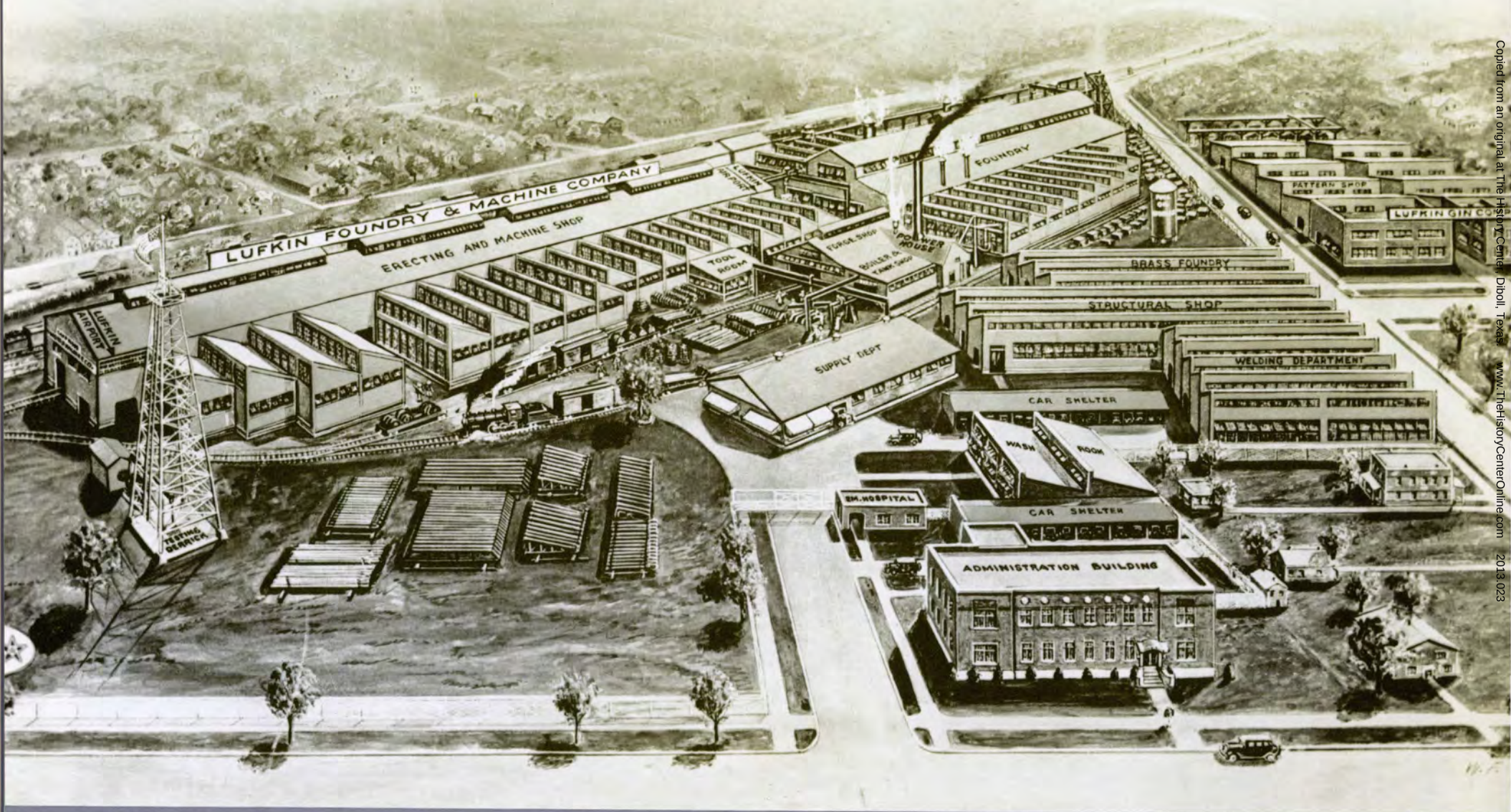
LUFKIN ROUNDUP

february



Lufkin Industries, Inc. 1902 -- 1992

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"The innovation of our people has always enabled us to stay ahead of the market..."

LUFKIN ROUNDUP

COVER: An aerial depiction of the Lufkin Foundry & Machine Company from the 1920's.

