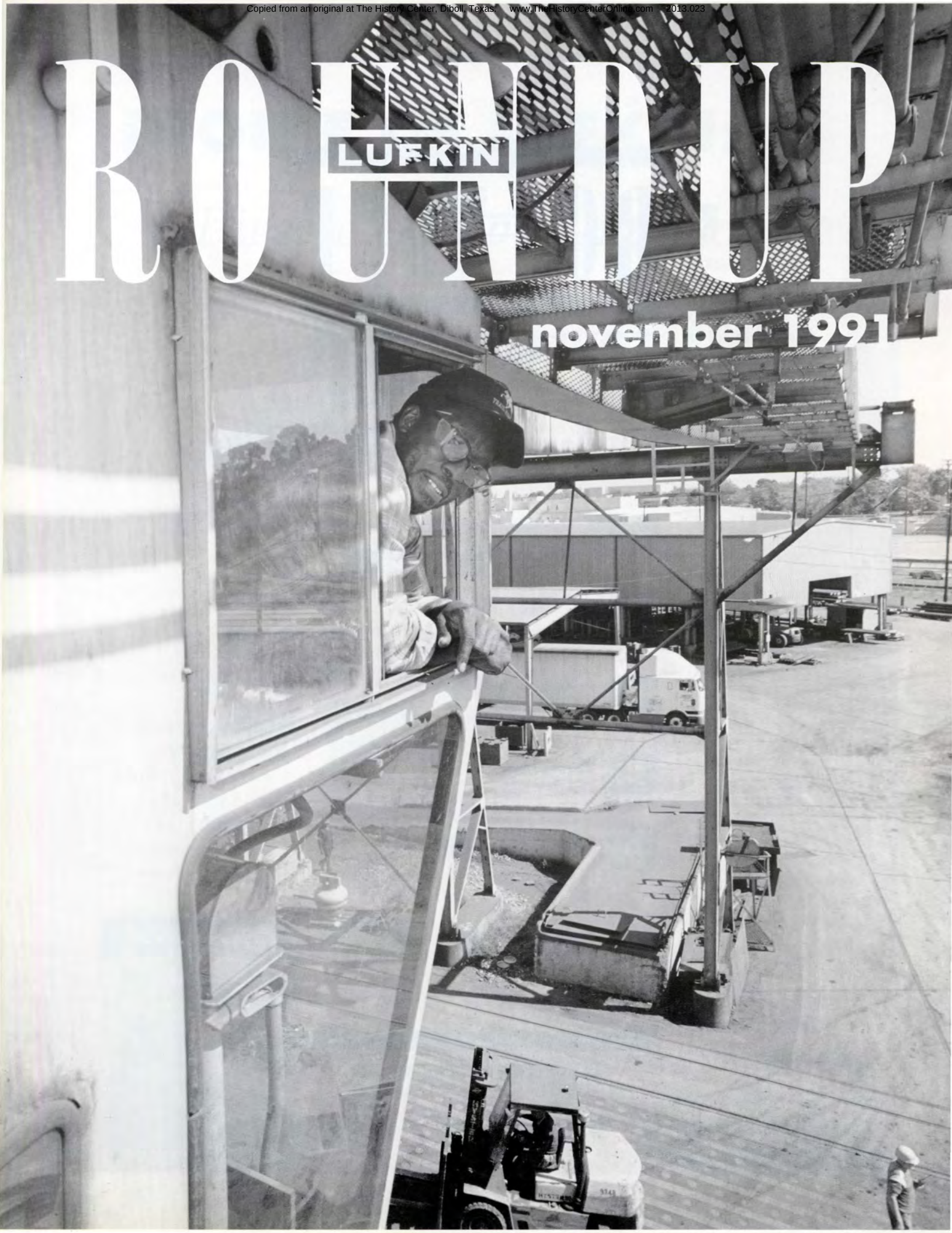
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# LUFKIN ROUNDUP

november 1991



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3

*"Every task, every skill, every individual is needed."*

# LUFKIN ROUNDUP

**COVER:** J.D. Rodgers has a bird's-eye view from his *Room with A View.* (see page 6-7)


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*Rudolph: From Start to Finish*


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# PEOPLE OF LUFKIN:

## *A Diverse Group of Individuals*

As one walks through the offices or across the shop floors of Lufkin Industries, the variety of tasks that is accomplished day after day is immediately apparent. An impressive assortment of skills, knowledge and creativity are brought together each day to design, build, sell and service LUFKIN products. There is no doubt that the *people* of Lufkin Industries are a diverse group of talented individuals, each making a valuable contribution to the Company. Every task, every skill, every individual is needed.

