

LUFKIN **ROUNDUP**

August, 1983



**HEALTH & SAFETY
ON THE JOB**

From the President's Desk

"Job safety and efficiency go hand in hand."

Before any manufacturing environment can be successful, it must offer its employees a workplace free from potential hazards. The health and safety of employees is as vital to a company as maintaining quality products and efficient processes.

There is no question that accidents are costly to industry and society. Job safety and efficiency go hand in hand. Today, failure to try to prevent injuries to employees is indefensible.

At Lufkin Industries, we are deeply committed to safety. A major portion of our efforts and earnings are spent to safeguard our workplace. The objective of our safety program is to develop a safety consciousness among our employees. It is only through knowledge, awareness and attitude that unsafe situations can be prevented.

The role the supervisor plays in a safety program is crucial to its success. Not only is the supervisor the direct link between management and the work force, but on his or her shoulders rests the responsibility for quality job training, development of good safety attitudes and detection of unsafe conditions.

While a company can provide the controls to protect its employees and supervisors can implement their practice, the ultimate responsibility for safety lies with the individual. All employees should accept safety performance as a very important part of their job.



This issue of the **ROUNDUP** takes an in-depth look at our corporate safety and health programs. We have made some significant achievements in this area of operation in the last few years, and we are proud of our progress. In April, for the first time in memory, no department of the company reported lost time due to injury.

Yet this accomplishment is not enough. We never must grow complacent regarding safety. We must strive to eliminate every accident and every safety hazard. The cost in human suffering is just too great.

We truly must keep "Safety First!"

A handwritten signature in dark ink, appearing to read "D. Land", written in a cursive style.

HEALTH & SAFETY ON THE JOB

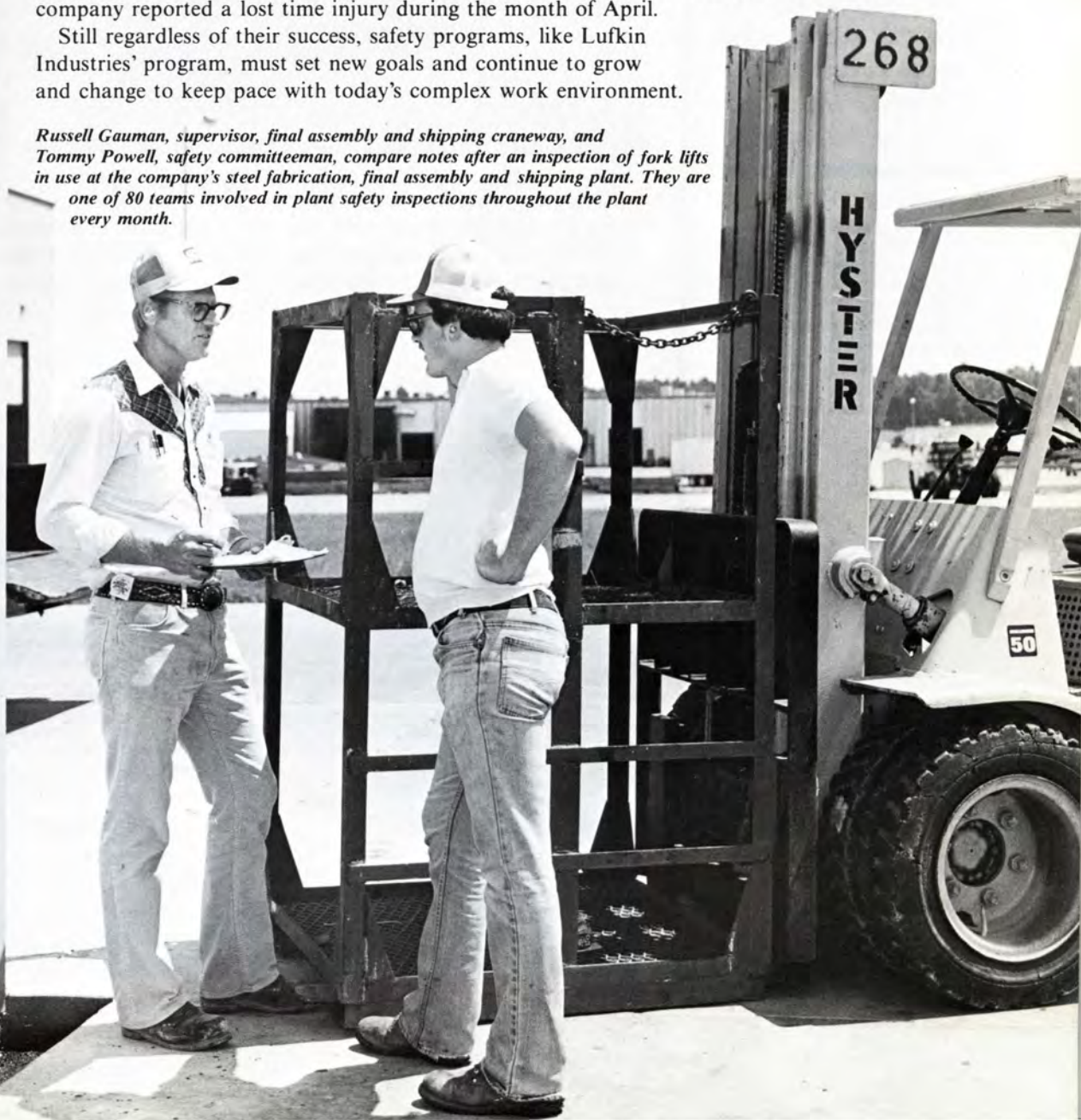
We are exposed to countless more hazards on the job than at home, but in spite of what we see and hear in the news media, work related accidents accounted for fewer disabling injuries and deaths in 1981 than occurred at home. Industry as a whole has done a good job protecting its employees.

