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LUFKIN

ROUNDUP

OCTOBER 1990

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Walking around LUFKIN

At any time forces anywhere around the globe can change our world and the markets served by Lufkin Industries.

The most recent example is the upheaval in the Middle East. The events that have been set in motion with the invasion of Kuwait by Iraq have dramatically changed our world in a matter of hours. While these events have not yet affected our pumping unit business, a significant impact may be felt if the forces remain in their present positions. The important point is that LUFKIN is prepared to meet almost any increased demand, and that we can fill the need for pumping unit equipment world-wide. The fact that LUFKIN people have always been prepared and can quickly respond to any situation is the primary reason that we have built such a strong reputation for supplying real value to the customer.

In other markets around the world, we are seeing additional change —

- We have just shipped our first gear reducer to Japan. This unit, a NF2107C, was shipped to Mitsubishi in Tokyo, Japan, for installation on a steam turbine-generator drive. This is another indication that we are finding new markets and making the most of every opportunity.
- The Trailer Division has just introduced a new line of extendable floats. This is an important addition to the product line which the industry has already recognized as another superior product produced by the LUFKIN Team.
- Our special products group continues to hustle and find new markets for the basic products that LUFKIN produces best — castings and fabrications. The special fabricated products group is working hard to win an order for approximately 450 dump trailer beds that would be produced over the next several months. These units could be produced in the Trailer Division to provide a needed boost to that operation. The Foundry is continuing to find many new applications for their unique capabilities.

The most important element in our penetration of new markets and gaining new opportunities is the LUFKIN spirit of teamwork and cooperation. Every day, the LUFKIN Team is learning more and providing better products and service to all of our customers throughout the world. To every member of the LUFKIN Team, thanks very much for your resourcefulness and determination to keep LUFKIN number one.

F B Stevenson

Frank B. Stevenson

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Q & A: Drug Policy

Q: Is there really a drug problem at LUFKIN?

A: There was no way to tell until an organized program was put into effect. The actual numbers which have been generated from the first year of our program indicate that LUFKIN's drug problem is significantly below national averages; but a single user is too many.

"If you have a drug policy you may be able to keep someone, who's a potential drug user, off drugs."
Joe Hood, Maintenance Mechanic B, Machine Shop

Q: Have there been changes in the program since it began last year? If so, what are they.

A: Yes, four major modifications have been adopted:

1. beginning October 1, 1990, a program of continuous sampling of the total employment of Lufkin Industries will commence;
2. employees subject to federal drug regulations in their professions will be required to fully abide by those regulations;
3. LUFKIN may require drug screening of contractors, service companies and/or individuals performing services at any LUFKIN facility;
4. employees terminated under the terms and conditions of this drug program will be eligible to reapply for employment after a period of 1 year.

Q: How were these changes decided on?

A: At the end of the first year of the program a group representing both management and labor sat down again to evaluate the effectiveness of LUFKIN's program. Through these meetings a concensus was reached and recommendations were made and adopted for the modification of the program.

Q: Do you think these changes are important?

A: Listen to some of the people who were involved in making the changes:

Walter Butler, Inspector, Trailer Division: "Yes, I really do. If I got drug tested today, then next week I could go right back to using it. This way I never know when I'm going to have to go again."

James Oates, Sheet Metal Worker, Fabrication Department: "Yes I do, for the reason that some people who were on drugs are not on drugs now, and we feel that if we have this program like this, that they'll be able to stay off drugs."

"We're all looking at a safer workplace out here, and I would say that that is the biggest reason to support this program."
Larry Thigpen, Master Patternmaker, Pattern Shop

Q: Why is it important for all LUFKIN employees to support this program?

A: Lufkin Industries cannot win the War on Drugs. As a corporate entity LUFKIN has no power to fight this war. Only through individual efforts can the war be waged and finally won! Every employee at Lufkin Industries must be actively involved in this war effort. Every employee is important in the battle. It can be won... it must be won, so that our children and their children will have a drug-free environment in which to live.