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"...financial problems can happen to anyone, regardless of income."

NEXT ISSUE:

Utility Maintenance

VOLUME 49, NUMBER 2, 1992

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For active and retired employees and their families

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90 Years of Success...

This year marks the 90th anniversary of Lufkin Industries, Inc. During that 90 years, the Company has seen much change. It has seen

war and peace,
boom and bust,
changing markets,
changing products —

but always, it has continued to improve.

LUFKIN has built its reputation upon superior quality in all of its products. Even so, we have recently *re*-dedicated ourselves to quality by installing a system which will involve the whole organization... every person.

The purpose of this quality initiative is to ensure continuous improvement and to assure the customer that *every* LUFKIN employee, from entry level to the Chairman of the Board, will perform at the highest level to produce the best possible product.

Along with our world-class reputation for quality, service to our customer has always been a distinguishing characteristic of the LUFKIN organization. Around the world, LUFKIN is known for not only the quality of our product, but, through our service effort, the quality of our people.

Over the years, markets have changed and products have changed, but, characteristic of our Company, as these changes have occurred, our people have been able to adapt. The innovation of our people has always enabled us to stay ahead of the market with the best designed and built product. I think this is exemplified by the fact that interest in LUFKIN University and in the tuition refund program is the highest it has ever been. This is a real example of people doing their best to learn more and to apply what they learn to their job.

With all of the many accomplishments of the LUFKIN family throughout the years, I believe the single most important element is the attitude of our people:

- the "can-do" attitude;
- the willingness to help others learn;
- the willingness to apply ourselves to new techniques, new processes and new products

so that every one can continue to advance. This simply underscores LUFKIN's longstanding primary objective of helping people succeed.

It is a point of pride that we have families with multiple generations employed at LUFKIN. This *is* a good place to work and the fact that *families* are working here proves it.

With 90 years of accomplishments, we look optimistically toward the future. We know that the LUFKIN spirit that has taken us to where we are today will continue to grow and flourish and assure our success in the future.

"LUFKIN has built its reputation on superior quality in all of its products."



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Familiar Faces... New Places

Several familiar faces are being seen in new places these days, as three LUFKIN managers have moved into new roles.

Mike Penn has moved from the main plant and his role as Vice President, Machine Shop to take over the operation of a new phase in LUFKIN's expanding presence in the gear market – Gear Repair – as Vice President, General Manager, Gear Repair.

Gary Day now moves "up town" to take the role of General Manager, Machine Shop. He was formerly General Manager, Fabrication, located at Buck Creek.

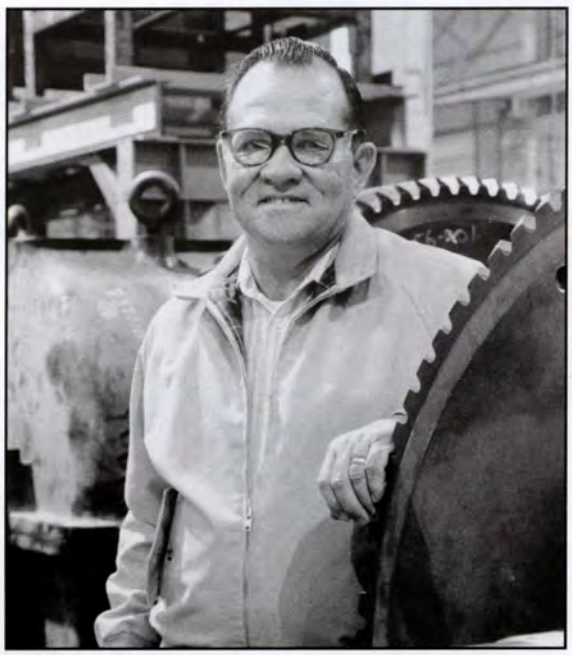
And, Jim Barber has taken over the operation at Buck Creek as General Manager, Fabrication. He moves here from Assistant General Manager, Trailer.



Gary Day – *General Manager, Fabrication to General Manager, Machine Shop*



Jim Barber – *Assistant General Manager, Trailer to General Manager, Fabrication*



Mike Penn – *Vice President, Machine Shop to Vice President, General Manager, Gear Repair*

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Financial Woes are Real...

