

LUFKIN

ROUNDUP

APRIL 1987



PROFITS AND YOU



The new announcement of the Profit Sharing Program for Lufkin Industries opened new avenues of growth for each of us. The opportunities for long-term personal growth are equally as important as the possibility of individual financial gain from the program.

Let's review the purpose of profits in the free enterprise system so that we can understand how we can increase our participation.

1. The free enterprise system in the United States has produced the greatest society since the beginning of time.
2. The free enterprise system functions because any business operation must provide for the customers, the employees and the owners. Competition in the free market will always determine that these three groups stay in balance.

In order for the system to function and any business grow, it is necessary that the operation produces a profit.

3. The purpose of the profit is to provide the capital for the growth of the business - new products, a new, more efficient plant and equipment keep any business

modern and competitive.

This is certainly true with Lufkin Industries. There is evidence of this throughout the company with new equipment being installed, even in these depressed times, so that we will always be modern and competitive.

The new element in the total business operation of Lufkin Industries is that each of us will be able to share in the profits. As we have increased competition, both domestically and foreign, it is apparent that we continually need to provide new products and we need to provide the products to our customers at a lower, more efficient cost.

Let me encourage you to make the most of this new opportunity. Each of us needs to learn more about the product and the way the product is produced and most importantly, how we can be of better service to the customer. Whatever your job, wherever you work, the customer is the one that has to be served. We all have a wonderful opportunity to improve the performance of the company and gain from this improvement individually. We sincerely appreciate your efforts in keeping the company competitive during these difficult times. Now let's take another step and renew our efforts to be stronger and more competitive and to grow individually.

A handwritten signature in dark ink, reading "F B Stevenson". The signature is fluid and cursive, with a long horizontal line extending from the end.

Frank B. Stevenson

Around The Plant

CREDIT UNION ANNUAL MEETING

The LFM Federal Credit Union held its annual meeting March 15th. Re-elected board members Steve McKinney and W. H. Yount, join current members Billy Gardner, J. C. Crawford, Wayne Hodges, and Martin Cortines. Kurt Martin was elected to fill the position vacated by Benny Spivey. The Credit Committee includes Cletis Fuller, James Burse and Ricky Buchanan who was re-elected.

A total of \$400 worth of door prizes were given. The eight \$25 winners were Kevin McKay, Craig Person, Jean Langford, Cecil Primrose, Robert Spencer, Henry Havard, Smithie Reeves and H. H. Thompson. Kristy Beard and Jeffery Beard won \$50 each and Robyn King won the \$100 top prize.

The credit union's financial assets for 1986 increased by \$4 million dollars to over \$12 million. Deposits climbed over \$11 million dollars, another \$4 million dollar increase. There were approximately



Robyn King accepts her check for \$100. She won the top money door prize at the Credit Union's Annual Meeting.

1,657 loans and over \$838,000 in dividends paid out for 1986.

The new interest rates on savings effective April 1, 1987 for \$10-\$2000 will be 5.75% and for \$2000 and up the rates will be 6.75%. These rates are for the second quarter only and will be reviewed again at the end of June.

Changes

Marvin McKnight has moved from Painter to Trailer Builder A at the Trailer Plant. **Ralph Alaniz, Jr.** has moved from Helper to Mat Handler A at the Trailer Plant. **Jerri Gilbert** has moved from Helper to Trailer Builder B at the Trailer Plant. **Herbert Logan** has moved from Helper to Trailer Builder B at the Trailer Plant. **Craig Person** has moved from Helper to Trailer Builder B at the Trailer Plant. **Bryan Squyres** has moved from Helper to Machine Operator B at the Trailer Plant. **Ronnie Harris** has moved from Helper to Machine Operator B at the Trailer Plant. **Laurence Guillory** has moved from Helper to Machine Operator B at the Trailer Plant. **Tracy Lane** has moved from Helper to Machine Operator B at the Trailer Plant. **Rajan Baber** has moved from Helper to Mat Handler B at the Trailer Plant. **Mark Hayes** has moved from Painter B to Mat Handler A at the Trailer Plant. **Jerry Wells** has moved from Machine Operator B to Machine Operator A at the Trailer Plant. **Albert Lane** has moved from Machine Operator B to Machine Operator A at the Trailer Plant. **Thomas Windham** has moved from Trailer Builder A to Inspector at the Trailer Plant. **James King** has moved from Welder Specialist to Inspector at the Trailer Plant. **Warren Steel** has moved from Mat Handler B to Mat Handler A at the Trailer Plant. **Robert Brumley** has moved from part time to Welder A at the Trailer Plant. **James Watson** has moved from Helper to Material Handler A at the Trailer Plant. **Hugh Pouland** has moved from Maintenance Mech. B to Maintenance Mech. A at the Trailer Plant. **Jerry Jeffery** has moved from Mech. Helper to Storekeeper at the Foundry. **Kingsley McKay** has moved from Mech. Helper to Storekeeper at the Foundry.

