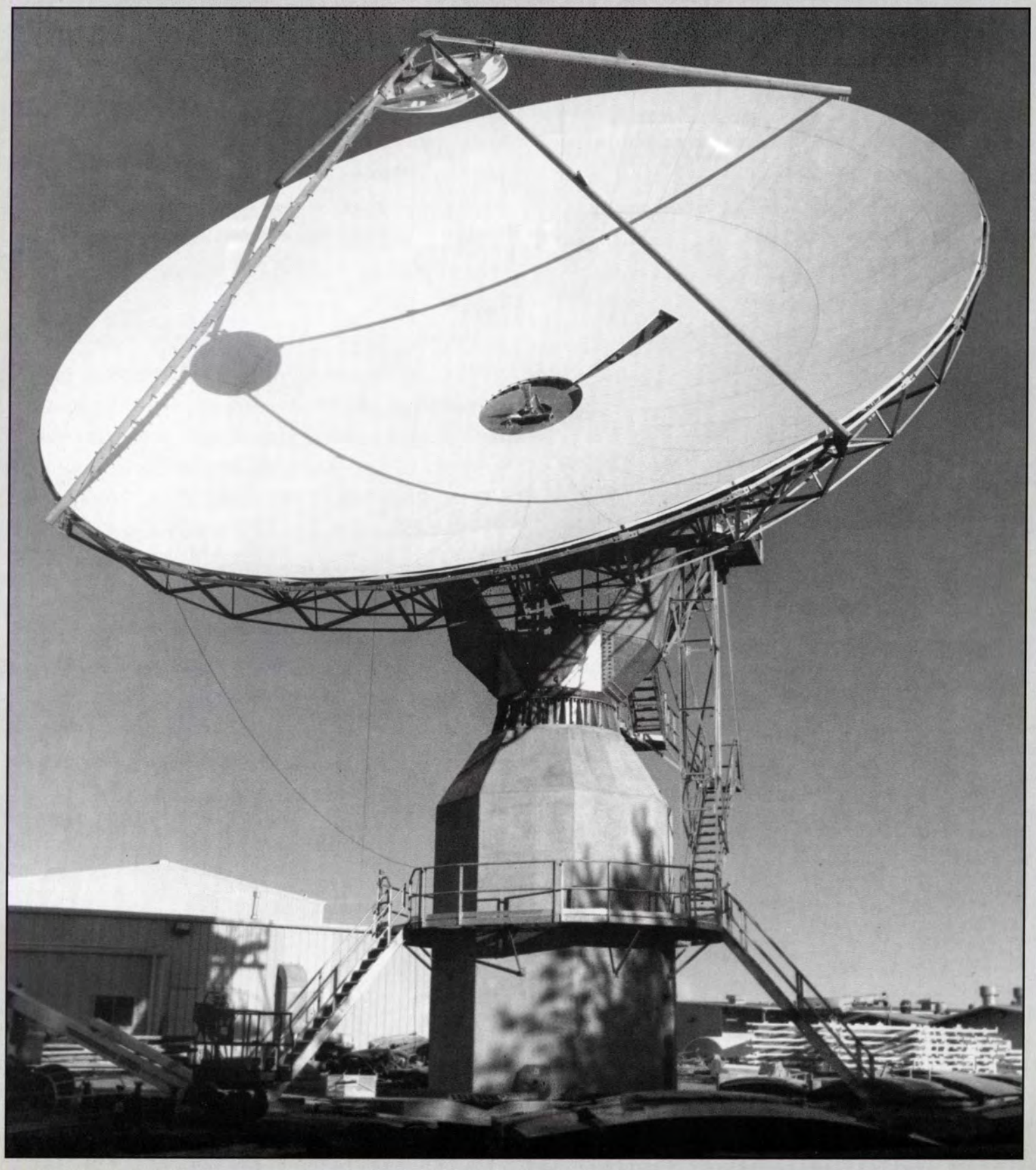
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LUFKIN

ROUNDUP

FEBRUARY 1990



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The Challenge of Change



As we move from a company which had one primary product and one primary profit generating activity to a diversified engineering, manufacturing and sales organization with worldwide distribution, we are faced with many *challenges of change.*

We have learned over the last several years that we can no longer depend on the pumping unit to provide all of our sales and earnings. LUFKIN has responded to this *challenge* by dramatically:

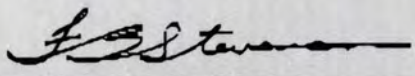
- *Maximizing* the value of the pumping unit
- *Increasing* industrial gear sales
- *Increasing* trailer sales
- *Increasing* industrial supplies sales
- *Increasing* commercial product sales — castings, fabrications, machining.

