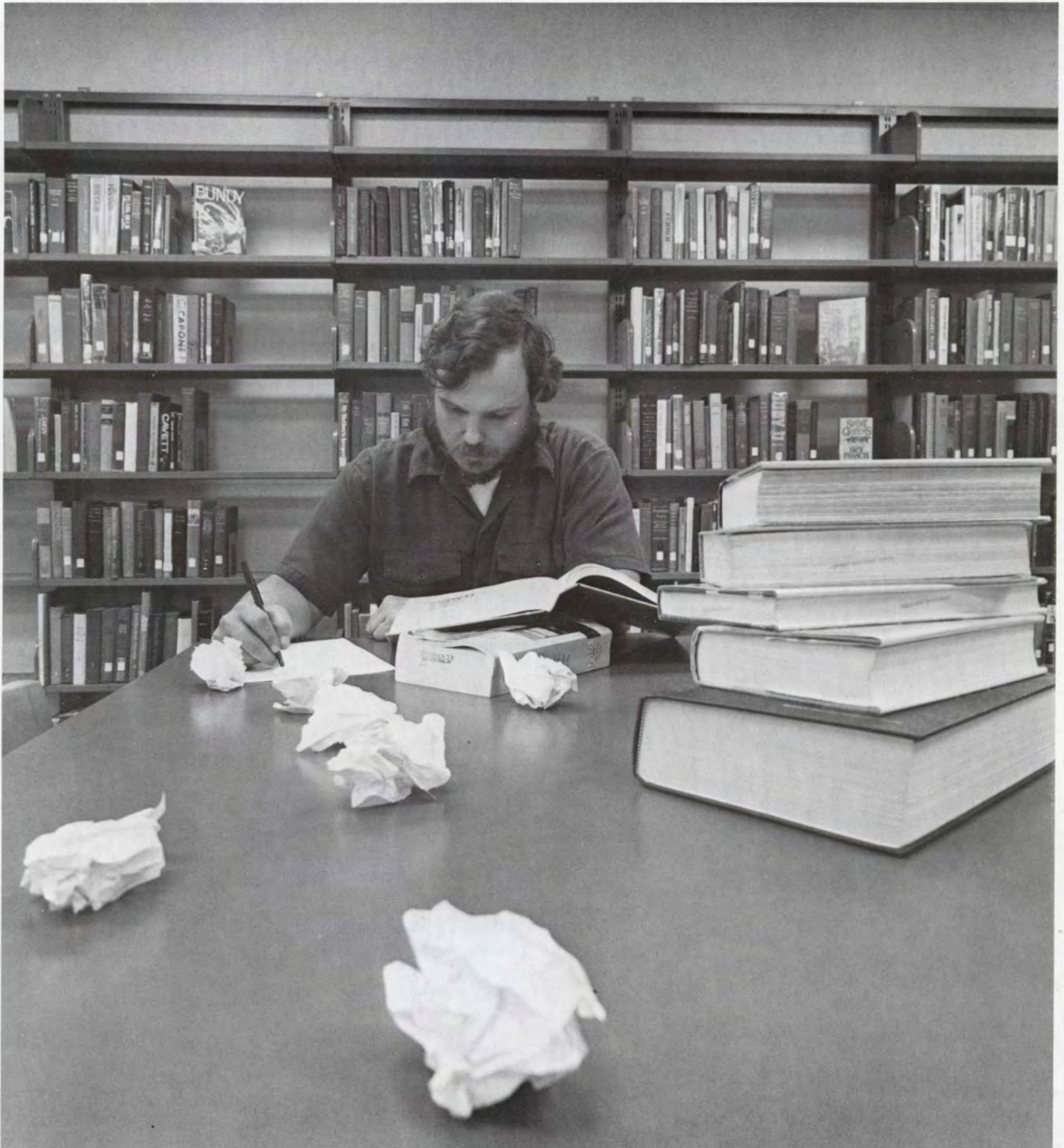


LUFKIN

ROUNDUP

JUNE 1987



From the President's Desk

LUFKIN University

Helping People Succeed



At this time of the year with so many graduations occurring in the LUFKIN family, it is important to recognize the part that education has played in the progress of Lufkin Industries and the much expanded and important role it will play in the future.