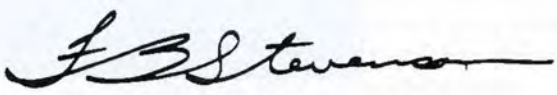
Overhead Crane Operators have been highlighted in this particular issue of the RoundUp. They have a somewhat unusual perspective of our plant, working from a small room in the sky. Though most of us do our work a little closer to the ground, each of us do, in fact, have an unique perspective of Lufkin Industries that has been shaped by our experience, skills and jobs.

LUFKIN values that perspective. An important part of the Lufkin Quality System is incorporating the ideas and insight of all Lufkin employees in order to improve the work processes involved in our business. We are all partners, working together across work group or department boundaries to build the best products and provide the best service available. Quality happens, when everyone, throughout the Company, searches for ways to improve the work processes.

LUFKIN 's reputation for excellence has endured through the years because our employees have been willing to make significant contributions in the work place. In the shops, in the offices, in the branches and even in the sky, LUFKIN employees make excellence . . . quality. . . success possible.

*"...have an unique perspective of Lufkin Industries that has been shaped by our experience, skills and jobs."*





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# A Success Story for Employee Involvement

Not long ago, Charles Lee, David Grimes and Jason Selman did a lot of waiting. The materials needed in their work station were transported by fork truck. Unfortunately, delays were frequent. It was no one's fault; other demands on the fork truck made delays inevitable.

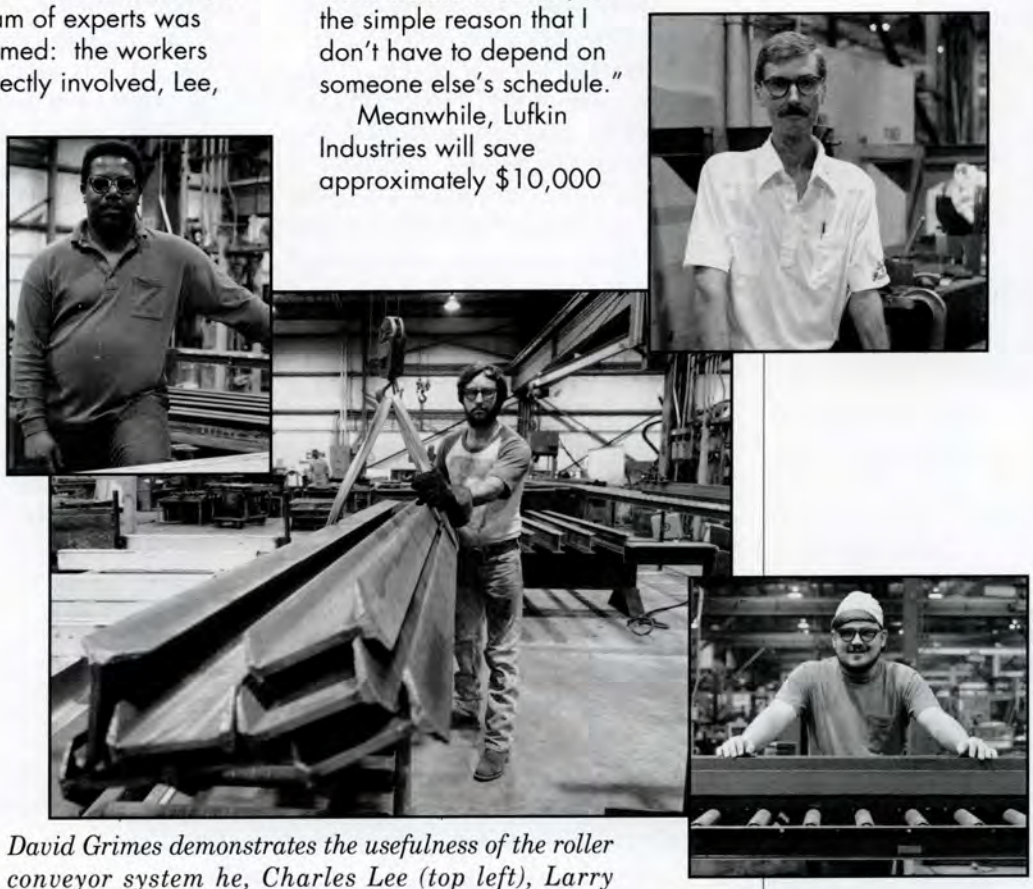
The waiting was frustrating. "It's aggravating to wait," said Selman, "I'd rather be busy."