Nick Durham has moved from General Laborer to Storekeeper at the Foundry. **Samuel Price** has moved from Helper to Mat Handler A at the Trailer Plant. **William Salmons III** has moved from Trailer Builder B to Trailer Builder A at the Trailer Plant. **Kevin Puryear** has moved from Welder A to Maintenance Mech. B at the Trailer Plant. **Edward Trotty** has moved from Helper to Trailer Builder B at the Trailer Plant. **James Bryant** has moved from Helper to Welder B at the Trailer Plant. **Jerry Williams** has moved from Welder B to Painter B at the Trailer Plant. **James Pillows** has moved from Welder A to Welder Specialist in the Trailer Division. **Leon Berry** has moved from Helper to Mat. Handler A at the Trailer Plant. **Gene White** has moved from Helper to Trailer Builder B at the Trailer Plant. **Russell Harvey** has moved from Trailer Builder B to Trailer Builder A at the Trailer Plant. **James Stuckey** has moved from Helper to Painter B at the Trailer Plant. **Johnny Charanza** has moved from Trailer Builder B to Trailer Builder A at the Trailer Plant. **John Brown** has moved from Trailer Builder B to Trailer Builder A at the Trailer Plant. **David Compton** has moved from Helper to Trailer Builder B at the Trailer Plant. **David Holt** has moved from Helper to Trailer Builder B at the Trailer Plant. **Jackie Short** has moved from Helper to Cleaner & Grinder at the Trailer Plant. **Florine Thompson** has moved from Helper to Cleaner & Grinder at the Trailer Plant. **James Goolsby** has moved from Helper to Cleaner & Grinder at the Trailer Plant. **Raul Castillo** has moved from Swing Grinder to Casting Painter at the Foundry. **Thomas O'Quinn** has moved from Electrician A to Electronic Technician at the Foundry.



The ribbon cutting to officially open the showplace was made by Elton Fenley. Looking on are Dwayne Shinn, Dianne Register, Frank Stevenson, Jim Haley, Bill Trout, with Chamber officials and area business representatives.

There's a new look to the Industrial Supply Division. It's called the Bath and Kitchen Showplace, featuring bath and kitchen fixtures, and it's the first of its kind for East Texas.

The oldest division in the company, Industrial Supplies began with sawmill equipment to supply timber companies and a locomotive repair shop for the railroad. It soon grew to supply equipment and materials for utility, manufacturing, construction, plumbing, and other industry needs.

Although Lufkin Industries did have a limited plumbing display room, Bath and Kitchen Showplace, which opened in November, is much more elaborate in its display.

Dwayne Shinn, salesman for the showplace, is also a master plumber. He along with Dianne Register helped design the display area. Shinn says while there has been no formal advertising, the response has been excellent. "We have had a tremendous number of people visit, sales are very



This display of the American Standard brand of bathroom fixtures is one of several in the Bath & Kitchen Showplace.

The Bath and Kitchen Showplace

by Sharon Henderson
photos by Viron Barbay
and Kurt Martin

good, and the product lines are doing quite well. We are very, very pleased."

In March, the showplace had a display at the Lufkin Home Show and Shinn found the people impressed with the fact that LUFKIN is carrying the bath and kitchen products. He said, "We are having a hard time making people realize that this is for the general public who need plumbing items."

He adds that when people think of Lufkin Industries, they think of all the other things for which Lufkin Industries stands, so the process in becoming known in bath and kitchen fixtures will be slow but worthwhile.