We truly have a "Lufkin Industries University" within the company and we teach many classes on many subjects to help people succeed. Also, we have tuition refund programs so that any individual can continue to learn throughout their career.

Everyday the product we produce is becoming more complicated and the equipment on which we produce that product is also becoming more complicated. Evidence of this can be found in the factory, the offices or anywhere people are working. It has become more of a necessity to learn new skills and to continue our education in the classroom, through individual reading and study, and also on the job. We must continue our education.

It has been said that a person who does not read is just as disadvantaged as a person who cannot read. So let me encourage you to learn all you can about your company, the products, the processes, the people, our customers and everything that affects our future. As we continue our search for excellence, we realize that excellence can only be achieved by knowledge and the application of that knowledge.

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

U. T.
Industrial
Education
Courses

Supervisor
Training
Program

Classes entering
twentieth year.
718 graduates
have been taught
by 11 instructors.

Career
Development
Classes

Program is now
25 years old.
Thirty-six
instructors have
taught 1,753
graduates

LUFKIN

University

Taking Us
to
Tomorrow

Lufkin's Tuition Aid
Program

1. Can be used at any college or university
2. Course & Book costs reimbursed up to \$250 per semester

Blueprint Reading
Foundry Practices
Intro. to Welding
Nondestructive
Testing
Shop Mathematics
Trigonometry
Welding
Work Simplification

Lufkin Adult
Learning Center

1. General Education Degree
2. English as a Second Language
3. Adult Literacy Training
4. Citizenship Preparation
5. Business Skills
6. Adult basic education
7. Tutoring

1987 Scholarship Awards

Education: For The Young and Old



This is an exciting time of the year for people (students, teachers and parents alike), involved in education. For the students, a major goal in life has been reached by completing twelve or for some thirteen years of school. This in itself creates excitement. For the parents and teachers, it means they have successfully assisted these young people in reaching that goal of closing one chapter and opening another. This brings fulfillment and instills pride.

The Lufkin Foundation has invested \$70,400 in college scholarships for the sons and daughters of its employees in 1987. Since beginning this program in 1965, LUFKIN has awarded \$732,400 in an effort to help further the education of these students. For these graduates pictured in this magazine, satisfaction means they have competed for and won a LUFKIN scholarship - a great accomplishment. It also means they have plans to continue their education which is very important in continuing our efforts to be the best trained work force possible; however, furthering ones education does not stop with this years high school graduates.

Because of our rapidly changing technology and our need to be able to compete world-wide, we must continue to learn and update our skills through education. The old saying, "you can't teach an old dog new tricks," is beginning to be proven wrong. Recent research shows that older

people won't learn quite as rapidly as they did when they were younger; however, they make up for it with increased desire.

I recently visited with one of our employees who had just received his GED at the age of 51. He is equally proud, as he should be, of this achievement just as those students who have just graduated from high school are proud of their accomplishment.

LUFKIN is only as strong as its' work force. If our employees are dedicated, hard working and well trained, we can compete with anyone. Education is forever - meaning that it is something you won't lose through bad investments, inflation or increased taxes; however, this doesn't mean once educated always educated. We should forget the old idea that education and learning is only for the young because it just isn't so.

The future of the company, our community and our country depends on how well we prepare ourselves and our children - education is the answer.

by James Horton

1987 Scholarship Recipients

Royce Elton Ashworth, Jr.



Royce Ashworth, son of Buddy and Audrey Ashworth, Sr., received a four year scholarship and plans to attend Angelina College. He also had the distinction of being named Valedictorian at Centerville High School. Royce, Sr. has been with LUFKIN for 23 years in the Welding Shop.