To find a solution, a team of experts was formed: the workers directly involved, Lee, Grimes and Selman, and Larry Caples, Planner/Scheduler. Who, afterall, knows a problem better than the workers who deal with it day after day? The team analyzed and solved the problem by replacing the fork truck with a system of track carts and a roller conveyor.

Lee, Grimes and Selman don't have to wait anymore. Grimes remarked, "It makes my work life much easier, for the simple reason that I don't have to depend on someone else's schedule."

Meanwhile, Lufkin Industries will save approximately $10,000 a year because of the increased productivity.

Currently, the Fabrication Department has 12 teams like this one, searching for ways to make their work more efficient. "The workers out in the shop have good ideas," Caples said, "When the teams come together, a lot of solutions that many people never think about are suggested."



*David Grimes demonstrates the usefulness of the roller conveyor system he, Charles Lee (top left), Larry Caples (top right) and Jason Selman (right) helped develop to overcome a material delay problem.*

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# vantage point

## *Take pride in what you do*

The new TV lineup for Fall is out and we see that one of the new ones is called "I'll Fly Away." Whoever selected that title certainly pulled out all the stops in the art of pre-communication, for there is scarcely anyone in heartland America who has not heard those joyous words or sung the lilting melody to *I'll Fly Away*.

We were first impressed with the contagious nature of the song when we heard it sung by Hank Huggins and his wife Juanita. Those of you who lived around Lufkin during the post-war years know how they could make a song move; particularly that one. They always sang all the verses, but it was the refrain that you waited to hear...

"...like a bird...I'll fly away."

This is truly a song of inspiration and of man's belief in his ability to transcend his earthly mold.

Nearly twenty years ago an old friend sent us a copy of one of the most delightful and meaningful little books of that time: *Jonathan Livingston Seagull*. Reading it still makes me feel good; for it carries a message to us all.

Jonathan was one of a large flock of gulls who lived up and down a stretch of beach along the ocean. The routine was up and out every morning with the breakfast flock beating its way out to the fishing boats. There, they hurtled pell mell in and out of the water squawking and fighting over the castoffs from the trawler nets. The remainder of the day was spent floating effortlessly and aimlessly on the wind.

Unfulfilled by the sameness of their daily activities, Jonathan soon began stealing away from the flock to practice flying the way he knew in his heart seagulls were intended to fly.

He practiced hour after hour. Sometimes wheeling and soaring he would chase the wind for a hundred miles or more.

He would always end these sessions with a blinding dive down to the sea, delaying his upward turn until the last possible second. Then, one day he pulled up through the middle of the returning evening flock, scattering young and old alike in wild disarray. None of the gulls were hurt, but feathers were ruffled. Jonathan was denounced for his recklessness and ostracized from the flock.

You may have already come to realize that the story is really about people like you and me and how most of us go about our daily lives. The dedication on the fly leaf of the book by its author, Richard Bach, says it best:

*To The Real Jonathan Seagull,*
*Who Lives Within Us All*

The truth of this little book lies in the insight that men and women live more abundant lives when their work brings them a measure of joy and fulfillment. The degree to which we achieve this most sought after state, is pretty much a reflection of how much pride we take in our own work and how much encouragement and support we give those around us.

Job satisfaction or fulfillment seldom happens by chance. We have to apply effort to make it happen to us. The way we feel about our work, what we think about while we are doing it, is what really counts. It shows up in the product of our labor and it is obvious to all who watch us as we do it.