LUFKIN's safety program is a good example of a successful program. Already in 1983, safety department figures show a substantial drop in lost time injuries, one for every 103,926 man-hours worked, compared to 1982 figures of one lost time injury for every 27,390 man-hours worked. And for the first time in recent history, no department of the company reported a lost time injury during the month of April.

Still regardless of their success, safety programs, like Lufkin Industries' program, must set new goals and continue to grow and change to keep pace with today's complex work environment.

Russell Gauman, supervisor, final assembly and shipping crantry, and Tommy Powell, safety committeeman, compare notes after an inspection of fork lifts in use at the company's steel fabrication, final assembly and shipping plant. They are one of 80 teams involved in plant safety inspections throughout the plant every month.

**REQUIRED
SIDE SHIELD
SAFETY GLASSES
AND HEARING
PROTECTION.**





"There's an overall attitude to create a safer and healthier work environment."

Bob Pennington, safety coordinator for the machine shop, discusses the assignments for the next month's plant inspections at a machine shop safety meeting. Follow-up on previous inspections is the first item of business at monthly safety meetings attended by supervisors and safety committeemen from every department.



"Our program is like preventive maintenance," says Jared Satterwhite, director of LUFKIN's safety program. Oversimplifying the role of this program complicated by federal regulation in recent years he says, "We buy a lot a grease," referring to the millions the company spends correcting safety hazards and supplying protective gear for employees. But it is not that simple.

The corporate safety program has a number of responsibilities aside from issuing employees safety glasses, respirators, hard hats and steel-toed shoes. In general, the safety program must create and maintain a level of employee safety consciousness; determine what hazards to employee safety and health exist at every work station and ensure that measures are taken to either eliminate hazards or protect employees from them; ensure that the company is in compliance with Occupational Safety and Health Act (OSHA) standards; and administer the company's Workers' Compensation program if lost time accidents occur.

Much of the success of the company's safety program is due to the program's ability to pinpoint unsafe working

conditions, equipment or practices and get them corrected. Satterwhite is proud of the unity displayed throughout the company in the pursuit of safer conditions.

"We have support from production employees and management. There's an overall attitude to create a safer and healthier work environment. Management and employees work very well together."

Working together, supervisors and safety committeemen from each department perform monthly safety inspections of every plant area. Supervisors are assigned an area different from their own. Along with a safety committeeman from the area being inspected, they look for unsafe housekeeping practices, improper storage and handling of flammables, employee use of personal protective equipment and dangerous work habits, improper safety guards on machinery and check the working condition of cranes, fork trucks and other machinery. The department is rated in each category and after the inspection, a written report goes to the foreman of that department.

Overseeing the safety program in the general areas of the company's operations

are safety coordinators: Jerry Sudduth, trailer plant; Calvin Scarborough, steel fabrication, final assembly and shipping plant; Roy Euper, foundry operations and Bob Pennington, machine shop.

"Our plant inspections frequently reveal problems that require engineering changes or the assistance of utility maintenance," says Satterwhite. "These problems are turned over to the safety coordinator who issues work orders to have the problem corrected."

Teaching employees to be safety conscious is a never-ending job. "Think Safety" is a familiar saying, one practically every worker in America sees in four-inch letters on bulletin boards daily. Still, regardless of what LUFKIN and other companies spend preaching safety, 90 percent of all industrial accidents stem from poor judgment on the part of the employee.

"Our job is to keep employees conscious of safety," says Satterwhite. "The first line foremen are the backbone of the program. When an employee comes to work and he's got that new house or car on his mind and starts to do something unsafe, the first line supervisor has to see the problem."

Supervisors attend monthly safety meetings covering everything from foot protection to employee attitudes about safety. It is also their responsibility to correct unsafe conditions within their departments.

"If someone brings a safety hazard to the attention of a supervisor, he doesn't sit on it," Satterwhite says. "He does something about it."

In recent years, concern about employee exposure to health hazards on the job has created added responsibility for industrial safety programs in the area of industrial hygiene. Monitoring work areas to determine employee exposure to noise, chemical vapors or particulants released during manufacturing processes requires sophisticated and expensive equipment.

"As industrial hygiene became more significant, we needed to have more air sampling, monitoring and calibration equipment to determine exposure levels," says Satterwhite. "As always, all we had to do was show the need for these expenditures and the company made them."

One area of the plant subjected to extensive monitoring is the brass foundry. "In that process, there is a certain amount of particulants that escape into the



"If someone brings a safety hazard to the attention of a supervisor, he doesn't sit on it."

Looking for "dead air pockets", areas where hazardous vapors from paints and solvents might collect if not properly ventilated, Jared Satterwhite, LUFKIN's safety director, conducts smoke tests near the paint booths in the final assembly and shipping department.