Crystal Lynn Baker



Crystal Baker, daughter of Elton and Theta Fenley, received a two year scholarship and plans to attend Angelina College. Elton, Manager of Industrial Supplies, has been with LUFKIN since 1973.

Michelle Lee Baker



Michelle Baker, daughter of Kennieth and LaVerne "Scoot" Baker, received a four year scholarship and plans to attend Texas A&M in the fall. Kennieth, Manager of Data Processing has been with LUFKIN since 1984.

Duane Lee Burchfield



Duane Burchfield, son of Earl and Annette Burchfield, received a two year scholarship and plans to attend Angelina College. Earl has been employed with LUFKIN for 25 years in the Welding Shop.

1987 Scholarship Recipients

Barry Wayne Doss



Barry Doss, son of Wayne and Vicky Doss, received a four year scholarship and plans to attend Texas Christian University in Fort Worth. Barry was Salutatorian of the Central High School graduating class. Wayne has been employed with LUFKIN for over 20 years and is Foreman in the Fabrication Department.

Jennifer Elizabeth Hunt



Jennifer Hunt, daughter of Cecil and Carlotta Hunt, received a four year scholarship and plans to attend Texas A&M University in the fall. Cecil is Chief Engineer in the Engineering Department and has been with LUFKIN for 21 years.

Angie Lee



Angie Lee, daughter of James Lee and Connie Madden, received a four year scholarship and plans to attend Stephen F. Austin State University. James is a Planner in the Machine Shop and has been with LUFKIN 19 years.

Holly Imogene Meadows



Holly Meadows, daughter of Robert and Charlene Meadows, received a four year scholarship and plans to attend Stephen F. Austin State University in the fall. Robert has been employed with LUFKIN over five years in the Personnel Department.

1987 Scholarship Recipients

Robin Denise Midkiff



Robin Midkiff, daughter of Don and Sue Wallace, received a two year scholarship and plans to attend Angelina College for two years and Stephen F. Austin State University for two years. Don has been with LUFKIN for 28 years working in the Machine Shop.

Rachelle Leigh Miller



Rachelle Miller, daughter of Tommie and Janell Miller, received a four year scholarship and plans to attend Angelina College for two years and S. F. A. for two years majoring in Business. Tommie is the Chief Cost Estimator at the Trailer Plant and has been with LUFKIN since 1967.

Robert Kevin McBride



Kevin McBride, son of Robert and Sandra McBride, received a two year scholarship and will be attending Angelina College. Robert is a Tooling Designer at the Trailer Plant and has been with LUFKIN 20 years.

James Arlis McKinney



Jimmy McKinney, son of James and Audrey McKinney, received a two year scholarship to attend Angelina College. James has been employed with LUFKIN for 22 years in the Welding Shop.

1987 Scholarship Recipients

Lee Wesley McKnight



Lee McKnight, son of Perry and Jean McKnight, received a two year scholarship. Lee will attend Angelina College and S. F. A. majoring in computer sciences. Perry is the General Foreman in the Fabrication Department and has been with LUFKIN almost nineteen years.

Brenda Sue Oliver



Brenda Oliver, daughter of Ruby Oliver and the late Hoy Oliver, received a two year scholarship to attend Angelina College. She plans to take courses in pursuit of an X-ray Technician degree. Hoy was employed with LUFKIN for fifteen years at the Trailer Plant.

Denise Michelle Phillips



Denise Phillips, daughter of Carl and Lois Phillips, received a four year scholarship. After two years at A.C., she plans to attend SFA majoring in journalism. Carl is has been with LUFKIN over six years as Maintenance Mechanic.

Dawn d Satterwhite



Dawn Satterwhite, daughter of Jared and Carolyn Satterwhite, received a four year scholarship and plans to take courses in communications. Jared has been with LUFKIN for 10 years and is the Corporate Safety and Health Director.