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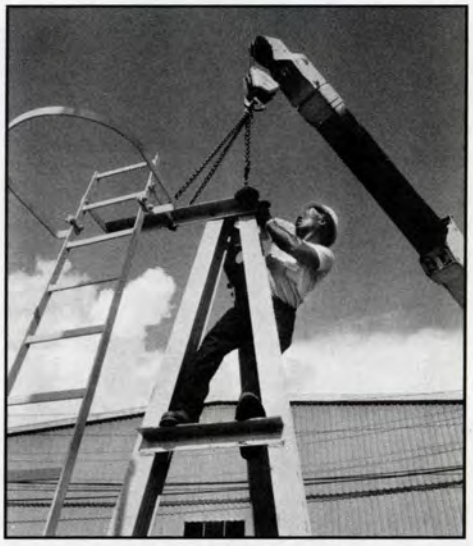
PUMPING UNIT SCHOOL

Some of the Companies Participating

- Mobil
- Oryx Energy
- Exxon USA
- Santa Fe Energy
- Merrion Oil
- Shell Western E&P
- Unocal
- River Gas
- Meridian Oil
- Texaco Inc.
- Amoco Production
- Harrison Interests



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In the Fall of 1987, Sun Oil Company officials contacted LUFKIN asking for assistance in training their personnel in pumping unit installation and maintenance. By the end of that year a total of 23 Sun Oil employees attended week-long sessions held in November and December. From this single request and an initial plan for only 2 sessions, came what is now simply called... LUFKIN's Pumping Unit School.

The 18th Pumping Unit School was held in September, and with its completion by 16 students, a total of 277 people have taken the course.

A genuine hands-on training session, approximately 75-80% of the training time is spent in and around the Engineering Test Lab where participants actually erect and operate a LUFKIN unit. Instruction for the school draws not only from LUFKIN experience and expertise — this from LUFKIN retirees A.G. Black and Doyle Herndon who bring over 60 years experience to their instruction — but also from Mike Smith, District Engineer for Torrington bearings, Craig Johnson, District Manager for Dayco belts and Rigo Santiago, Sales Engineer for Mobil. In his post-session evaluation, Claude Fisher, Mobil E&P Gang Pusher, summed it up by saying, "The whole school was good, but I believe the actual hands-on training and hearing of actual experiences of Doyle and A.G. was the best."

Bobby Spells, Engineering Lab Manager and school coordinator, stated that he feels this school helps develop good relationships between LUFKIN and our customers. Going further, he also said, "If we can teach them to maintain their equipment properly it will last longer and that adds value to our product."

Lyndal Trout, Mobil E&P Production Foreman, said, "I realize now what it takes to make a unit and how LUFKIN tries to make it perfect and correct the first time."

Facing Page:

Top: Under the watchful eye of A.G. Black, class participants line up the unit base with the well.

Middle: A Mobil employee tightens a nut, securing the reducer to the sub-base.

Bottom left: Installation plan in hand, a student sets the brake on the unit.

Bottom right: With the help of a crane a student positions the samson post assembly.

This Page:

Top: Literally hands-on, a paticipant cleans out the housing bore on the equalizer bearing assembly.

Middle: A student tightens a nut, attaching the brake cable to the unit.

Bottom: Studying the installation plan, participants decide their next move.

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On The Road To Success

FABRICATION

Rayford Barnes.....Assembler B to Burner B
Chuck Beloney .....Technologist III to Assistant Program Manager
Sherry Donnell .....Machine Operator II to Structural Worker A
Robin Edwards .....Project Technologist to General Foreman
David Kelsey .....Welder B to Welder A
Mark Strong .....Technologist II to Sales Trainee

MACHINE SHOP

Michael Aldrich .....Machinist Helper to Machine Operator Trainee
Jeffrey Arriola.....Truck Operator to Machine Operator Trainee
Jerry Ferguson .....Laborer to Machine Operator Trainee
Joe Freeman.....Truck Operator to Machine Operator Trainee
Jimmy Jones.....Truck Operator to Machine Operator Trainee
Thomas Jones .....Laborer to Machine Operator Trainee
John Madden.....Machine Operator B to Machine Operator A
John Rowin.....Foreman 9 to Supervisor 10
Kerroy Thomas..Machine Operator C to Assembler, Commercial Gears
Jerry Wilson.....Design Drafter to Designer B

