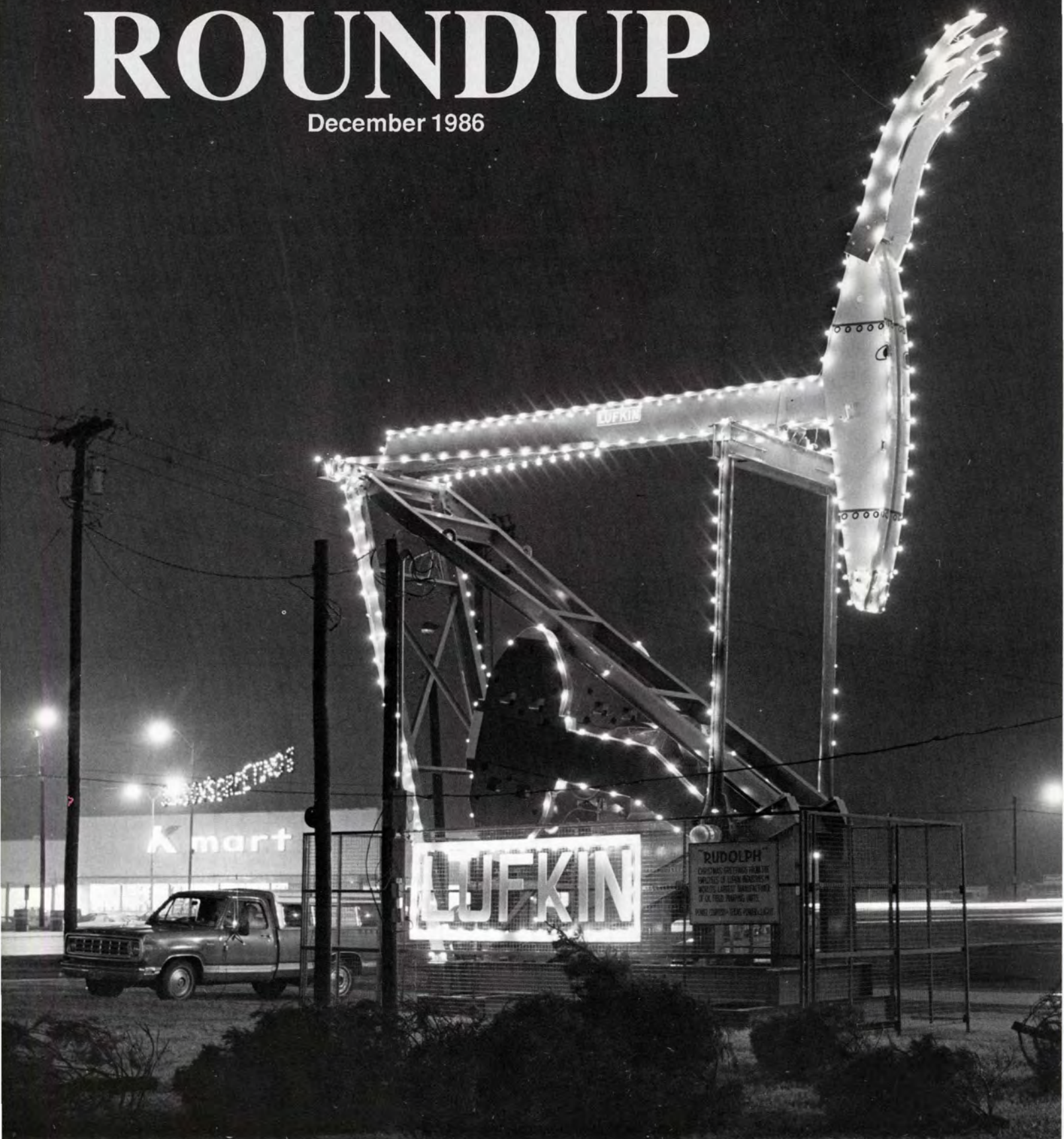


ROUNDUP

December 1986



MERRY CHRISTMAS AND HAPPY NEW YEAR

From the President's Desk



CHRISTMAS

Although Christmas 1986 comes at the end of a very difficult year, it brings new hope and is truly a sign of new beginnings.