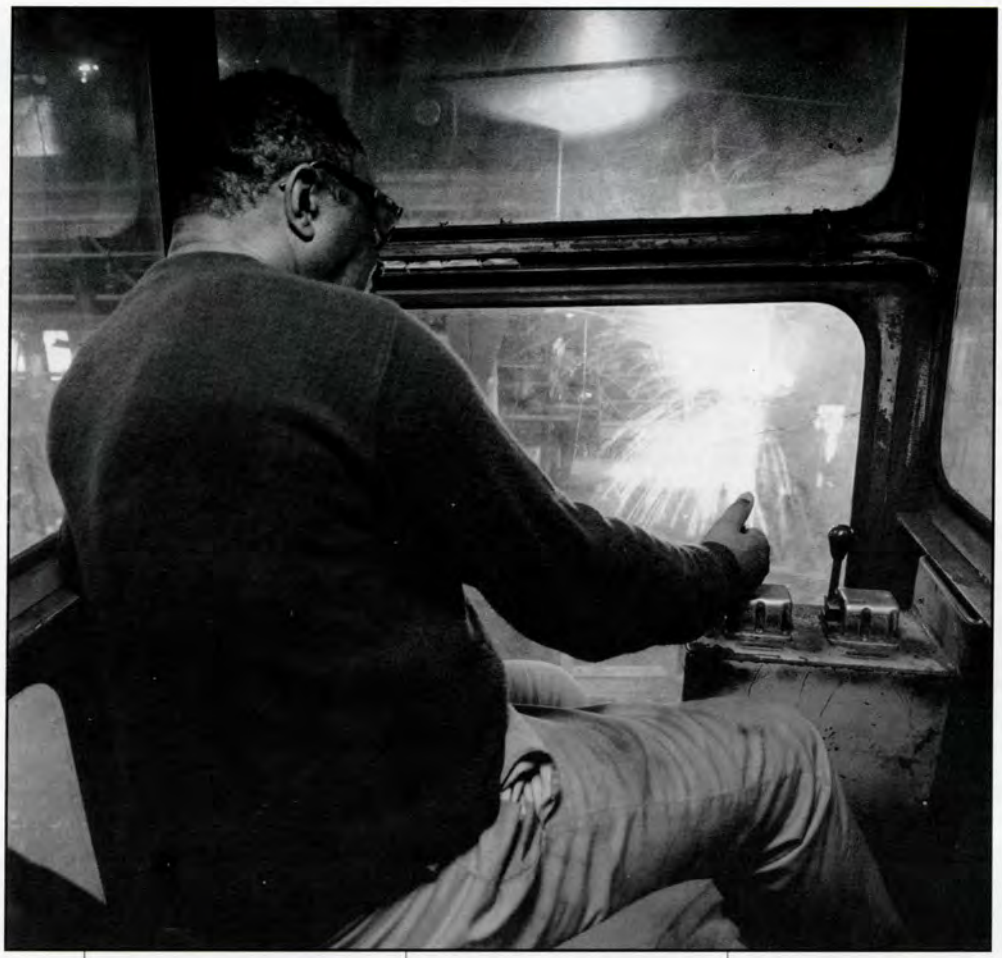
Don't wait until you get home in the evening to begin enjoying what you do. Sunday church shouldn't be the only time you smile at those around you and act interested in how they are doing; do it while you work. Take pride in what you do. Bring all of you to work and do so with a glad heart... there's a little Jonathan Livingston Seagull in you too!

*Frank Ragland is the Chief Engineer at the Trailer Plant and has been with LUFKIN for four years.*



Condensed from an article for this publication - ed.

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# A Room--

It can truly be said that these employees have risen to the top of their profession.

Overhead crane operators work far above the heads of other employees. Their work site is not the place for a person with acrophobia (fear of heights) or claustrophobia (fear of enclosed places). It takes the athletic skill of a mountain climber just to reach their starting place and then

***Above:*** *Lonnie Greer carefully maneuvers his crane over the floor as the cupola lights up the Main Bay in the background.*

***Right:*** *High above the Buck Creek yard Donald Davis stands outside his crane cab.*

***Facing Page, Top:*** *Moving tons of raw material for the cupola is all in a day's work for Albert Williams at the Foundry scrap yard.*