The main line of fixtures carried by Bath and Kitchen Showplace is American Standard. Also displayed is Aquarius, a line of acrylic tub-showers, showers and whirlpools, along with several other lines of kitchen sinks, faucets and whirlpools. Most of the products carried appeal to people involved in custom built or custom remodeled homes, and thus represent some of the highest quality hardware and fixtures available.

The majority of the work on building the showroom was done by LUFKIN employees. Additional work and displays were donated by manufacturers and contractors who will also benefit from exposure with the showroom.

Shinn says the difference between LUFKIN and other plumbing dealers is the display of the items allowing the customer to see how the fixtures will look in their natural setting. "We have it set up just as you would at home, with towels, soap, everything you would have at home."

While you can change colors, Shinn emphasizes that their setup gives the homeowners a better perspective of how the fixtures will look installed rather than just on display.

Although the customer can come off the street into the showroom and purchase the fixtures themselves, most of LUFKIN's business is done through contractors and plumbers. Shinn explains, "The customers come in and make selections, then

Kitchen



they go back to their contractor or plumber who contacts us for a price."

A grand opening for the showplace was held in March. It was kicked off by an official welcome from the Lufkin Chamber of Commerce followed by the ceremonial ribbon cutting by Elton Fenley, manager of Industrial Supplies.

The opening lasted for three days to allow the public, contractors, architects, interior designers, plumbers and manufacturing representatives to view the showroom. Shinn said one of the reasons for the three day opening was to make people aware of what the showplace carried. He added, "Lufkin Industries is here and we are in a position that we can be the best plumbing supply dealer in this area."

Shinn also feels good about the possibility of expansion. "We are very, very positive that this is the first such showroom in East Texas." The closest place to see another would be Dallas or Houston - a compliment to Lufkin Industries. Keeping with the tradition of LUFKIN and supplying quality products at a competitive price, Shinn says, "We have a very bright prospect for the future. We are only limited by our imagination."



Dwayne Shinn and Dianne Register are co-designers of the showplace. These displays are designed to appeal to both men and women alike.

The bathtubs are surrounded in both marble work and wood. The kitchen display area has a variety of sinks including stainless steel, a single or double sink and other extra features. They are displayed with cabinets and shelves to create a more realistic picture of its actual installation. The showplace has a variety of fixtures displayed in creative settings and is open to view every weekday.



Promotions



Charles Kilgore



Charles Holmes



Robin Nichols



Allen Whitaker



Terry Orr



Mark Beavers

Charles Kilgore has been promoted from Foreman 9 to General Foreman at the Trailer Plant.

Kilgore, a graduate of Diboll High School, joined the LUFKIN team in 1964 as a Foreman. He has also taken technical courses at Angelina College. He and his wife Linda have three children.

Charles Holmes has accepted the promotion from Inspector to Foreman 9 at the Trailer Plant.

After joining the company in 1972 as a Helper, Holmes became Trailer Builder A. He is a graduate of Marshall High in Angleton, Texas.

Holmes, a Union Steward for five years, relaxes with Tae Kwondo, motorcycling and his gun collection. He and his wife Mattie have two children, Lyquandlyn, 7 and Robert, 12. Holmes says his greatest thrill is seeing others motivate themselves.

Robin Nichols has been promoted from Programmer to Senior Programmer in the Accounting Department.

A graduate of Central High School and an Associate degree of Applied Science from Angelina College, Nichols joined the LUFKIN team in 1981 as a programmer trainee.

Nichols enjoys water skiing and other outdoor activities. She and husband Jay have two children, Jeremy and Jason, both 3 years old.

Allen Whitaker has been promoted from Storekeeper to Reporting Clerk in the Machine Shop.

Whitaker, who joined the company in 1976, is a graduate of Nacogdoches High School. He has also attended Angelina College.

Whitaker likes all kinds of sports, but enjoys hunting and fishing in his spare time.

Terry Orr has accepted the promotion from Product Manager to Pacific Coast Division Manager in Machinery Sales.

Orr, who joined the company in 1976, is a graduate of Robert E. Lee High in Baytown, Texas and received a B.S. degree in Mechanical Engineering from the



Mark Wright



Chuck White



Henry Alexander

University of Texas at Austin. He is a past member of the Lufkin Rotary Club and a member of the Society of Professional Engineers.