We think of Christmas as a time of giving, and certainly, this is true for all of the wonderful people that make up the LUFKIN team. Probably the greatest gift that we can give each other is the gift of caring and sharing with each other. We see this evidenced every day in our workplaces, no matter where they are located, in the plant, in the office, or across the U.S.A. We see people that truly care for each other and people that share their knowledge, experience and pride in each other.

Let's resolve this Christmas, to look beyond the lights, the tinsel and the glitter, and reflect on the true meaning of Christmas by showing true friendship and caring for each other and for everyone we meet. We have learned that it is only through giving of ourselves that we can truly receive the blessings of this life.

May God bless you and your family, and may you have a most joyous Christmas and holiday season.



Frank B. Stevenson

The Best Employee I Know Is....



If you were asked to name the person you feel is the best or hardest working employee you know, who would you pick and why? Recently, Corporate Communications took that question to several areas of the plant and the following is what was said about seven of our fine employees along with their comments about work, attitudes, and the

things that motivate them.

One person we talked to singled out Jim Smith of the repair department at the Trailer Plant. "He is always courteous and willing to lend a hand no matter what the situation is. He is polite, friendly...just a fine fellow to work with."

Jim Smith commented, "I consider my work or the product that I produce as representing me and since the public will see my work, some of it many miles from Lufkin, maybe they will say that the man who did this work knew what he was doing. I put forward my best because it represents me now and also in the future. It also reflects the past because of the training and schooling that is shown in the work. Every morning I try to start off with a good attitude. I try not to come to work thinking 'Oh no. I've got to get through another day at this job'. I try to look at each day as a new adventure because each day is different. Sometimes someone else comes to work in low spirits and if I can cheer them up by my outlook or give them a



Jim Smith

hand, then it helps the working conditions for everybody."

Here is what a coworker said about Roy Weathers, a machinist at the Trailer Plant. "Roy knows all about machine work. He follows instructions, is a very safe worker and cares about his job. He is easy to get along with and is always helping everyone around him.. He was taught that the home is where you learn how to work and catches mistakes on the blueprints. He must have saved the company a large amount of



Roy Weathers

money by catching mistakes and getting them corrected before the manufacturing takes place."

Roy says, "I enjoy working for this company like I do. I like my job because it is never the same. There is something new everyday - it keeps your mind working. We try all the time to find new ways to do our work, hoping that we will find a better way of doing it. I try to put out a good product. I really take pride in my work. As far as helping someone, I don't mind that because it may take a load off of me later on."



Irvin D. Reynolds

More than one praised Irvin D. (Tinker) Reynolds.

"He is a very good employee because he doesn't bad mouth other people and never rushes. He is careful about his work. He is a very nice person to work with." "He is one of the best men we have."

Tinker expressed these thoughts, "I enjoy my work. Of course you've got your good days and

The Best Employee I Know Is.... (continued.)

your bad days, but I am well satisfied with my job. I realize what I must do in performing my job. You have to be self-motivated in my work or else you end up costing yourself and the company money. As a truck driver I enjoy seeing the country and meeting people. There are times when I'm faced with a delivery deadline, but whether you're in a hurry or not the customer has to be taken care of. It is seldom when you run into a customer who is upset because their delivery is late, but when I do, I just roll with the punches because that customer may be considering two or three more pumping units. If we didn't have customers we wouldn't have anything to do."

Here is what we were told about Jerry Brock, class A assembler in the machine shop. "Jerry is a good coworker because he is easy to get along with and he takes a lot of pride in his work. He approaches each job with the idea of doing it right the first time because he knows it is wasteful to have to rework something. He'd be my first choice as a great person to work with."



Jerry Brock



Jerry Brock finds solving problems on the gear test stand to be a challenge. "Mistakes happen, problems come up. Some of the problems you find could have been corrected if they had been produced right the first time. But I approach my job with caution, trying to keep the problems to a minimum. I know what my work for the day is when I arrive in the morning and this allows me to get after it right from the start. The person that benefits from not just my work but everyone else's, is the customer. That is the bottom line."