***Facing Page, Bottom:*** *It's a long climb to Smith Malone, Jr.'s work place, located over the Buck Creek yard.*



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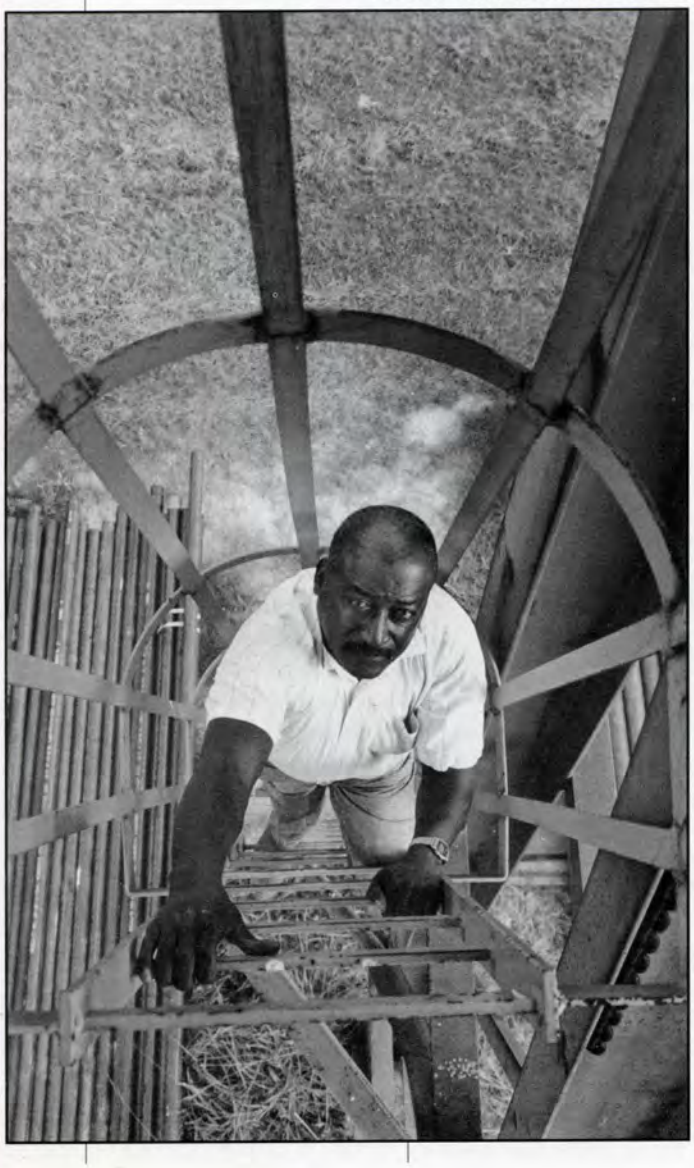
# with a *View*



they spend their working hours confined in a tiny house from which they peer out to the floor many feet below.

While most employees are concerned with eye hand coordination reaching no farther than the end of their arms, these hardy souls have to gauge distances measured, not in just inches, but feet.

Add to this, then, the fact that they are responsible for moving and placing loads around and among their workmates which normally weigh in the tons, and it is easy to see that this is not the job classification for the faint hearted.



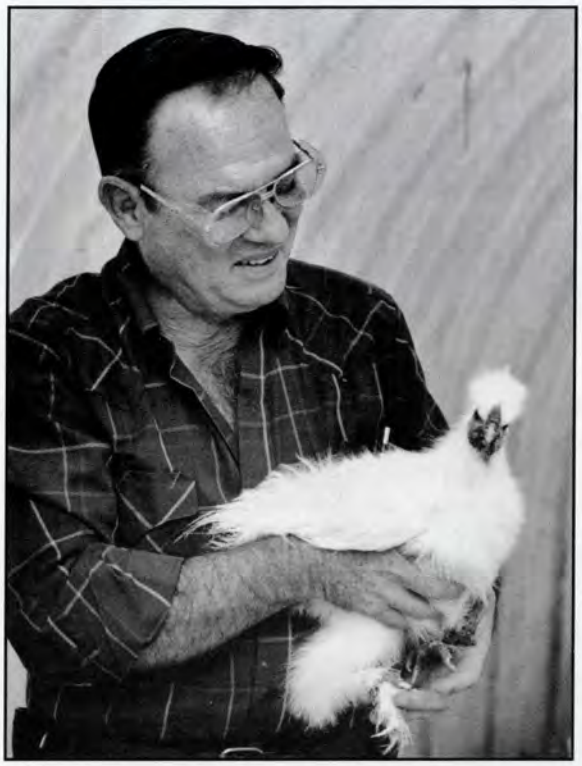
The foundry has two separate locations where these adventuresome souls work – in the main bay, carrying ladles of molten metal, and outsideover the scrap yard where they use electromagnets to pick up metallic scrap to be loaded into the furnace.