It was February and John was going through the stack of mail that had just arrived. Along with the usual monthly notes were several bills from the Christmas purchases which had enticed him with "no payment until 1992." To his amazement, all his credit cards had been charged to the limit.

After hours of addition and subtraction, John came to the dreaded realization that there was not enough money to pay the bills.

...but Manageable

According to Jerry Kolb, Manager of the Lufkin office of Consumer Credit Counselling Services, financial problems can happen to anyone, regardless of income. Additional holiday expenses can be a problem for the family whose budget is already stretched to the limit.

The Consumer Credit Counselling Service is a nation-wide network of financial services which can offer free, confidential assistance to help financially troubled consumers get out of debt.

The service works out a personal plan for payment of debts and offers suggestions for budgeting, cutting expenses and using credit wisely. For those whose debts are unmanageable, the staff may enlist the aid of creditors in establishing a common sense, pay back plan called the Debt Management System.

Financial problems can create new problems for a family or can aggravate already existing problems. It is surprising how quickly money problems can affect job performance and strain personal relationships.

In today's uncertain economic climate, many can face financial problems. As with other types of problems facing many families today, financial problems can be addressed and help can be received.

No one would recommend that a substance abuser simply ignore the problem, work harder or attempt total recovery alone; this is true, also, of financial problems. Help is available. Use it.

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Right: *155mm howitzer carriage assembly area during WWII. Alex Andrews was the foreman in charge of this area.*



Below: *The Accounting Department in 1948. Pictured in clockwise order: Clifford Trevathan, Nolan Wilson, M.L. Wilkinson, Courtland Wooten, Beatrice Berry, W.A. Kirkland, Roy Willmon, Tilman Martin, Willie Mae Hill, Mary Jane Matthews.*





Right: *WWII created the first large scale use of women in the work force, not only at LUFKIN, but in the United States. Available information indicates that this picture was taken June 17, 1943, at 11:29 a.m.*



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...from the LUFKIN family album

Right: *The identification on this photograph indicates that this was a "cast iron pipe fitting for well heads" and that it was taken in the 1920's.*

Below: *This Howard single engine airplane was LUFKIN's first corporate aircraft and was purchased in the 1930's. As a footnote to history, the plane was taken over by the government during WWII and was used for training.*



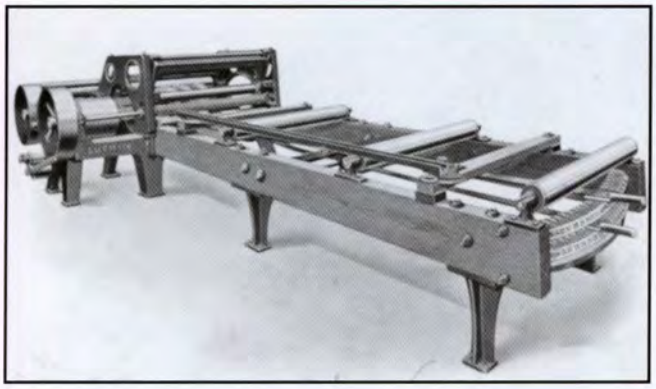




Right: *After the "new" corporate office was built in the 1930's, LUFKIN's oldest division moved into the "old" corporate headquarters. This building is still in use by the Machine Shop.*



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Above (l): *During LUFKIN's days as a leading manufacturer of saw mill equipment this was called a "Baby Grand" Edger.*

Above (r): *At the time the foundry moved into its new quarters in the late 1940's it was considered one of the most modern in the country.*

Right: *LUFKIN has manufactured numerous product lines during its 90 years. This is the assembly area for gas engines.*