The special products sales volume increased from $4.5 million in 1988 to almost $9 million in 1989 and we expect sales to be over $20 million in 1990. It is truly incredible that we could start from a base of zero just a few years ago and build to the level we expect in 1990. This is a genuine testimony to the efforts and dedication of the LUFKIN Team members who have sought out this business from across the country and around the world and have been able to complete the process — from the knock on the door of a distant customer to providing jobs for people in Lufkin, Texas.

Yes, "to providing jobs for people in Lufkin, Texas!" I know, better than anyone else, that a number of our fellow employees were laid off from the trailer division just last month, but I also know that our move to true diversification has *meant* jobs for many in our foundry, fabrication and machine departments.

We urgently search for new business, yet continue to develop and improve our basic core businesses. This issue of the Roundup highlights some work that is being done in the fabrication department for the commercial products. In future issues, we will highlight other work that is being done around the company.

We have made tremendous progress over the last few years in searching out new products and improving our existing products. We are truly in the process of transition to becoming a much more diversified company and we are all being forced to make some changes because of this. Let me encourage you to meet this *challenge* and take advantage of every opportunity to learn as much as you can, to help improve everything that we do, and to truly build a better LUFKIN.



Frank B. Stevenson

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MANAGER CHANGES ANNOUNCED

Four LUFKIN managers have recently changed departments:

•Jim Riggs, formerly of the Fabrication Department, has been named Vice-President, Human Resources;

•Jim Partridge has transferred from Engineering to Corporate with responsibiiities for technical oversight of LUFKIN's products;

•Gary Day has been named Manager of Manufacturing for the Trailer Division, after having worked most recently as Senior Personnel Officer in the Personnel Department;

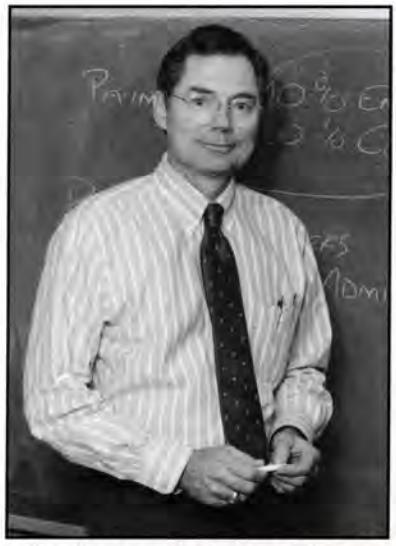
•Sam Greenville, moving from the Trailer Division, has assumed the duties of General Manager of Fabrication Operations.

Riggs, a 30-year LUFKIN veteran, is a graduate of Texas A&M University, with a B.S. in Industrial Education. He has served LUFKIN in the Trailer Division as an Industrial Engineer and as Production Superintendent and moves to Personnel from the position of Vice-President, Fabrication Operations.

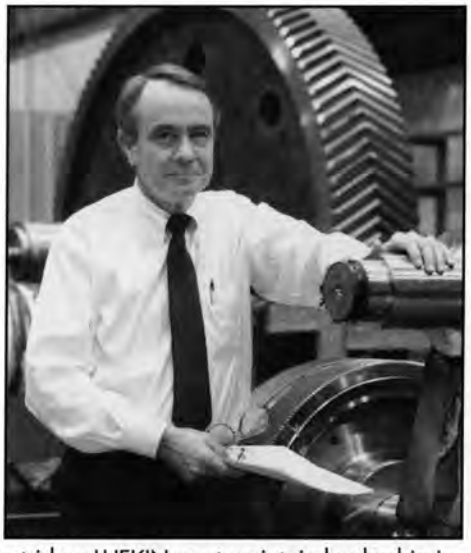
Partridge earned a B.S. in Mechanical Engineering from Texas A&M University and has been with LUFKIN since 1958. Before transferring to the Corporate Department he was Vice-President in charge of Engineering.