Buck Creek utilizes an overhead crane operation outside, over the yard where the operators load and unload materials for the fabrication process.

Offering a unique view of LUFKIN and its operations, operating the overhead crane truly gives the operators a Room with a View.

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# lifestyles



*Cecil Primrose proudly shows off one of his Japanese Silkies – one of the many types that Cecil calls his* ***exotic*** *birds.*

Meeting Cecil Primrose in the course of his daily activities as the Safety Coordinator in the Machine Shop would leave one with only the slightest idea of the depth and complexity of the man. As with a highly polished jewel, there are many facets shining right around the corner. Walk with him around his country acreage and through his comfortably furnished home and facet after facet shines into being.

In neat rows a short walk from his home are large, airy pens for his menagerie of birds. Twice each day, Cecil works in the pens, petting and feeding his pets: quail - Mexican, Bob White and Button; dove - Ring Neck and White; pigeon - Roller and Fantail; chicken - Japanese Silkies, a Phoenix rooster and Guineas; and pheasant.

Cecil moves carefully through the pens while the birds crowd around their friend and benefactor, flying up onto his shoulder, eating from his hands and milling around his feet.

Holding one of the Fantail pigeons Cecil mentions that this bird assists him in his magic act. Magic? A bird farm and magic?

Moving from the bird pens back to his home, Cecil proudly demonstrates the guillotine used in his magic act and speaks of attending the Magician's Convention where he saw and touched the great Houdini's straight jacket.

Demonstrating yet another facet, Cecil picks up the mannequin used in the ventriloquist portion of his act. Birds? Magic? Ventriloquism? Act?

Bringing a genuine light to his eyes and a smile to his face, Cecil talks about performing his magic and ventriloquism act for nursing homes, schools and churches. "To go along with my favorite time of year I bought a quality Santa Claus outfit. Now I perform at numerous functions during the Christmas season dressed as Santa.

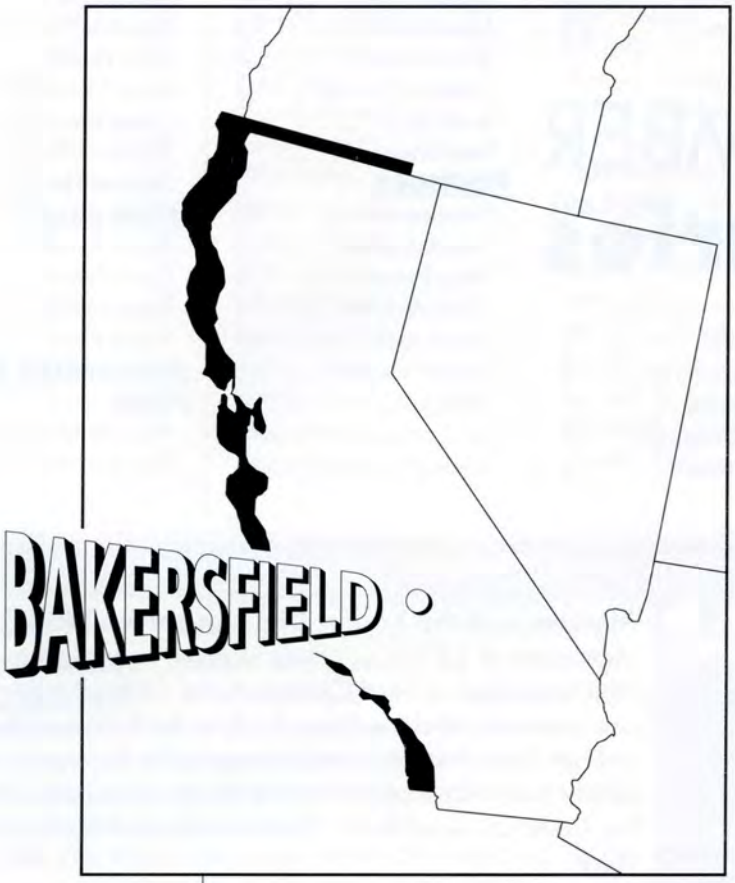
"I mix portions of magic and ventriloquism into my act and then often I get to hand out Christmas gifts to the crowd. I can still picture the excited, smiling eyes and faces of many of the young people."