1987 Scholarship Recipients

Rhonda Raquel Smith



Rhonda Smith, daughter of Phillip and Ellen Smith, received a four year scholarship and plans to attend Southwest Collegiate Institute for the Deaf in Big Spring, Texas. Phillip is Supervisor in the Machine Shop and has been with LUFKIN for over 20 years.

Keri Renae Stringer



Keri Stringer, daughter of Larry and Caryl Stringer, received a four year scholarship and plans to attend Navarro College in the fall. Larry has been with LUFKIN for 20 years in the Foundry Pattern Shop.

Dana Ruth Waller



Dana Waller, daughter of Joseph and Claudia Waller, received a four year scholarship and plans to attend S.F.A. and Texas A&M. Joseph has been with LUFKIN for 10 years and is the Purchasing and Inventory Specialist.

Leah Karen Yount



Karen Yount, daughter of Luther and Joyce Yount, received a four year scholarship and plans to attend Stephen F. Austin in the fall majoring in business. Luther, now retired, was employed with LUFKIN for 29 years.

NAACP Recognizes LUFKIN

A few weeks ago, the NAACP Freedom Fund Banquet was held and Lufkin Industries was recognized by the Lufkin chapter for outstanding progress and cooperation in the area of industrial relations. A plaque was presented to Frank Stevenson, President and CEO of LUFKIN, signifying Lufkin Industries achievement toward equal opportunity in the workplace.

Sylvester McClain, president of the NAACP local chapter and Inspector at the Trailer Plant, said one reason for the award followed the same line of thought as the NAACP. "Our major thrust this year and for the years ahead is fair share and that was the main reason behind giving LUFKIN the plaque" McClain, who has been with the company fifteen years, noted that approximately eighteen months ago there was only one black employee working in the main office of the Trailer Plant - he was the janitor. That gentleman is now a supervisor. He added that the first black engineer was hired and four other black employees were promoted to Supervisor within that same time

period. Says McClain, "That's what we call progress and I felt Lufkin Industries was due the honor because we all work together and we've made a lot of progress."

Upon accepting the award, Mr. Stevenson noted that those blacks who are in those positions earned their promotion through education and preparation which allows anyone, no matter what race, to succeed. He added that the individual effort of workers is the key ingredient in that success.

McClain has notified the Regional Director and the National Association of the NAACP in Baltimore of the award presentation which he feels reflects their thankfulness in being able to work in a progressive environment. Having been involved in Civil Rights since 1981, McClain added he is not aware of another company that has made as much progress as LUFKIN in such a short period of time considering it was not done through negotiations.



Sylvester McClain, president of the local NAACP chapter and Inspector at the Trailer Plant, presents Frank Stevenson, president and CEO of LUFKIN, with the plaque recognizing LUFKIN for its efforts of equal opportunity employment.



The plaque presented to Lufkin Industries told the story entitled Foot-prints in the sand. It was the story of a man's dream of walking along the beach with the Lord and for each scene in his life there were two sets of footprints- his and the Lord's. During the lowest points in his life he noticed only one set of footprints. He asked the Lord why he left him during that time and the Lord replied "it was then that I carried you."

Supervisors Graduation Class



Graduates of the 1987 Supervisors Class are: Wayne Doss, T.R. Hyde, James Loving, James Thomas, Larry Hight, Charles Holmes, Phyllis Kendrick, James McDuffie, Johnny Mote, Kenneth Rich, Shirley Ware, Calvin Cooper, Herman Horace, Ralph Jones, Melvin Powell, Robert Boynton, Mike Burley, David Jenkins, Jerry Luce, Louise Melton, Jim Mewbourn and Kurt Martin. Herb Green and Joe Penn were the instructors.