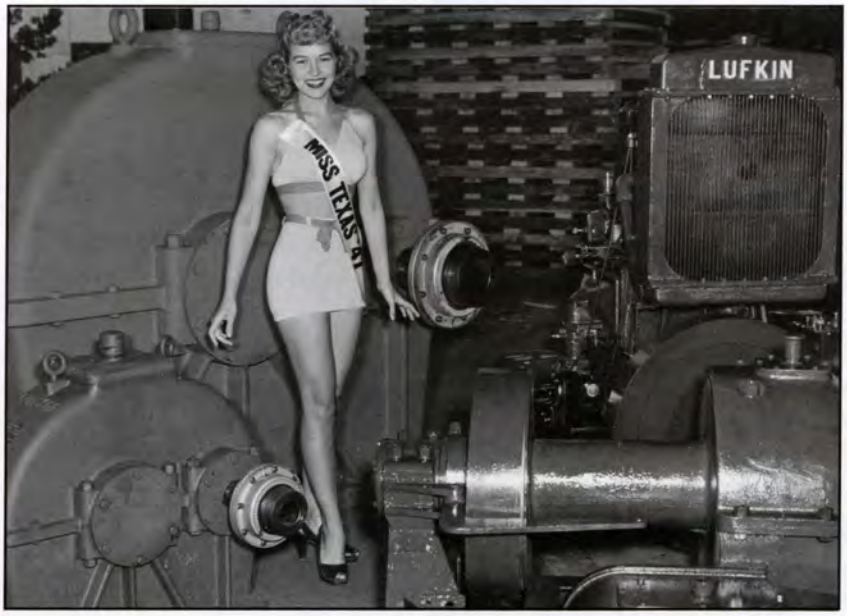
Below: *Another product from the past was the LUFKIN chain saw.*





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Top: *When LUFKIN began manufacturing trailers in 1939, the detached trailer units weren't the only types being built. LUFKIN built several bodies similar to the one pictured here.*

Above: *Miss Texas, 1947, Lynn McClain, was the daughter of LUFKIN employee, Edgar McClain. Miss McClain posed for numerous advertising photographs for LUFKIN.*

Right: *Few people know that the United States mainland was bombarded during WWII. This LUFKIN pumping unit, located on the coast of California, was damaged when a Japanese submarine shelled the installation. Little actual damage was sustained.*

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FEBRUARY anniversaries

ACCOUNTING
Doug Hudson.....15
Jean Hohimer.....13
Ron Sharp.....8
Donald Clark 3
William Dubose.....1

CANADA
Betty McIver 12

CHURCHILL
Wade Hoppas 1
Gerald Callarman.....1
Dennis Duling.....1
Arthur Arnwine.....1

CORPORATE
Rod Pittman.....32

ENGINEERING
Ragena Thompson 9
Kurt Ulmer.....8

FABRICATION
Malchom Lowery 33
Earl Burchfield.....30
David Merritt.....30
J P Womack.....25
Leandro Vasquez.....25
Ted Hearnsberger.....24
George Waldrep.....23
Charles E Lee 22
Lawrence Holt 18
John Bridges 16
Greg Dempsey 16
Nelson Reynolds.....15
Brent Barge.....14
Joe Foreman.....14
John Jones 14
Billy Hoosier.....13
Gilberto DeJesus.....12
Ismael Terrazas 12
Ricardo Ibarra.....12

FOUNDRY
Rex Jones.....41
Charles Minton.....30
Lewis Ferguson 26
Archie Williams.....26
Donald Kuehl 25
Everett Rhodes.....25
James Johnson.....20
Troy Allen 19
Walter Cummings.....17
Rex Whitaker 16
Eddie Wade 16
Jayne Boyett.....14
Jose Carrillo.....14
Alfred Broussard.....13
George Shimer.....13
Javier Horta 12
Mitchell Ware 11
Anler Mullins.....11
Woody Peavy 11
Louis Killingsworth 8
Jerry Jeffery.....8
Dennis Clark 8
Paul Lakey 1
Gregory Bonds.....1

GEAR REPAIR
Robert Estes 22
Robert Dunn.....15
William Reneau, Jr....13

GEAR SALES
Louis Vitable.....1

INDUSTRIAL SUPPLIES
Tracy Saxton.....24
Dennis Massey 13

MACHINE SHOP
Donald Wallace 33
Jack Landrum 33

F.Y.I.

* **Carrol (Bubba) Bonner, Resident Recycler of the Machine Shop,** headed up LUFKIN's 1st Annual Christmas Card Recycling program. This effort resulted in over 600 Christmas cards being collected and recycled.

The cards were sent to the Independent Learning Center at Lufkin High School for recycling.

Bonner expressed his thanks to everyone who assisted with the recycling effort.

* **Roy Euper, Corporate Environmentalist,** LUFKIN's resident recycling official has requested that any LUFKIN employee who has recommendations for recycling, new or otherwise, contact him at Ext. 5777.