Safety Coordinator? Yes.

Safety Coordinator, only? Not by a long shot!

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# BRANCH: SpOtlight




Bakersfield has been an important cog in the LUFKIN pumping unit sales operation for many years.

LUFKIN has been a major presence in the California oilfields since the 1930's and it takes only a glance to see how that industry has dominated the landscape around Bakersfield.

Besides a sales office, this branch also maintains a sizeable crew specializing in repair and maintenance, both in-house machining and repair and in-the-field maintenance and installation.

## Bakersfield Personnel

| | |
|---|---|
| David Freeze | District Manager |
| Doug Hawley | Svc Ctr Manager |
| Gary Seaton | Whse Manager |
| Jim Egan | Foreman 9 |
| Harold Stevens | Salesman B |
| Jeff Weaver | Salesman C |
| Nita Hanson | Secretary |
| Tony Alas | Mechanic B |
| Jesse Carrillo | Mechanic B |
| James Copeland | Serviceman |
| Craig Fontaine | Mechanic B |
| Larry Hall | Serviceman |
| Mike Hanson | Serviceman |
| Randy Horton | Mechanic B |
| Darrin Johnson | Serviceman |
| Manny Luna | Mechanic B |
| Rene' Mariscal | Serviceman |
| Jerry Mullen | Serviceman |
| Greg Naten | Serviceman |
| Gary Smith | Serviceman |
| Larry Smith | Serviceman |
| Lee Stevens | Serviceman |

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# NOVEMBER anniversaries

**ACCOUNTING**
Kenneth Griffith .....7
David Adams .....4

**CANADA**
Juan Bravo.....9

**CORPORATE**
Chad Courtney.....8
Rick Morris.....7

Melissa Weeks.....1
Tammie McDonald.....1
Dale Beggs .....1
David Breazeale.....1

**FABRICATION**
Hollis Mott .....36
Billy Kirkland.....30
Cecil Agent.....19

**ENGINEERING**
Jerry Kimmey.....32
Bob Freeman.....32
Vallie Hodges .....7
Melissa Mitchell.....4

Arthur Chatman.....19
Leonard Sullivan .....18
James Burrell .....17
Bobby Greenville.....17
Donald Davis .....16

Donny Garton .....16
John Foster.....15
David Holt .....15
David Glover .....13 .
John Richard .....13
Gene McGallion.....13
Brenda Taylor.....13
June Garton .....13
Scott Walters.....4
Valentin Olavide.....4
Jessie Nash.....4
Pete Werner.....1

**FOUNDRY**
Maurice Patton .....30
Preston Cauley .....25
Alton Bennett.....20
Curtis Anthony.....19
Oneal Jones.....17
Johnie Horace .....16
Mike Justus.....16
Joe Calhoun.....14
Mamie Hankins .....14

A.J. Funderburk .....14
Refugio Rojas .....12
William Dean.....8
Jay Hess .....8
Byron Coutee .....4
Efrain Alberto.....1
Johanan Berry .....1
Mauricio Garcia.....1
Alvin Hawkins .....1
Jesus Zamarripa .....1
James Hennington.....1
William Ellis.....1
Michael Harrell .....1

**GEAR SALES**
Diane Kinzel .....5
Darin Swartz.....5
Paige Johnson .....2
Yvette Roos .....2

**INDUSTRIAL SUPPLIES**
Nick Durham.....8
Ronnie Hill .....7

# F.Y.I

* **Members of the Trailer Division softball team** are reigning champions of LUFKIN's Softball League. In the final tournament held September 27 and October 4, the Trailer Division was able to overcome the Machine Shop, 8 - 7, in the bottom of the seventh inning. One of the key people responsible for organizing the league and tournament, Mitcheal Benge, also served as coach of the Trailer Division team. Other members of the first place team were:

Ray Brown
Darcey Faircloth
Ronnie Harris
Jackie Pogue
James Sanchez
Brian Squyres
Roy Paul Weathers
Kevin Wynn
Ricky Dominquez
Ricky Haney
David Ivy
Virgil Reynolds
Scott Spear
Charles Warrick
Joel Wier

* **The enrollment for Healthcare Plus** will be handled differently this year. Since most employees are already familiar with the plan, Personnel will be mailing a packet to each employee which will contain all the necessary forms for enrollment. Remember, even if you do not desire to participate in the plan, you must return a signed form to the Personnel Department. The deadline for returning the completed form is November 25, 1991.