Someone expressed that "Doug Holland is a good worker because of his team spirit. He is conscientious, dedicated, competent and a very loyal employee."

When asked as to his approach to his job, Doug responded, "I just do that with anything that I do. I



Doug Holland

believe in getting the job done and doing it to the best of my ability. I like to help in every way that I can, hopefully to make the job easier for my fellow employees. I try to realize everyday that my department, the company and our customers benefit from my efforts to do my best. I get a sense of pride from people recognizing that I can do my job and do it well. I really want to please everybody."

A coworker had these complements for personnel employee benefits manager Ginny Russell. "The hardest working person that I know is Ginny Russell. She has a tremendous amount of responsibility, there so many different areas



Ginny Russell



lumped into employee benefits, yet Ginny handles them all so well. She is polite, courteous, kind, to-the-point and business-like but at the same time she takes care of the problems that need to be handled. She is a professional. She has always been helpful and a joy to work with."

Ginny told why her work is enjoyable. "Number one is that I like my job. I enjoy people, I enjoy work, I enjoy the challenge and it is a challenge. What I do benefits everyone else and it is a pleasure to help others through this job. In another position I might not be able to help as many people. I can do something for someone and get more out of helping that person than maybe they do.

Another employee spoke highly of manufacturing engineering's Sue Landers. "She is willing to help, a good worker and dedicated to LUFKIN Industries. When advice is sought from her, she gives it without asking why. If the work load demands it, she stays late to complete it. You can depend on Sue. She is trustworthy."



Sue Landers
what ever I can do to help out, I'll try to do. I really

Sue explains her work principles. "I treat others as I'd like to be treated, I sometimes need advice and don't always have time to explain why. I love my work and I want to do my best for LUFKIN Industries. I feel like I am a part of this company and

like this company and the people I work with."

These seven individuals are just a handful out of the seventeen hundred great people that I have enjoyed working with over the past two years , eleven months and there is much to be said for any and all LUFKIN employees for their dedication, determination, and undying spirit.

This holiday season emphasizes giving and sharing more than any other, so if you will for a moment place in perspective not these people but their principles. Realize that their work motives are not selfish or full of greed; this evidenced by their desire to please others. Their joy is born on the recognition of their efforts to produce superior work, not solely a paycheck. Their investment of themselves in their company, coworkers, and customers yields a sense of satisfaction that is not bought with money. Because they are giving and sharing themselves with all of us everyday.

In the next few days while everyone is spreading good cheer and season's greetings, look for those opportunities to share yourself. Don't force it, but look for the opportunity to complement, give a kind word where it's needed, and pursue just the good of a bad situation. Give a helping hand not just because it's needed, but for the goodwill it creates.

The staff of Personnel and Corporate Communications wish you the best of the Holidays and a successful 1987.

by Kurt Martin

Around the Plant

When The Pines Grew Tall



A fascinating look at East Texas life from the turn of the century to the 1920's by one who lived it. Born in a small sawmill town in 1893, Guy Croom recalls with incredible detail an era in East Texas which is all but forgotten.

The sawmill towns of East Texas vanished more than half a century ago and with them a unique way of life only a few remember. Until now, we had little more than the sketchy basics of life in early East Texas.

WHEN THE PINES GREW TALL provides an accurate picture of life in Lufkin in 1905, early-day automobiles, the working man's life, and prominent individuals whose efforts saved Lufkin from an economic fate that practically erased a unique way of life.

The book was edited by David Willmon who first mentioned the ideal to Guy Croom while he was managing editor of *The Lufkin Roundup* in 1983. Last summer, plans for the book were finally set in motion. Unfortunately, Guy Croom did not live to see his book completed. He died suddenly September 14, 1986.

The book will be available December 15 and will cost \$14.95 plus tax, for a total of \$15.71. To order send check or money order plus \$2.00 for postage to Red Mountain Publishing Company, 104 W. Frank, Lufkin, Texas, 75901

Also, available is our own history book "Lufkin....From Sawdust to Oil" by Elaine Jackson and edited by Virginia R. Allen, former Director of corporate communications. Call Jo Ann Anderson at 637-5373 for more information.