"...all we had to do was show the need for these expenditures and the company made them."

(Above) Improved dust collection provided by down-draft cleaning stations in the brass foundry, as well as, respirators and uniforms provided by the company, reduce employee exposure to dust particulants released during the casting and cleaning of brass components. (Below) Using different filter media to trap either solid particulants or vapors, routine air samples taken with personal air sampling devices are analyzed by outside labs to determine employee exposure levels at their work station.

environment. Most are natural elements, but are too concentrated for employee exposure."

Although there are now OSHA standards and guidelines to follow, "we were monitoring employee levels of exposure to these before OSHA was interested," he added.

To control exposure to employees in the brass foundry, employees are provided uniforms which are changed daily, approved respirators, and are not allowed to eat or smoke while in the work area. Special down draft tables used in the chipping and grinding of brass castings were purchased to further reduce exposure levels in this area. And, to ensure that employee exposure is being adequately contained, blood samples from brass foundry employees are analyzed several times a year.

Exposure to high levels of noise is another problem closely monitored around the plant. "We have sampled every area of the plant, every work station, to determine noise levels," says Satterwhite.

"And as a result, parts of the foundry, the structural shop at Buck Creek and many other individual areas of the plant have required hearing protection for a number of years."



The company is presently conducting plant-wide audiometric testing, a regular part of the hearing conservation program.

Since the possibility of employee over-exposure exists with all chemicals used in processes throughout the plant, the safety department maintains records on all chemical products in case an accident occurs involving a chemical.

"When LUFKIN orders a chemical product of any kind, no matter how insignificant, we require a material safety data sheet on file," explains Satterwhite. The material safety data sheet supplied by the manufacturer details the chemical's potential hazards, its compatibility with other chemicals in use around the plant, clean up procedures and recommended methods of disposal.

These material safety data sheets are compiled in large binders located throughout the plant and continually updated by the safety department.

"Along with the copies we have here at the plant, we have a copy at the emergency room of the hospital. Should

an employee be exposed to a potentially hazardous chemical, once the chemical is identified, all the emergency room staff has to do is flip to the material safety data sheet for that chemical to determine the toxicity, antidotes and recommended emergency treatment procedures," says Satterwhite.

As for the future of LUFKIN's safety program, the safety director feels the greatest challenge may be in the field of industrial hygiene.

"The more sophisticated and complex manufacturing processes become, the more complex industrial hygiene becomes. The safety program has to change with the changes in manufacturing."

The ability to change, he adds, is one of the key assets of LUFKIN's safety program today. "It's been allowed to change with the company, with increasing employment, decreasing employment and changes in machinery," he says. "We've been able to keep our program in step with safety needs. We don't have a dusty closet of old rules."



"We've been able to keep our program in step with safety needs. We don't have a dusty closet of old rules."

(Below) Before treating chemical exposure victims, Janice McLaughlin, LVN, first aid department, checks the material safety data book containing recommended antidotes and first aid treatments for all chemicals in use throughout the plant.



AIMIN



IG FOR INJURIES

During the year 1982, the company's first aid department treated over 3,400 injuries. While more than 95 percent of these were not lost time injuries, the difference between a minor or lost time injury could be only a few thousandths of an inch. A safety department study of all injuries to determine if there is a high incidence of any particular injury in any area has led to a new program.

The program is called "Targeting" and according to Satterwhite it has begun to show results in preventing serious lost time injuries. Already, it has enabled the safety team to reduce eye injuries in one area of the plant from as many as 25 every month to zero.

"We're keeping more accurate records of all injuries and using this data to find areas with a high number of injuries or a particular type of injury," says Satterwhite. "Once a problem begins to show up in the figures, we do an in-depth investigation to find out the underlying causes."

In the investigation, Satterwhite, safety coordinators and committeemen in a problem area try to determine if the accidents are a result of inadequate protection or supervision, poor work procedures or new manufacturing techniques. Once the underlying cause for the accidents is determined, preventive measures are taken.

"In the cleaning room, for example, we had a very high frequency of eye injuries," says Satterwhite. "We had tried a number of different types of eye protection without success and this appears to be a common problem in other foundries as well."

"We didn't know how to solve this problem but after close inspection it came down to this: employees must wear eye protection continuously."

Training sessions with employees and foundry management emphasized proper use of eye protection equipment. Satterwhite says that once employees and management realized a strict policy concerning the use of eye protection was necessary, eye injuries in the cleaning room were reduced significantly. The cleaning room's number of lost time eye injuries fell from an average of 25 a month to zero, during the month of April, the month every department in the company reported no lost time injuries.

A new, stricter policy concerning the wearing of jewelry on the job was also the result of "targeting" hand injuries. "Our second most frequent type of injury at Lufkin Industries is injuries to the hand. Hands are the hardest to protect because many times they are directly exposed. We can put guards around machinery to a certain extent and provide protective gear sometimes. But, we don't have to take additional chances," he says, referring to the wearing of rings and watches around machines.

Once the statistics on hand injuries and the number related to jewelry were discussed at department safety meetings, it was decided the exposure to serious injury by wearing jewelry was needless. According to the new policy, employees in all production areas will not be allowed to wear jewelry.