Lufkin Adult Learning Center

Five year old Daniel Beamon shuffles his feet as he heads toward the school building. He turns back to his mother with a look of sadness in his eyes knowing that their usual routine of spending time together would change. As he turns back toward the school, a look of fear comes across his face as though he were about to face the monster in his nightmares. Tough enough for a child but imagine what an adult goes through when he or she tries going back to school, even after thirty or forty years of being out. That fear exists as much in the adult as it does in the child - maybe even more. Lufkin's Adult Learning Center makes that adjustment easier by offering help to those who want an education.

Back in the October Roundup, we reported that M.T. "Doodie" Allen had enrolled at ALC with the goal of earning his GED (General Education Degree). At that time he had completed the science and social studies courses with three more courses to go. Allen has now completed two of those three by passing english and reading, with only his math course to be completed before he receives his GED. "The

problem you have is convincing someone there's nothing to worry about. If someone else can learn, so can you. It might not be as fast as others but you do learn." Before Allen enrolled at ALC, he was quoted as saying he "knew more than the teachers," but now he believes learning about things he doesn't know is important, especially after making the mistake of thinking he knew more. Working towards his GED has allowed Allen to become more productive in his work. "If I wanted to figure the measurements of a room, it wouldn't take me long now, but before, it took quite awhile. It helps a lot to know." After he receives his GED, Allen says he will take the Shop Math class offered by the Company and some college courses at Angelina College. He says this will allow doors to be opened for him that were not there before and might even offer him the opportunity of a career change.

The Adult Learning Center follows that same line of thought by stating that earning a GED is not the end but only the beginning.

Lufkin Industries' Shop Graduates



NON-DESTRUCTIVE TESTING CLASS

Lufkin Industries employees who participated in the various shop classes offered graduated with a certificate of completion.

Members of the Non-Destructive Testing Graduation Class are: Billy Durham, Joe Varga, Louis Lloyd, Richard Jones, Charles Teutsch, Stephen Dehlinger, Mike Riley, Lisa Ford, Wayne Harbuck, Charles Smith, F.M. Berquist, Ronnie McMullen, and Bobby Wood. Not pictured are Ray Loving, Curt Havard, Rick Masters, Wayne Chamblee, Michael Modisette, Robert Dunn and Frank Sander. Bobby Allen was the instructor.

Members of the Foundry Principles Graduation Class are: Robert Dunn, Artis Teal, Thomas Jenkins, George Shimer, Michael Crawford, Henry Credit Sr., Bobby Strange, Norman Shoemaker, Nancy Ballenger, William

Dean, Donnie Dudley, Willie Bryant, Curtis Bryant, C. Boyett. Not pictured are Michael Modisette, Steve Reynolds, Roger Kitchens, Rayford Wright, Floyd Vinson, Julius Cox and Ned Hitesman. Fred Preston was the instructor.

Members of the Work Simplification Graduation Class are: Bobby McMullen, Everett Rhodes, Larry Thigpen, and Robert Horn. Not pictured are Lynn Cummings and Kirby Purvis. Mitchell O'Neill was the instructor.

Members of the Shop Math Graduation Class are: Donald Williams, James Gilcrease, Don Allen and Robert Dunn. Gary Long was the instructor.

Members of the Blue Print Graduation Class are: Pam Boles. Not pictured are Rueben Guevara, James Davis, Jr., Alton Bennett and Charles Collins. Jerry Wilson was the instructor.