* **If you hadn't noticed, there have been changes in the First Aid area at Personnel.** After studying the traffic flow and needs of the area, it was determined that a new layout would more effectively and efficiently serve the purposes for which First Aid is designed.

Employees are now asked to sign in and ring the buzzer, just like in a doctor's office. This is designed to help assure the privacy of those receiving attention and to improve treatment times.

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Hulen Warren 30
Delbert Ellison 28
Curtis Thomas.....27
James Luce.....27
James King 27
Ronnie Parker.....26
Raymond Solly 23
Marvin Powell 23
Kenneth Brashear.....21
Robert Gresham 20
Harold Lane 19
Kenneth Burke 19
Marvin Sowell 18
William Barnett 17
Sidney Alvers 17
Victor Reese 17
Robert Lewis.....17
Carnuto Rios 16
Thomas Thomas.....16
Joy Ouseph.....14
John Duke.....14
Lacy Ford.....14

Gary Ritnour 13
LaDonna Stapleton....13
Fernando Arrendondo12
Albert Stokley.....12
Robert Bailey.....12
Rosalio Moreno 12
Mike Cassin 12
Irineo Mendoza.....12
James Crain 12
Freddie Baker.....12
Joe Hood.....11
David Henry.....10
Ricky Childress 8
Tim Crawford 8
Matt Daniel.....4
Jeffery Kirkland.....4
Gary Boyett 1

ORDER DEPT.

Elizabeth Ray 7

PERSONNEL

Ellen Lightfoot.....16
Robert Meadows 10

PUMPING UNIT SALES

Michael Huff 8
Randal Horton 1

TRAILER

Milton Watson 42
Charles Kilgore 28
Freddy Williamson....28
Howard Coleman 28
George Oliver.....27
Elmer Lynch.....26
Charlie Jackson 26
James Green 26
Sam Adams 24
Walter Butler.....24
Robert Brockett 20
Ed Williams 20
Billy Addison.....20
Ira Lewis 20
Sylvester McClain 20
Willie Davis 20
Delbert McGuire.....20
Sam Figueroa.....15

Kenneth Modisette 14
Herman Blake 14
Jerry Mericle 12
Tommy Butler.....12
Larry Edwards 12
Kenny Kendrick 8
Joe Madden.....8
James Sanchez.....8
Edward Trotty.....8
Enrique Dominguez.....8
Paul Fenley 8
Greg Korn 8
Mark Allen.....8
Dwight Walter.....7
Charles McFarland 7
Truitt Dixon 7

TRAILER BRANCHES

Gary Hobson 29
Gary Anderson.....4
Earnest Riley 4
Randy Greek.....2
Jesse Rosas 1

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*

The Insurance Department has posted changes which became effective as of January 1, 1992. To ensure that everyone is aware of the coverage changes, they are being listed below:

1. One mammography test per year at the rate of $40.00 (80% of $50.00) beginning at age 35. The deductible does not apply.
2. One pap smear per year at the rate of $40.00 (80% of $50.00). Deductible does not apply.
3. Chiropractic care will be limited to $25.00 eligible charge per visit (including X-rays) for 20 visits per calendar year.
4. All transplants will be limited to $50,000.00 per transplant, with a lifetime maximum benefit of $100,000.00.
5. Hospice care will be paid at 80% with a lifetime maximum of $5,000.00.
6. Home Health Care will be paid at $40.00 (80% of $50.00) per visit with a maximum of 100 visits per year.
7. Psychiatric and Substance Abuse will be paid as follows:
   Inpatient: 30 days per calendar year, not to exceed $10,000.00 per calendar year, with a lifetime maximum benefit of $10,000.00. One inpatient stay per lifetime.
   Outpatient: 30 visits per calendar year, with an eligible charge of $100.00 paid at 80% – one visit per day. Lifetime maximum benefit of $20,000.00
8. The deadline for filing previous years claims will be April 1st of the current year.

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Machine Shop



Albert Larabell, Storekeeper
Machine Shop



Randal Doss, Technician, Hi-speed Test Stand
Machine Shop

Michael Mark, Editor

Viron Barbay, Senior Photographer

Diane Baker, Writer