"Without question, this policy will save fingers," Satterwhite says. "Rather than just treating the injuries, we're able to treat the problems."

The targeting program and the changes it has already brought show the effectiveness of a safety program allowed to change and adjust to the work environment.

**"Targeting":
how the safety
program zeros
in on
high-injury
areas.**

ACCIDENTS DO HAPPEN

...and the safety department takes care of victims through the Workers' Compensation program.

Equally as important as its work to prevent accidents, the safety department cares for accident victims through its administration of the company's Workers' Compensation program. Insurance premiums for the company's Workers' Compensation program during 1982 totalled \$1.7 million as the department handled 162 lost time injuries. Even with the best of prevention, accidents do happen.

When employees are injured on the job, regardless of how minor the injury may seem at the time, the employee is required to report the injury to his supervisor. If medical attention is required, the employee is taken to one of two company first aid stations, then on to the hospital emergency room or a doctor's office, setting in motion the Workers' Compensation program.

Any job related injury which requires something more than first aid is considered a compensable injury and covered by the program," says Satterwhite. Although it is often confused with the company's group insurance program, the Workers' Compensation program is a separate program covering only injuries sustained during an employee's performance of his job.

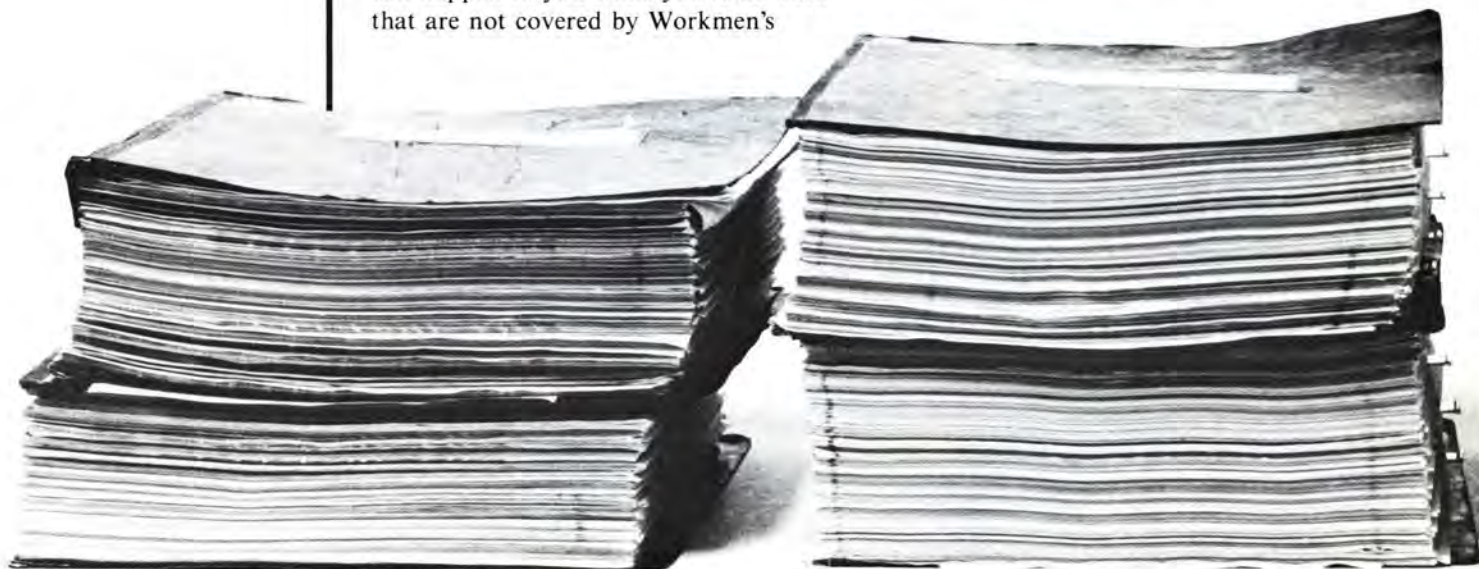
"There are any number of things that can happen to you while you're at work that are not covered by Workmen's

Compensation," Satterwhite says, then quotes a favorite method of explaining the coverage.

"If an employee is using his pocket knife to open a box of parts and cuts his finger, that's covered by Workers' Compensation. If he's whittling at break and cuts his finger, that's covered under the group insurance coverage." Also, an injury resulting from horseplay is not a compensable injury, he adds. "An industrial environment is not a playground."

"Once an employee is injured, all that is required to initiate Workers' Compensation is the Employee Statement of Injury," says Judy Murphy, coordinator of the program. The company then will provide medical care and automatically start Workers' Compensation benefits to help replace the employee's lost earnings, although Murphy notes there is a one-week waiting period before these benefits begin.

"Using the information provided from the employee statement, we complete the Employer's First Report of Injury (E-1) and forward this to our insurance carrier for the Workers' Compensation program," says Murphy. If the employee loses two or more days of work, the injury becomes





(Left) Judy Murphy, coordinator of the Workers' Compensation program, assists Herbert Moore, foundry, with the Employee Statement of Injury needed to initiate Workers' Compensation benefits. (Below) Placed side by side, binders of the company's First Report of Injury statements for the years 1980 thru 1983 become a graphic representation of the success of the company's safety program.

a lost time injury and the original E-1 is sent to the Industrial Accident Board in Austin, charged with monitoring Workers' Compensation programs throughout the state.

