, Ronnie McMullen, Sandy McMullen, Sue Massingill

Bottom Photo: (Supervisor Training Class) FR: Jim Stacy, Rayford Davis, B.J. Smith, Donna Parish, David Havard
BR: Billy Durham, David Wilde, Norman Shoemaker, Jerry Wells, Joe Jumper, Mark Strong

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On The Road To Success

ENGINEERING

Michael Lannan ..... Draftsman B to Draftsman A

FABRICATION

Ricky Sowell ..... Welder B to Belt Cover/Crank Guard Maker
Mark Wright ..... Reporting Clerk to Warehouse Working Foreman

FOUNDRY

James Bennett ..... General Foundryman to Foundry Process Inspector
Dennis Clark ..... Salesman B to Sales Coordinator
David Ormsby ..... General Foundryman to Foundry Process Inspector
Jackie Rogers ..... Pattern Maker A to Master Patternmaker

INDUSTRIAL SUPPLIES

Loraine Lee ..... Warehouse Clerk to Foreman 8
Jack Walker ..... Receiving Clerk to Counter Sales

MACHINE SHOP

Hollis Barnhart ..... Welder to Utility Maintenance A
Steven Belrose ..... Laborer to Machinist Helper
Van Graham ..... Machine Operator Trainee to Machine Operator C
Lemon Hamilton ..... Machine Operator B to Assembler A
Sam Hughes ..... Assembler A to Electronics Technician
Michael Kimmelshue ..... Laborer to Assembler B
Alexander Koshy ..... Machine Operator B to Machine Operator A
Bennett McMullen ..... Assembler A Specialist to Assembler A
Ricky Moore ..... Machine Operator A to Machinist
Frank Pachicano ..... Machine Operator A to Machinist
Daniel Phipps ..... Machine Operator C to Machine Operator B
Earl Potts ..... Laborer to Machinist Helper
Keith Purvis ..... Truck Operator to Machine Operator Trainee
James Tidwell ..... Machine Operator Trainee to Machine Operator A
Steve Ward ..... Assembler B to Machine Operator Trainee
Linda Whisenant ..... Laborer to Machinist Helper
Gene Willson ..... Machine Operator Trainee to Machine Operator A
Jeffery Yount ..... Machine Operator C to Machine Operator B

TRAILER DIVISION

Jeff Corey ..... Graduate Engineer to Associate Engineer
Fred Franklin ..... Material Handler A to Trailer Builder A
Salvino Gonzalez ..... Mechanic B to Mechanic A
Bill Waggoner ..... Mechanic A to Assistant Shop Foreman
David Warren ..... Parts & Service Salesman to Salesman

God gave us memories so that we might have roses in December

SCHOLARSHIP DONATION

The tie to Lufkin Industries remains strong for many former employees, retirees and their families. This has been evidenced recently by cash gifts to the Lufkin Foundation Scholarship Fund in the name of recently deceased former employees.

Several families making contributions to the fund in memory of their loved ones have stated that they feel a special kinship with LUFKIN and are glad that they have a way to return something to the Company and its many current employees.

Anyone wishing to make a contribution to the fund in memory of a loved one should contact Beverly Selman in the Personnel Office (637-5400).

Let's Get Acquainted



As the Warehouse Manager for the Kilgore Machinery Sales office, **Howard Cordell** is responsible for maintaining the warehouse inventory, making outside purchases of non-stock items, billing of parts, shipping and rebuilding bearings.

A native East Texan, Cordell graduated from Pine Tree High School in Longview and has attended Kilgore Junior College.

A LUFKIN employee since 1981, Cordell and his wife Judy, have two children, Kim, 15 and Kelly, 12.

An avid bow hunter and bow fisherman, Cordell is a member of Kilgore's Central Baptist Church.

Howard says the positive aspects of his job with LUFKIN are, "Working with good people and providing the industry with the best product in its field."

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DECEMBER ANNIVERSARIES

Accounting
Jim Massingill 33
Fern Basey 30
Elizabeth Mcdonald 23
Fern Athey 20
Pamela White 11
Janice Kupec 9
Timothy Stacy 8
David Reeves 4

Assembly & Shipping
Ervin Reynolds 26
Eugene King 16
Gary Crustner 11

Corporate
Herbert J. Green 8

Engineering
Jim Mewbourn 27
Ted Slemmons 11
Cheryl Jourdan 2

Foundry Division
Arthur Moye 28
Ben Sallas 20
Herman Horace 19
Leroy Reed 17
David Allen 14
Scott Semlinger 14
Salvador Rodriguez 11
Donald Bogany 11
Curtis Grigsby 8
Ron Hopson 8
Clifford Johnson 2
James Dean 2

Heavy Weldment
Charles Anderson 28
Milton Houck 20
Essie Jenkins 16
Perry Dixon 14