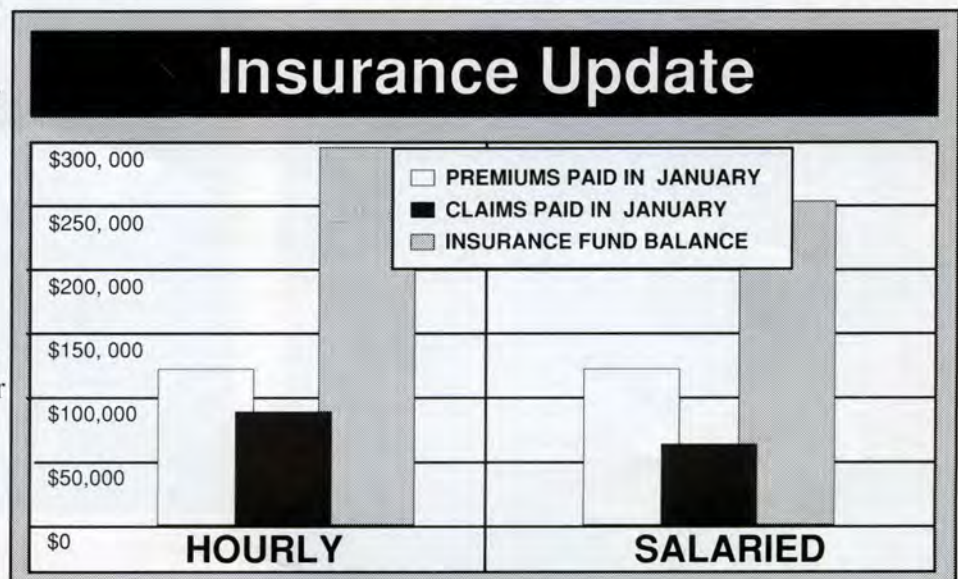
Orr enjoys sailing and camping as well as choral singing. He has two children, Tamara and Jeremy.

Mark Beavers has been promoted from Warehouse Manager to Sales Representative in Machinery Sales.

Beavers is a graduate of Lufkin High School and earned a degree in Petroleum Technology at Kilgore College. He joined the company in 1985 as a warehouse manager in the Oklahoma City branch before moving to sales.

He and his wife Carolyn live in Norman, Oklahoma which is just outside of Oklahoma City.

Mark Wright has been promoted from Helper at



APRIL ANNIVERSARIES

Accounting		Lester Gilder	15	Doyle Robertson	20	Robert Burrelli	11	Prentice Brooks	15
		Johnny Miller	14	Donald Smith	19	Inocencio Reyes	10	Ewell Jackson	14
		Macarthur Hatton	13	James Williams Sr.	19	Lorraine Gregory	9	James Holton	14
		Roger Horace	12	James Pate	17	Billy Atchley	7	Linley Ham	13
		Dudley Flenoy	11	Don Allen	15	Mary Phillips	7	Mary Guerra	13
		Loy Williams	10	Michael Doss	14	Julie Jacobs	5	Bobby Smith	13
		Jimmie Suell	10	Dal Johnson	13	John Callender, Jr.	5	Walter Shaw	11
		Perry Davis	9	Edgar Ditsworth Jr.	12	Duane Pritzel	3	Louise Boyles	11
		Nancy Ballenger	8	Donald Jackson	10	Order Dept.		Sue Massingill	11
		Jose Garcia	8	Temple Farr	10			Bobby Barber	10
		Wilbur Painter	8	Elton Hendry	9			Tommie Fox	10
		Stephen Reynolds	6	Larry Jackson	9			Anthony Niosi	10
		Michael Kitchens	6	Michael Burley	8			Tom Spencer	9
		Steven Swift	3	Steven Carlin	8	Structural		Charlie Sanders	9
		JoAnn Cole	2	Gary Reppond	8			Margaret Sowell	8
		Industrial Supply		Robert Huizar	8			John Oliver	8
				Chester Read	8			Stephen Jayroe	3
				William Poe	8			Jay Schwartz	2
				Coy Taylor	7			Roland Reynolds	2
				Thomas Brewer, Jr.	7			John Myrick, Jr.	1
				Roy Williams	7			Maximino Lopez, Jr.	1
				Jerald Runnels	7			Sharon Jackson	1
				Carl Phillips	6			Ralph Evans	1
				Machinery Sales				Trailer Plant	
				Lee Stevens	25			Welding Shop	
				Gary Seaton	21			Frankie Heaton	19
				Doris Jones	18			A. Whisenant Jr.	15
Canada		Katherine Schurek	2						
Engineering		Cathy Salagaj	9						
Final Assembly		Jefferson Kee	22						
		Ray Montgomery	9						
Foundry		Jim Singletary	35						
		Leon Denning	23						
		George Yarbrough Jr.	22						
		Leo Cranford	21						
		Samuel Johnson, Jr.	15						