All medical treatment is at no cost to the employee. "Employees should advise doctors' offices and pharmacies that it is a Workers' Compensation claim, and they call us for verification," says Murphy. Visits must be approved by the company or the insurance carrier.

"In order to be eligible for the benefits

to help replace lost wages, an employee must be under a doctor's care," she adds. "You can't stay off because you don't feel like coming to work once the doctor has released you. Benefits are terminated upon a physician's release whether the employee is back at work or not."

While the employee is recovering, Murphy keeps track of the patient's status. "I ask that they always keep me informed, even though the doctor gives us a statement about their progress and an estimate of when the employee may return to work." This information is passed onto all departments in a monthly summary report of employees with lost time injuries.



FOCUS

EMPLOYEES END CAREERS...

Six employees have retired recently from the company: Ed Ridgeway and Grady Campbell, final assembly and shipping; Howard Bennett, machine shop electrical group; Billy Deal and Cecil Kuehl, trailer plant and Norman Arnold, machine shop.



Ed Ridgeway

Ed Ridgeway has no idea how many pumping units he has loaded in the 20-plus years he has worked as an overhead crane operator in the final assembly and shipping department. "Each day I learned something that made the job easier or better. I never got too old to learn. They said I was the smoothest crane operator out there," he says.

Ridgeway came to work for the company on December 5, 1955. His experience assembling pumping units before he became a crane operator made him aware of the problems of the men on the floor. Another plus in his favor was his love for his job.

He trained his son, Tommy Ridgeway, and his son-in-law, Roy Traywick, who took his place on the overhead crane when he retired.

When Ridgeway moved to the new plant at Buck Creek, he

learned to operate a new type of crane. "I never had run anything so sweet," he says. "I always told the people I was training that you have to get the crane to like you."

It did not take long for this crane to start liking him. Ridgeway named it Lefty because the controls were on the left side, and he was accustomed to controls on the right side. Quickly, however, he felt comfortable with the new machine.

Ridgeway says he just traded bosses when he retired. His two-and-a-half-year-old granddaughter, his wife and his mother-in-law keep him busy with projects at home. Yet, some of his retirement time will be spent fishing.



Grady Campbell

Grady Campbell says he always thought there was more to life than punching a clock every day and now that he's retired, he has discovered just how much there is to that theory.

"Instead of getting caught up on all the things that need to be done, I think I'm getting further behind," he says.

He blames his two grandsons, one seven and the other five, for taking up so much of his time. "Between the two of them, I'll never have trouble finding something to do."

Campbell says he's been looking forward to retiring so he could travel more. He's planning a trip

soon, to Reno, Nevada. "I'll probably leave some money out there," he says, laughing.

He and his wife have made several trips through the western states, traveling with Campbell's cousin and wife who live in Houston. "We've seen New Mexico, Colorado, Wyoming and other places," he says.

Reflecting back over the 42 years, two months and 19 days of punching the clock in the final assembly and shipping department, Campbell says he's seen a lot of change.

"When I started out, everything was over there where the machine shop is today, and I was painting pumping units with a paint bucket and a brush," he says. The last months of his long career were at the company's modern final assembly and shipping building at Buck Creek.

He says he certainly enjoyed the years and wants to give credit to "guys like Mutt Barr, Jake Parrish, Bobo Hayes and Guy Croom, who taught me what little I learned."



Howard Bennett

For the past 15 years, Howard Bennett has repaired electrical motors of every description. When he came to work for the machine shop electrical group in 1968, it was his second time to work for the company. The first time he stayed

almost 15 years, working all over the plant.

During the 30 years he has worked for the company, he has seen many changes, including growth of employees and production.

"A lot of people know me," he says. "When you have a problem, you remember the person who gets you out of it. Whenever someone called me, there was a problem of some sort with a motor."

As he retires, Bennett plans to let each day take care of itself. His only requirement is that he can do what he wants to do for a while. He hopes to fish some and spend time with his daughter and granddaughter.



Billy Deal

After Billy M. Deal went to work for the Trailer Division in 1951, the division experienced several years of up and down business and he was undecided about staying with LUFKIN. "Then somewhere in the late fifties we got an order for 206 trailers from Red Ball and I knew this was where I wanted to be."

Now, thirty-two years later, he's not sorry about his decision to stay. During that time he worked in practically every department of the trailer plant, even working as a service manager in the Shreveport branch for five years, and Deal

says he liked every job. "If I had to take a choice though, I would say I liked the repair shop the most. There's always something new every day."

Although he's retiring from a career of building trailers, Deal plans to continue building, working on projects around the house rather than turning to fishing or gardening. "I'm more of a carpenter, welder, and a sheet metal worker than gardener or a fisherman."



Cecil Kuehl

Cecil Kuehl has retired from the trailer plant after nearly 22 years of service. Retiring due to medical disability, he says his health won't allow him to travel much, so he plans to spend most of his retirement just taking it easy around his home on a 52-acre farm near Huntington.

"It is really quiet and cool there, especially in the evenings. I love to get out and take walks when I can," he says. Although he is only four miles from Sam Rayburn Lake, Kuehl doesn't plan to do any fishing. "I like to stick pretty close to the house and work in my little garden whenever I can."