Shop Class Graduates

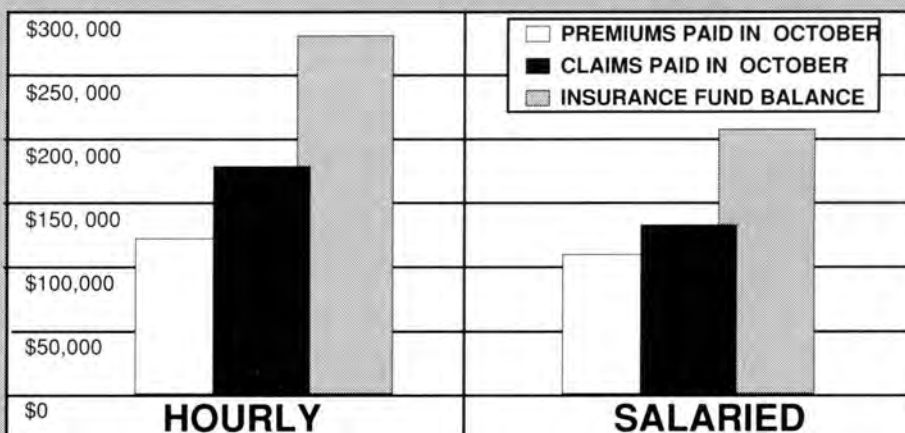


Graduates recognized for completing instruction in non-destructive testing are: front, left to right, Bob Pennington, Ed Butler, Rayford Wright, Jimmy Foster. Back, left to right, Bobby Allen (instructor), Louis Killingsworth, Woody Peavy, Don Roper, and Donnie Chandler.



Students completing the blueprint reading course were: left to right, David Ferguson, Jerry Wilson (instructor), Robert Nicholson.

Insurance Update



DECEMBER ANNIVERSARIES

Accounting

JIM MASSINGILL	30
FERN BASEY	27
ELIZABETH McDONALD	20
FERN ATHEY	17
LINDA PALOMINO	8
PAMELA WHITE	8
JANICE KUPEC	6
NEIL BOWMAN, JR.	4
DAVID REEVES	1
PAT TALLEY	1

Canada

EDUARDO ESLAVA	3
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Corporate

HERB GREEN	5
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Engineering

JIM MEWBURN	24
EDWARD SLEMMONS	8
MIDGE COONEY	5

Final Assembly

ERVIN REYNOLDS
EUGENE KING
GARY CRUSTNER

23	ROBERT PHILLIPS
13	IRA JONES
8	BILL PITMAN
	LANGSTON MARTINES
	KENNETH CRAWFORD
	GARY UNDERWOOD
	VERNON WHITELEY
	DIETRICH SCHOENNAGEL
	JAMES WARD
	SAMUEL HUGHES
	PAM THORNTON

Foundry

25	ARTHUR MOYE
17	BEN SALLAS
16	HERMAN HORACE
14	LEROY REED
11	MARION ALLEN
11	SCOTT SEMLINGER
10	DONALD COUTEE
8	JOSE ROMO
8	DONALD BOGANY
5	CURTIS GRIGSBY
5	RONALD HOPSON

Industrial Supply

6	JAMES CURRY
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Machine Shop

25	FLOYD JONES
25	BRYANT MATTHEWS
25	DARREL POWERS
23	FRANKLIN KEGLER
22	LINWOOD HAVARD, JR.
16	JOHN BRITAIN
14	JERRY MCGUIRE