Day, who graduated Magna Cum Laude from Stephen F. Austin State University, did his college work the hard way — after coming to work for LUFKIN in 1963 he worked full time, moving from hourly positions up to Purchasing Agent and then to Senior Personnel Officer.

Greenville, a Lufkin native, graduated from Lufkin High School in 1963 and then from Stephen F. Austin State University in 1968 with a B.S. in Political Science. He has been with LUFKIN since 1986 and has worked in the Foundry and as Production Superintendent in the Trailer Division.



Jim Riggs: I'm always excited about being a part of a dynamic company that, even after 87 years, is still run as a people centered business.



Jim Partridge: LUFKIN must maintain leadership in all products in design and marketing. The LUFKIN name has always implied Quality and Service to the customer and I plan for us to maintain this reputation.



Sam Greenville: It's good to be back home! This was home 25 years ago and it's particularly fun to me to be right back where I started my career with LUFKIN in 1963.

Gary Day: I am extremely happy to be a member of the LUFKIN Trailer family. The opportunities and challenges ahead are very exciting to me and I am looking forward to contributing to the continued growth and success of this division.



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An Ear to the Heavens

Satellite receivers are a common sight today. It is not at all unusual to see them throughout any rural or suburban area.

So the fact that LUFKIN is fabricating portions of satellite antennas isn't such a big deal... except for the fact that the antennas LUFKIN is working on range from over 14 feet to nearly 85 feet across! And, one unit of over 100 feet is in the bidding stage.

These aren't the standard, buy at the t.v. store antennas. According to Dwayne Howell, Fabrication Sales Coordinator, "These satellite dishes are very different from what you see for home use. They are very, very precise in their construction; down to tolerances of 10/10,000ths of an inch. And, they can be used to both transmit and receive at the same time. They transmit on one axis and receive on the other. With specialized computer 'inner-workings' these antennas can be utilized in numerous applications, depending on the specific needs of each user."



Vertex Communications Corporation, out of Kilgore, Texas, designs, manufactures and installs these antennas for use by many different governmental and scientific entities around the world. They take the structures fabricated by LUFKIN, combine them with other components and assemble and test the completed units at their location in Kilgore before disassembling the whole thing for shipment.

Howell continued, "We have a very good working relationship with Vertex. They like our quality, they like the fact that we deliver on time and they like our capacity to do the job at a good price to them."

"Initially we were just fabricating certain parts for the antennas, but as our relationship with Vertex has grown and we have satisfactorily completed our portions, we have begun to get more and more of the whole antenna."

From just supplying the center part where the reflector attaches to the base LUFKIN has begun to supply parts of the reflector framework also.

As Sam Greenville, General Manager of Fabrication Operations, stated in the January Roundup, "We will be involved with them

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(Vertex) throughout '90. Our confidence stems from the fact that we can offer a state-of-the-art fabricating center, engineering support — which most competitors can't offer — and an accurate, detailed quoting system."

This is obvious by the fact that LUFKIN is presently working on orders for:

- 4.5-meter (14+ ft.) units
- 15-meter (48+ ft.) units
- 18-meter (58+ ft.) units
- 20-meter (65+ ft.) units, and
- 26-meter (84+ ft.) units.

A pacesetter in the industry, Vertex is on the leading edge of satellite communication technology. We at LUFKIN are proud to be associated with Vertex and hope that as a supplier of high quality fabrications we can contribute to their continued success.

FRONT COVER: a 20.1-meter (65+ feet) antenna assembled for testing at the Vertex plant in Kilgore.

PHOTO, bottom left: Group of Fabrication employees with a portion of the pedestal.

PHOTO, this page: Fabricating a piece of the collar for the reflector.