Promotions, cont'd.

the Trailer Plant to Cycle Counter at Material Control.

Wright joined the company in 1978 as a storekeeper. He graduated from West Sabine High School at Pineland. His family attends Centerview Missionary Baptist Church.

Wright and his wife Brenda have two children, Brad, 12 and Brandy, 10. He enjoys playing softball, hunting and fishing and is also a coach for Dixie Youth baseball.

Chuck White has accepted the position from Trailer Builder A to Foreman 8 at the Trailer Plant.

White joined the company in 1969 after graduating from Hudson High School. He is president and owner of the East Texas Tae Kwon Do Association and co-founder and member of the

Board of Directors of the American Tae Kwon Do-Moo Duk Kwan Federation, Inc.

White and his wife Donna have two children, Marshall, 4 and Jon, 1. He is a certified 5th degree black belt-master instructor and has schools located in Lufkin and Diboll.

Henry Alexander has been promoted from Welder A to Foreman 8 of the Paint House at the Trailer Plant.

Alexander, who joined the company in 1978, is a graduate of Lufkin High School and will receive his Associate degree from Angelina College in December.

He and his wife Joyce have three children, Rossey, 11, Shon, 10 and Nacara, 2. Alexander enjoys all physical sports and fishing.

APRIL COVER

Industrial Supplies has opened the Bath & Kitchen Showplace which displays kitchen fixtures and bathroom fixtures. An example is this bathtub with whirlpool jets installed in a natural surrounding to give the display a complete look.

THE ROUNDUP

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The Lufkin Team Back Cover

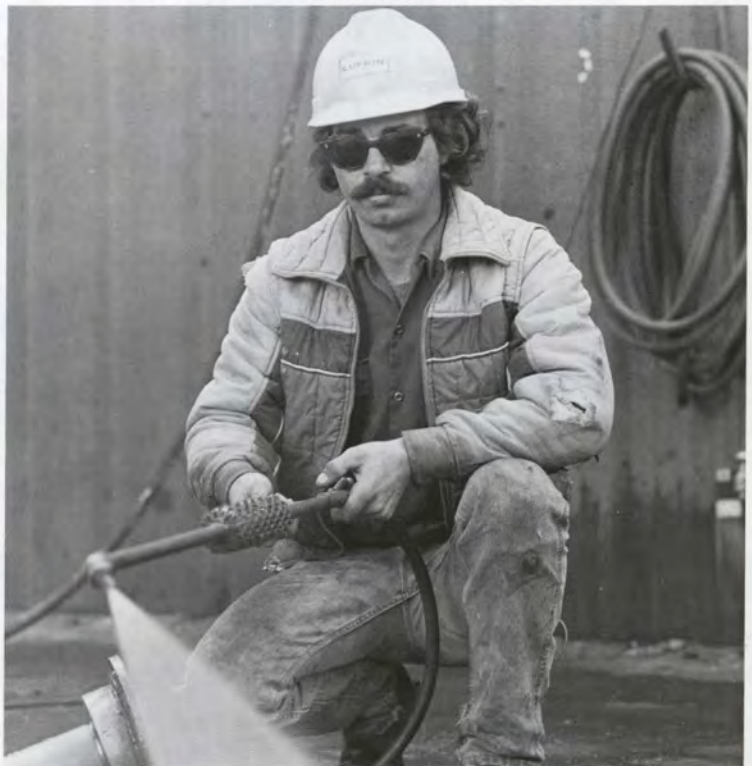
The Lufkin Team



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