Although he must now take life easy during retirement, Kuehl spent many years putting the roofs on LUFKIN vans and says he always enjoyed his work at the trailer plant. "I enjoyed my work; I really did," he says. "I liked to train new

people. Over the years I trained a lot of employees."



Norman Arnold

When Norman Arnold talks about his plans for retirement, it doesn't sound as if any of his family will be without fresh vegetables.

A few years ago, he moved to Apple Springs and began raising bigger and bigger gardens. Now with the help of a small tractor, he's planning to spend the time that he's not fishing, raising a big garden.

"We raise a pretty good-sized garden every year. With a tractor, we can work a big one as easily as we can a small one," he says.

"Whenever they come to see us, we like to give the children plenty of vegetables to take home with them and put in the freezer."

After spending 32 years as a maintenance mechanic repairing lathes and drills in the machine shop, Arnold wanted to offer some advice to those just beginning their careers.

"I sure have seen a lot of people come and go during my time. They heard of this good job some place with more money and a lot of guys left. But if you just watched, a few months later, most of them were back," he said. "That job wasn't near as rosy as it was told."

CLIFFORD TREVATHAN RETIRES

Clifford Trevathan, assistant secretary of the company, has concluded his 35-year career in the corporate accounting department.

When he joined Lufkin Industries in 1948, he was responsible for production payroll. In 1955, he moved to the credit department and was promoted to credit manager four years later. In 1975, he was named assistant secretary of the company.

Trevathan reflected as he approached retirement that his responsibilities for credit, collections and machinery billing never became routine. "The biggest step forward the department has made since I have been here was the addition of the computer," Trevathan says. "It has changed everything."

Every day brought something new for Trevathan. One of his most unusual experiences occurred in the early 1960s. As credit manager, he authorized a Houston attorney to sue a customer who had not paid for several trailers he had purchased on contract. None other than well-known consumer advocate Marvin Zindler, who was a deputy sheriff at the time, served the warrant on the customer's wife when the man could not be located.

"She sued Marvin Zindler, Lufkin Foundry & Machine Co., W. A. Kirkland and me for \$250,000, claiming that the serving of the warrant gave her stress and caused her blood pressure to rise. As far as I know, the case never came to trial, and Marvin got the trailers back. Every time I watch him on Channel 13 news, I think about the time he served those papers."



Clifford Trevathan was honored with a reception at the corporate offices on the day of his retirement. Pictured with him is his wife, Maudelia.

Trevathan says with a smile.

Trevathan also recalled the days when shop employees punched in by turning to their numbers on the wheel of the time clock. The time-keeper sent the tapes from the time clock to Trevathan to figure the time for the 697 people on the production payroll.

"Ceiling fans were all the cooling we had back then. We used a pen staff and ink well when posting the ledger. In the summertime, we had to wipe the sweat off our hands and arms while we were posting to keep from smudging the ink. We did have an adding machine to add up the columns of figures. All of the paychecks were typed on a manual typewriter."

Trevathan laughs when he remembers one old-time employee who always stayed a month behind in cashing or depositing his weekly paychecks. The four outstanding checks were his nest egg for a rainy

day, and no amount of urging could convince the employee to change his savings system.

The assistant secretary adds that he has enjoyed working in the new corporate office building and being a part of the growth of the company. He leaves the company with praise for what it has done for him.

Veteran travelers, he and his wife have planned their first retirement trip for some time. After he has done some salmon fishing in the Georgia Straits of British Columbia and toured Washington, Oregon and California, they will stop in Reno. The couple will return to Texas for quail hunting season.

After more than three decades with the company, Trevathan is looking forward to retirement with a full schedule of activities. He will travel, hunt and do the many things he has been too busy to do while working.

ANNIVERSARIES

STRUCTURAL STEEL OPERATIONS

	Employment Date	Years With Co.
James Oates	August 17, 1950	33
Leonard Modisette	August 23, 1950	33
Grady Kirkland	August 23, 1950	33
Joe Watson	August 5, 1954	29
Paul Thompson	August 9, 1954	29
George Branton	August 23, 1954	29
Arthur Donnell	August 12, 1955	28
Bill Pennington	August 1, 1957	26
Hosia Harris	August 18, 1961	22
Willie Chatman	August 25, 1966	17
Larry Caddell	August 16, 1967	16
David Richard	August 20, 1969	14
Troy Johnson	August 27, 1970	13
Willie Washington	August 3, 1971	12
William Loche	August 11, 1972	11
Milton Grimes	August 6, 1974	9
Doris Hooper	August 12, 1974	9
George Johnson	August 28, 1974	9
John Hodges	August 4, 1975	8
Ira Mott	August 25, 1975	8
Ronnie Jones	August 22, 1977	6
Rick Huckabee	August 29, 1977	6
Talmadge Hyde	August 3, 1978	5
Jimmy Jackson	August 15, 1978	5
Craig Anglin	August 6, 1979	4
Doris Gregory	August 10, 1979	4
Jose Diaz	August 14, 1979	4
Sherry Meaux	August 21, 1979	4
Jolyn Neveu	August 21, 1979	4
Milton Burrell	August 23, 1979	4
James Carlile	August 25, 1980	3