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On The Road To Success

FOUNDRY

Rex Whitaker.....Assistant Lead Controller to Lead Controller

MACHINE SHOP

James Chamblee.....Machine Operator Trainee to Machine Operator A

Jeff Cooper.....Laborer to Machinist Helper

Johnny Freeman.....Laborer to Machine Operator Trainee

Joe Grimes.....Machine Operator B to Machine Operator A

Rafael Guevara.....Machinist Helper to Spray Painter

Eric Houston.....Laborer to Truck Operator

James King..Quality Assurance Manager to Production Superintendent

Charles Lambert.....Machinist Helper to Machine Operator Trainee

Bobby McMullen.....Machinist Helper to Machine Operator Trainee

David Palmer.....Machine Operator B to Machine Operator A

John Segrest.....Laborer to Machine Operator Trainee

Robert Smith.....Machine Operator Trainee to Machine Operator A

Armin Solis.....Laborer to Machine Operator Trainee

Norman Stewart.....Machine Operator Trainee to Machine Operator A

Kerroy Thomas.....Truck Operator to Machine Operator Trainee

ENGINEERING

Betty Niosi ..Microfilm Operator to Microfilm Reproduction Technician

TRAILER

Randall Collins.....Welder A to Jigs & Fixtures Builder

James Davis.....Trailer Builder A to Jigs & Fixtures Builder

Robert Dixon, Jr.....Material Handler A to Trailer Builder A

Ronald Edwards.....Welder A to Jigs & Fixtures Builder

Morton Halyard.....Technologist II to Manager, Manufacturing Engineering

Danny Lock.....Welder A to Welder, Specialist

Oscar Malone, Jr.....Material Handler A to Trailer Builder A

Kevin Puryear.....Mechanic A to Jigs & Fixtures Builder

William Salmons, III.....Welder A to Jigs & Fixtures Builder

Face Lift for Industrial Supplies

Industrial Supplies has had a facelift; new siding and trim was installed during a three-month project that ended in late November, 1989.



Elton Fenley, Industrial Supply Manager, said, "We consider the appearance of our building to be important, especially with the Showplace and the retail customers coming through."

Fenley continued, "It's not just for retail or wholesale customers; it's for our employees, too. It makes all of us feel better, coming to work in a more attractive building. We are pleased with it."

The new look serves several purposes. First, from a maintenance standpoint, the new siding resolves problems encountered in the past. The building had been painted several times, but the paint peeled easily and a paint job only lasted about two years, according to Mitchell O'Neill, Project Technologist. The new siding, which is industrial grade steel with a cream-colored baked on finish and trimmed in chocolate brown, should last much longer with less maintenance.

At the same time, the Bath and Kitchen Showplace sign was replaced with a bright red awning, highlighted with five spot lights. The awning reads "Bath and Kitchen Showplace," and is positioned above the front door. Dwayne Shinn, Inside Plumbing Salesman, said "Customers were having a hard time finding us; they were driving past." The new awning is designed to attract attention and make the showroom's location more obvious.

The new look adds up to a more attractive appearance and greater visibility, which should mean more customers and increased sales.

Story by: Matt Havard

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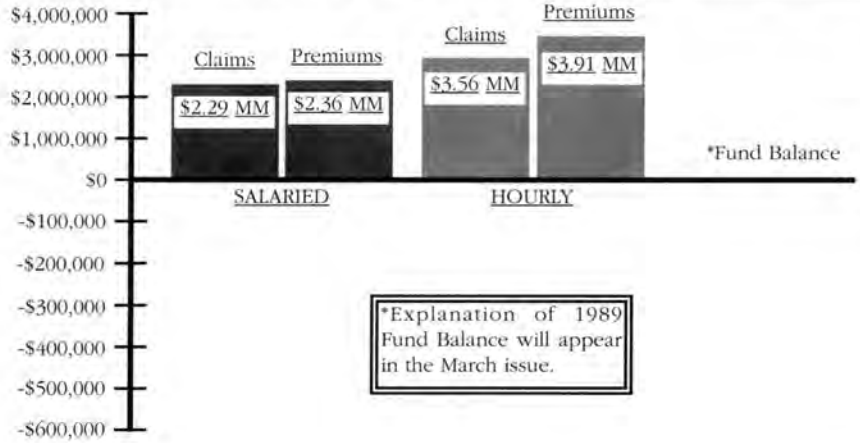
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If I went back to college again, I'd concentrate on two areas: learning to write and to speak before an audience. Nothing in life is more important than the ability to communicate effectively.

Gerald R. Ford

1989 HEALTHCARE INSURANCE



*Explanation of 1989 Fund Balance will appear in the March issue.

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The LUFKIN Team



Harvey Rainey, Machinist Helper, Machine Shop



Melvin McFarland, Machine Operator C, Machine Shop



Mike Maddux, Electrician A, Machine Shop

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