Industrial Supplies
James Curry 9

Machinery Division
Floyd Jones 28
Bryant Matthews 28
Darrel Powers 28
Franklin Kegler 26
Linwood Havard Jr 25
W H Crager 19
John Brittain 19
Jerry McGuire 17
Robert Phillips 17
Ira Jones 16
Bill Pitman 15
Langston Martines 14
Kenneth Crawford 13
Gary Underwood 13
Johnny Armstrong 13
Vernon Whiteley 12
Jonny Eoff 11
Dietrich Schoennagel 11
James Ward 11
Samuel Hughes 10
Danny Morris 10
Simon Aguilar 10
Wellborn Gafford 10
Pamela Boles 5

Machinery Sales
Daniel Martin, Jr 14
Louis Miceli 14
Ricky Hughes 13
Richard Schlabach 11
Jon Pennington 10
William Calhoun 1
Dar Ghara 1
Ralph Bassett 1

Material Control
Jimmy Humbert 13

Personnel
Joyce West 5

Sargent
Tyrone Browning 9
Robert Ackerstrom 9
Leroy Hoecherl 8

Trailer Division
J W Watson 28
Raymond Redd 26
Thomas Windham 18
Art Nelson 18
Clevon Harper 17
Gene Stewart Jr 17
Larry Havard 17
Garvis Edwards 16
Curley Jenkins 16
Ethel McClendon 16
Cloteal Malone 16
James Stuckey 14
Linda Whitten 13
David Jackson 12
Robert Waddell 12
Robby Williams 12
Eugene Huntsman 12
Roland McGee 10
Maebelle Hearne 10
Ronald Meaux 10
Midge Lee 8
William Salmons III 6
Jessie Brooks 6
Vandy Sowell 6
Jerri Gilbert 6
Bobby Moore 6
Kenneth Rich 6
Daniel Oliver 6
Kerry White 6
Kenneth Sowell 5
Vince Minefee 5
Florine Thompson 5
Martin Lopez 3
Robert Odstrcil 2
Timothy Carter 2
Joseph Scheel 1

Welding Shop
Morris Hodges 33
Henry Schoubroek 28
Ide Russell 28
Prentice Coleman 28
Otis Jenkins 25
Tommy Reynolds 20
Paul Taylor 16
James Dalahite 15
Lottie Williams 15
Oswell Smith, Jr. 15
Larry Caples 13
Jerry Walker 11
Lupita Lerma 10
Dale Staten 10

Back Cover

As usual during the holiday season, LUFKIN will have a pumping unit dressed up like Rudolph at the corner of Loop 287 and Highway 59 south. Instead of the towering Mark II unit displayed most recently, this year motorists will see Rudolph the Roadrunner.

This newest member of the LUFKIN pumping unit family has had little exposure locally, so it was felt that this would be a good way to show it off to Lufkin.

THE ROUNDUP

VOLUME 46, NUMBER 12, 1989

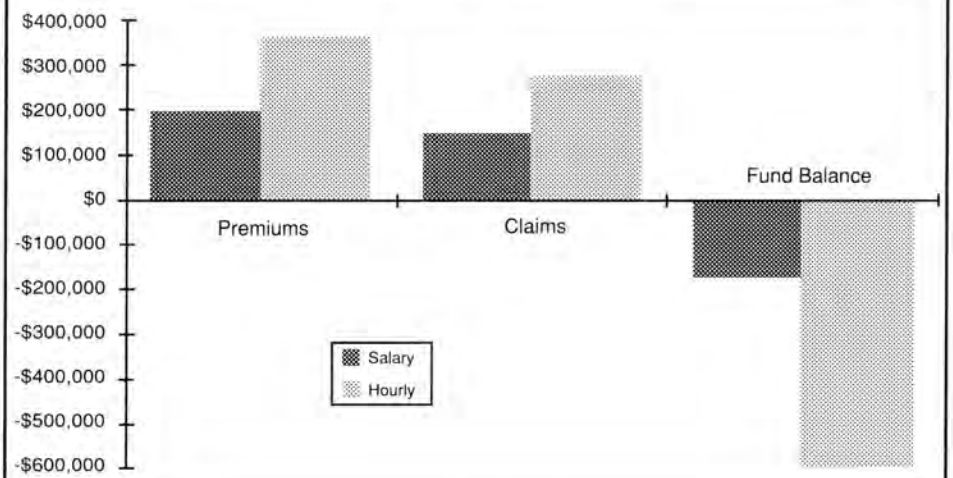
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For active and retired employees and their families.

James Horton, Director of Personnel and Corporate Communications

Michael Mark, Writer

Viron Barbay, Photographer

SEPTEMBER INSURANCE



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Rudolph the Roadrunner