FINAL ASSEMBLY AND SHIPPING

	Employment Date	Years With Co.
James Thomas	August 25, 1958	25
James Thompson	August 23, 1966	17
Armon Thrasher	August 24, 1972	11
Charles Reeves	August 1, 1974	9
Theodore Perez	August 15, 1979	4
Helen Hill	August 22, 1979	4

FOUNDRY OPERATIONS

	Employment Date	Years With Co.
William Thorne	August 13, 1945	38
Izere Murphy	August 17, 1945	38
James Evans	August 30, 1947	36
Tony Adkins	August 8, 1950	33
Arthur Harrison	August 14, 1950	33
Raymond Hulett	August 15, 1950	33
Robert Ridgeway	August 19, 1950	33
Robert Brevell	August 22, 1956	27
Roy Tullios	August 28, 1962	21
Billy Bryce	August 5, 1969	14
Thomas Ladd	August 26, 1970	13
Marvin Free	August 27, 1970	13
R. L. Ross, Jr.	August 10, 1971	12
Melvin Harris	August 24, 1972	11
Bobby Allen	August 30, 1973	10
Thomas Jenkins	August 31, 1973	10
John Moore	August 5, 1974	9
Alice Thompson	August 5, 1974	9
Charles Adams	August 13, 1974	9
R. V. Horace	August 27, 1974	9
John White, Jr.	August 21, 1975	8
John Powell	August 22, 1975	8
Dornest Spikes, Jr.	August 26, 1975	8
Willie Bryant	August 24, 1976	7
Alfred Navarro	August 26, 1976	7
William Hollingsworth	August 8, 1977	6
James Malone	August 10, 1977	6
Marvin Allen	August 11, 1977	6
Craig Person	August 29, 1977	6
Charles Winthrop, Jr.	August 29, 1977	6
Roger Hurts	August 2, 1978	5
John McElwee	August 21, 1978	5
James Craven	August 24, 1978	5
Everardo Luna, Jr.	August 25, 1978	5
Jack Haney	August 7, 1979	4
Alton Inman	August 8, 1979	4
Marcos Rodriguez	August 10, 1979	4

Bennie Ikner	August 17, 1979	4
Eleazar Carrillo	August 21, 1979	4
William Wade	August 29, 1979	4
Charles King	August 21, 1981	2

MACHINERY OPERATIONS

	Employment Date	Years With Co.
Doyle Bowers	August 18, 1941	42
Charles Daniel	August 23, 1944	39
James Parnell	August 23, 1948	35
Charles Campbell	August 2, 1950	33
Billie Kelley	August 7, 1950	33
Bill Love	August 7, 1950	33
Smithie Reeves	August 8, 1950	33
James Wood	August 3, 1954	29
Jack Roberts, Jr.	August 30, 1954	29
John Smith	August 19, 1955	28
Leonard Avery	August 29, 1955	28
Jonell Ashby	August 8, 1961	22
Willie Calvin	August 10, 1961	22
Dennis Hopper	August 14, 1964	19
Eddie Mitchell	August 3, 1966	17
Vernon McAdams	August 22, 1966	17
Larry Powell	August 12, 1969	14
Hubert Pittmon	August 14, 1969	14
Vernice Roebuck	August 25, 1969	14
Larry Blanton	August 18, 1970	13
Mike Hartman	August 31, 1970	13
James Davis	August 18, 1971	12
Richard Brashear, Jr.	August 23, 1971	12
Thomas McFarland	August 1, 1972	11
James Hanes	August 4, 1972	11
Arnold Cole	August 14, 1972	11
Jerry Luce	August 21, 1972	11
M. C. Freeman	August 28, 1972	11
Maurits Jansen	August 9, 1973	10
Robert Spencer	August 28, 1973	10
John Sigler	August 13, 1974	9
Rickey Pantalion	August 14, 1974	9
J. D. Robinson	August 22, 1974	9
Joe Taylor	August 28, 1974	9
Elton Wright	August 14, 1975	8
Kenneth Lambert	August 25, 1975	8
Lloyd McFarland	August 25, 1975	8
Mike Miles	August 25, 1976	7
John Phillips	August 1, 1977	6
Donald Spicer	August 8, 1977	6
Renee Turner	August 22, 1977	6
Alexander Koshy	August 24, 1977	6
Chris Skelton	August 21, 1978	5
J. C. Matlock	August 6, 1979	4
Paul Crawford	August 6, 1979	4
Billy Reynolds	August 8, 1979	4
G. W. Sisson	August 22, 1979	4
Joe Wilson	August 23, 1979	4
Michael Stephens	August 27, 1979	4
Frank Pachicano	August 30, 1979	4
Kenneth Robertson	August 25, 1980	3
Carrol Hargis	August 17, 1981	2

MACHINERY SALES AND SERVICE

	Employment Date	Years With Co.
Doyle Herndon	August 20, 1959	24
Pat Stanley	August 1, 1966	17
Mike Kartye	August 9, 1966	17
John Skillern	August 7, 1978	5
Amando Ramirez	August 1, 1979	4
Patsy McGill	August 25, 1980	3
Doreen Lamotta	August 2, 1982	1
Jeff Spurgeon	August 9, 1982	1