M. I. S.

14	GENE STEWART, JR.
5	TIM STACY

Machinery Sales

11	LOUIS MICELI
10	RICK HUGHES
8	RICK SCHLABACH
7	JON PENNINGTON
1	CAMILO CERDA

Material Control

16	W. CRAGER
11	DANIEL MARTIN, JR.
10	LARRY CAPLES
10	JIMMY HUMBERT

8	JONNY EOFF
7	GENE WILLIAMS, JR.

Personnel

10	THOMAS MURPHY
2	JOYCE WEST
2	MANUEL CRUSETURNER
1	BARBARA HAVARD

Structural

30	MORRIS HODGES
25	HENRY SCHOUBROEK
25	IDE RUSSELL
25	PRENTICE COLEMAN
22	OTIS JENKINS
13	PAUL TAYLOR
12	JAMES DALAHITE
12	LOTTIE WILLIAMS
12	OSWELL SMITH, JR.
11	PERRY DIXON
5	MICHAEL EDWARDS

Trailer Plant

25	J. WATSON
23	RAYMOND REDD
17	TOMMY REYNOLDS
15	HOY OLIVER
15	THOMAS WINDHAM

15	ART NELSON
14	CLEVON HARPER
14	LARRY HAVARD
13	GARVIS EDWARDS
13	CURLEY JENKINS
13	ESSIE JENKINS
13	ETHEL MCCLENDON
13	CLOTEAL MALONE
9	DAVID JACKSON
9	ROBERT WADDELL
9	EUGENE HUNTSMAN
7	ROLAND MCGEE
7	MAEBELLE HEARNE
7	RONALD MEAUX
3	WILLIAM SALMONS III
3	JESSIE BROOKS
3	VANDY SOWELL
3	JERRI GILBERT
3	BOBBY MOORE
3	KENNETH RICH
3	DANIEL OLIVER
3	KERRY WHITE
2	KENNETH SOWELL
2	TRACY LANE
2	VINCE MINEFEE
2	FLORINE THOMPSON

Welding Shop

25	CHARLES ANDERSON
17	MILTON HOUCK



Graduates of the work simplification course included: left to right, Jackie Nichols, Ronnie McMullen, Mitchell O'Neill (instructor), and Mike Berquist.

McMullen, machine operator B, in the machine shop has moved to the position of machine operator A. **Marvin Freeman**, machine operator D, in the machine shop has moved to the position of machine operator C. **Charles McFarland**, machine operator D, in the machine shop has moved to the position of machine operator C. **Cecil Berry**, machine operator D, in the machine shop has moved to the position of machine operator C.

Kenny Kendrick, helper, at the trailer plant has moved to the position of trailer builder B. **Clifford Duirden**, helper, at the trailer plant has moved to the position of material handler A. **Raymond Story**, welder A, at the trailer plant moved to the welder specialist. **John Bullock**, painter B, at the trailer plant has moved to the position of trailer builder A. **William Salmons**, helper, at the trailer plant has moved to the position of material handler A. **Roger Spain**, trailer builder B, at the trailer plant has moved to the position of trailer builder A. **Bobby Watts**, helper, at the trailer plant has moved to the position of trailer builder B.

Job Assignment Changes

Ralph Evans, mechanic B, at the Oklahoma City Trailer Branch has moved to the position of mechanic A. **George McMullen**, material handler B, at the trailer plant has moved to the position of material handler A. **Glenn Ellender**, material handler B, at the trailer plant has moved to the position of material handler A. **James Green**, trailer builder A, for the trailer plant has moved to

inspector. **Elmer Lynch**, material handler B, at the trailer plant has moved to the position of material handler A. **Wendell Davis**, machine operator B, in the machine shop has moved to the position of machine operator A.

Roy Weathers, machine operator specialist, at the trailer plant has moved to the position of pullmax press brake. **Phillip Lawson**, electrician A, at the trailer plant has moved to electronics technician. **George**

DECEMBER COVER

Rudolph, as he has for many years, continues to be a major holiday decoration for the city of Lufkin. Rudolph (an M640D pumping unit) sits at the loop 287 and highway 59 south.

THE ROUNDUP

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In This Issue . . .

From the President's Desk 2

The Best Worker 3-5

Croom's Tall Pines 6

Insurance Update 6

Anniversaries 7

The Lufkin Team *Back Cover*

The Lufkin Team



Oswald Smith



J. P. Womack, Jr.



W. Z. Hutson