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Claudia Holland.....5
Kenneth Saxon .....4

**LITTLE ROCK**

William Potts.....1

**MACHINE SHOP**

Cleveland Simmons...30
Jerry Tullos .....30
Robert Manning.....26
Clarence Thorn.....26
John Reece.....25
Al Luce .....25
Larry Tompkins .....24
Jerry Taylor .....22
Jerry Brock .....21
Clifton Marze.....18
Dorman Boaz.....18
Richard Guevara .....17
Bob Boynton .....17
Andy Modisette .....16
James Nerren .....14
David Bazar.....14
Charles Morgan .....13
Samuel Price .....13
Eugenio Aldava.....13
Carlos Tovar .....13
J. L. Horace.....13
Kara Porter .....13
Daniel Phipps.....12
Sue Landers .....12
Timothy Johnson .....11
Travis Amie.....11
Nell Settle.....5
Kerroy Thomas .....4
Terry Waldon.....4
Billy Tucker .....4
Ernesto Lopez.....4
Ronald Chunn .....4
Keith Purvis .....4
Charles Doyle .....4
Emory Kennidy.....1
Tommy Deal.....1
Tommy Bryan .....1
Gary Trapp.....1
Greg Stephenson.....1
Darrick Henderson.....1
Billy Smith.....1

**PERSONNEL**

Mickey Mark.....15
Vicki Avery .....5

**PUMPING UNIT SALES**

Don Stanley .....26
Bill Little .....4
Manuel Nakashima ....4
Donald Freeman .....4
William Bryant .....3
Rene Mariscal .....1

**TRAILER**

Dennis Rice.....25
Tommy Wells .....17
James Jones .....15
Wayne Havard .....15
Roy Weathers .....15
Kenneth Faires.....14
Cleveland Adams .....14
Warren Steel.....13
Pattie Sowell .....13
James Roberts.....13
Robert Foote.....8
Ronnie Harris .....8
Robert Love .....7
Larry Berry .....7
Morty Halyard.....4
Kelly Davis.....2
Scott Speer .....1

**TRAILER BRANCHES**

Harley Steele.....14
Tracy Bisang .....12
Charles Terry.....6
Chris Duval .....5
Phillip Gifford .....2
Robert Montgomery ....1

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*

AMERICAN CANCER SOCIETY
GREAT AMERICAN SMOKEOUT

**The American Cancer Society's *Great American Smokeout*** is scheduled for Thursday, November 21. This day is observed each year by millions who quit smoking for 24 hours.

While only a 24-hour period is highlighted, it is suggested that if a smoker can put them down for this one day, then they can possibly put them down forever and live a longer, healthier life.

More recently, the *smokeless* crowd has been included also. Dippers and chewers are encouraged to forego their habit for the day.

One day can lead to two days, which can lead to a life free from a life-threatening habit.

# TIPS TO QUIT

1. ***QUIT FOR ONE DAY AT A TIME. PROMISE YOURSELF YOU WILL NOT SMOKE TODAY.***
2. ***CHANGE YOUR HABITS CONNECTED WITH SMOKING. WHEN ANSWERING THE PHONE REACH FOR GUM INSTEAD.***
3. ***EXERCISE DAILY AND EAT WELL BALANCED MEALS. AVOID COFFEE, COLAS AND ALCOHOL THAT INCREASE THE DESIRE TO SMOKE.***
4. ***ENLIST THE SUPPORT OF FAMILY AND FRIENDS.***
5. ***ENROLL IN A SMOKING CESSATION CLASS IF YOU NEED TO OR FOLLOW A SELF-HELP KIT.***

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Carl Kiel, Machine Operator A
Machine Shop



Jay B. Hess, Pattern Maker A
Pattern Shop

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