PERSONNEL

	Employment Date	Years With Co.
George Cook	August 20, 1975	8
Billy Redd	August 4, 1978	5
Patricia Allen	August 3, 1981	2
Samuel Blair III	August 10, 1981	2
Rebecca Hines	August 17, 1981	2

TRAILER PLANT

	Employment Date	Years With Co.
Connelle Bishop	August 28, 1950	33
Archie Rice	August 23, 1954	29
Dick McKay	August 1, 1956	27
Katherine Luker	August 27, 1956	27
Gene Nelson	August 27, 1962	21

Calvert Olds	August 20, 1963	20
Charles Skipper	August 10, 1964	19
Jesse Landers	August 18, 1964	19
Robert Thigpen	August 20, 1964	19
Allen Fancher	August 24, 1964	19
Dean Brown	August 25, 1964	19
John Lewis	August 16, 1965	18
Gene Martin	August 18, 1965	18
Leetolia Yarbrough	August 24, 1965	18
Robert McBride	August 23, 1967	16
James King	August 26, 1968	15
Donald Kendrick	August 26, 1969	14
Sherman Blanton	August 10, 1970	13
Billy Thomas	August 21, 1972	11
Louis Ross	August 21, 1972	11
William Dykes	August 28, 1972	11
Gail Oglesby	August 12, 1974	9
Isaac Wheeler	August 9, 1977	6
Charles Davis	August 29, 1977	6
Glenn Coutee	August 21, 1978	5
David Ackerman	August 24, 1978	5
Jose Arrellano	August 6, 1979	4
Bradley Wall	August 14, 1979	4
Arthur Hadley	August 16, 1979	4
Lloyd McKnight	August 21, 1979	4
Anthony Burrell	August 25, 1980	3
Ricky Maldonado	August 24, 1982	1

TRAILER SALES AND SERVICE

	Employment Date	Years With Co.
Donald Butler	August 21, 1956	27
Edward Johnson, Jr.	August 27, 1957	26
Floyd Bates	August 1, 1960	23
Norman Coleman	August 10, 1964	19
William Money	August 11, 1969	14
Jose Sanchez	August 21, 1974	9
Tony Boston	August 6, 1979	4
Toney Carney	August 22, 1979	4

MACHINERY MANUFACTURING ADMINISTRATION

	Employment Date	Years With Co.
Bill Williams	August 19, 1976	7
Larry Walker	August 31, 1981	2

MATERIAL CONTROL

	Employment Date	Years With Co.
Ray Stephens	August 15, 1966	17
Frank Grimes, Jr.	August 9, 1967	16
Roy Davis	August 17, 1967	16
Donna Parish	August 6, 1970	13
Lonnie Ethridge	August 2, 1978	5

CORPORATE OFFICES

	Employment Date	Years With Co.
Nolan Wilson	August 8, 1945	38
Ray Hall	August 1, 1962	21
Joy Havard	August 22, 1973	10
Arthur Paust	August 3, 1976	7
Sondra Bennett	August 20, 1979	4
Brad Peek	August 14, 1980	3
Mary Stephens	August 11, 1981	2
Doug Holland	August 31, 1981	2

INDUSTRIAL SUPPLIES

	Employment Date	Years With Co.
Jack Green	August 1, 1956	27
Jesse Morgan	August 21, 1967	16
Van Hooker	August 8, 1972	11
Tommie Molandes	August 3, 1981	2
James Hudiburgh	August 3, 1981	2
Jenny King	August 24, 1981	2

PRODUCT DESIGN ENGINEERING

	Employment Date	Years With Co.
Joe Varga	August 23, 1961	22
Charles Teutsch	August 23, 1965	18
Lil Etheridge	August 2, 1971	12
Terry Orr	August 16, 1976	7
Connie Townsend	August 20, 1979	4
Ronald Gilmer	August 31, 1981	2

LUFKIN INDUSTRIES, INC.
P. O. Box 849 Lufkin, Texas 75901

Address Correction Requested

BULK RATE
U.S. POSTAGE
PAID
Lufkin, Texas
Permit No. 10



INSIDE

From the President's Desk	1
Health and Safety on the Job	2
Aiming for 0 Injuries	7
Accident Do Happen	9
Focus	11
Anniversaries	14

COVERS

Front: Miles from professional emergency service, members of the Plant Emergency Organization representing the safety teams of both the steel fabrication, final assembly and shipping plant and trailer plant, practice fire control tactics.

Back: The role of the company's safety program today grows more complex as concern for an employee's health at work, as well as safety, requires new technology. Jared Satterwhite, plant safety director, calibrates an air sampling device worn by foundry employee Lessie Roberson. For the story, see pg. 2.

Photographs by Tom Johnston.

LUFKIN ROUNDUP

Volume 40, Number 8, 1983

Published monthly by Lufkin Industries, Inc., for active and retired employees and their families. Produced by the Public Relations Department: Virginia Allen, Director, P.O. Box 849, Lufkin, Texas 75901. David Willmon, Managing Editor; Elaine Jackson, Staff Writer; David Freeze, Manager, Photographic & AV Services; Tom Johnston, Photographer.

IABC Member of International Association
of Business Communicators

Copyright © 1983 Lufkin Industries. All rights reserved.