ORDER/TRAFFIC

Retha Donaldson.....Secretary to Traffic Coordinator

PUMPING UNIT SALES

Bruce Cunningham.....Warehouse Manager to Service Center Manager

TRAILER

David Holt.....Helper to Trailer Builder B
Billy Horne.....Trailer Builder B to Trailer Builder A
James Hutto, Jr. .....Helper to Trailer Builder B
Charles Kendrick, Jr. .....Trailer Builder B to Trailer Builder A
Kenny Kendrick .....Trailer Builder B to Trailer Builder A
John Molandes.....Trailer Builder B to Trailer Builder A
Randy Molandes .....Trailer Builder B to Trailer Builder A
James Sanchez .....Trailer Builder B to Trailer Builder A
Andrew Shoffitt .....Helper to Trailer Builder B
Bobby Smith .....Cleaner Grinder to Trailer Builder B

TRAILER BRANCH

Perry Mathews.....Mechanic Helper to Mechanic B
Rick Vassar .....Sales Trainee to Salesman

Softball: LUFKIN Style

Many times work schedules are the enemy of part-time athletes. Although there are many organized leagues in Lufkin, their scheduling doesn't always match LUFKIN's scheduling.

This Fall about 150 LUFKIN athletes decided to beat the system by forming their own LUFKIN softball league.

This league was formed to give those LUFKIN employees whose schedules wouldn't allow them to participate in other leagues the opportunity to play some softball.

Ten teams were formed from the Corporate Office, the Trailer Division, Buck Creek, the Machine Shop, Utility Maintenance and Gear Cutters.

A season ending tournament was held the last weekend in September, and even at that, only 9 of the teams could participate.

The double-elimination, round-robin tournament was won by the Corporate Office team, but all involved stated that it was fun just to get the chance to play some ball.

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OCTOBER ANNIVERSARIES

Accounting
Mary Miller 12
Timothy Beamon 12

Canada
Nester Goshko....16
Brian Stanton....8
Kwan Choi 3
Buyen Nguyen 3
Terry Mielke....2

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Engineering
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David Jones....11
Rebecca Howard....1

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Hail Hawkins 19
Johnny Burrell....18
Paul Smith 17
Bobby Ward....17
James McCroan 16
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Elvis Grimes....7
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Brent Bolin....11
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Von Mathews....11
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Bobby Penson 3
Sheree Cloyd 3
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Charles Goeyns 3
Michael Kimmelshue....3
James Chamblee....3
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Rollin Hutton 3
Fred Forsyth....3
James Linstrom....3
James Madden 3
Billy Jones....3
Varghese Moses....3
Jeffrey Boulware 3

Personnel
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Paul Crye 17
James Horton....12
Vivian Purvis....10
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Johnny Ebarb 7
Robert Lamar....6
Clifford Duirden....6
John Brown....6
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Robert Garrett....6
James Hutto....6
Walter Jones....6
Lawrence Guillory....6
Jeffery Eberlan....6
Sandra Ward 3

Trailer Branches
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Jeff Sepulvado 9
John York 7
David Reimschissel 2
Jose Villarreal 2
Perry Mathews....1
Thomas Gifford....1

F.Y.I. - For Your Information----------

All LUFKIN employees should have received a copy of the brochure titled A Call to Arms! by now.

The brochure effectively highlights LUFKIN's vigorous stand on drug use in the workplace.

Featured on the centerfold of the brochure are three youngsters playing on the artillery piece at Ellen Trout Zoo, which is one of 885 155mm howitzers built by LUFKIN employees during WWII.

They are: Kyle Campbell, son of Greg (Foundry) and Susan Campbell (Personnel); Jeremy King, son of Anna King (Personnel); and Brittne Purvis, daughter of Keith (Machine Shop) and Vivian Purvis (Personnel).

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BULK RATE
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Address Correction Requested

The LUFKIN Team

Doyle Herndon, Pumping Unit School Instructor

Kurt Ulmer, Engineering Lab Technician, Engineering

A.G. Black, Pumping Unit School Instructor

THE ROUNDUP

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