FOUNDRY PRINCIPLES CLASS



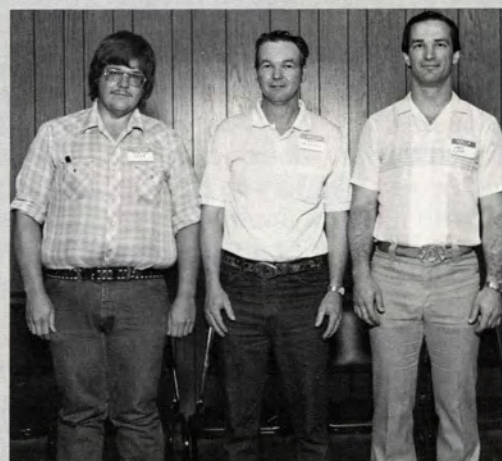
NON-DESTRUCTIVE TESTING



BLUEPRINT



FOUNDRY PRINCIPLES



SHOP MATH



WORK SIMPLIFICATION

BACK TO SCHOOL

It's 6:30 a.m. The alarm goes off. You crawl out of bed and drag yourself to the shower hoping to wake yourself up. Once out of the shower, things begin to come to life as you dress for a very important day. After a good breakfast, you brush your teeth and check yourself over one last time before heading out to that place you've waited to get to all summer. That place known for parties, fraternities, sororities, intramural sports, social organizations and . . . oh yeh. . . education. It's the first day of college. Across the country, college freshmen gear up for their first taste of college life. It's something they've heard about but something they have yet to experience. These freshmen prepare themselves for the stereotypical social setting of parties every night - or do they? For one freshman who returned to school after fifteen years, education became the activity he needed to be involved in.

Now a sophomore, Phillip Martin realizes that having an education is important. Although with some regret of not doing it sooner, Phillip has gained the knowledge of what it takes to succeed and believes having an education has something to do with it. "All you have to do is go out and work for ten years, or in my case fourteen, and see who is moving ahead and who is getting job fulfillment - it's the people with education and that's an incentive to go back."

A typical day for Phillip starts at 6:30 in the morning and going to classes from 8:00 until about 3:00 in the afternoon when his shift begins at LUFKIN. An Electronics Technician, he ends his shift at 11:30 p.m. . . . goes home to study. . . . finally goes to bed. . . . only to start all over again the next day. A full day for some people, too full for most, but for Phillip, his dedication keeps him going.

Phillip, who has been with the company for three years, started back to school in the fall of 1986. He, like several other LUFKIN employees, took advantage of the tuition aid program and enrolled at Angelina College as a computer science major taking fifteen hours (five classes). To date, Phillip has accumulated twenty seven hours of course work with a G.P.A. of 3.75 and is taking six hours in Summer School.

Although Phillip, 33 years old, attends school with a majority of younger students, the intimidation poses more of a stimulus than a deterrent. "Time is the only thing I've lost and that makes me more determined to finish." In the spring of 1988, he will be transferring to SFA in Nacogdoches to complete his degree which he feels will require an adjustment from Angelina College.

Scheduling will be the a difficult part of the transfer but applying himself will take hard work. "I really want to do well because I didn't do well in high school. I think I'm capable of doing anything I put my mind to but because I seem to be rushing, I hope not to cheat myself. So far I've been able to do well."

Before deciding to get a degree, Phillip asked himself, "Are you really happy with what you're doing?" and decided that his future could be more enhanced with an education - not a change in scenery, but a change in careers. "Opportunities are few and far between and I don't expect them to fall into my lap, I'm going to have to work for it." He also posed the question, "Are you satisfied?" only to find an answer of wanting more. "If you are, that's great, but I felt for myself that if I didn't give it a shot, it wouldn't be anybody's fault but my own."



JUNE ANNIVERSARIES

Accounting	Wayne McMullen 24	A. Hunt Jr. 21	Order Department	John Graham 10
Shirley Williamson 24	James Wiley 21	William Bryson 18	Charles Vinson 22	Nancy Nerren 10
James Blanton 18	James Thompson 20	John Doss 15	Jerry Vann 21	Bennie Chisenhall 10
Robin Nichols 6	Artis Teal 18	Ronald McMullen 15		Israel Deltoro 10
Steve Conway 5	David Hernandez 16	James Holiday 15		Glenn Lofton 10
	Bobby Cauley 14	W. Bullard Jr. 15		Robert Lambright 10
	Johnny Stott 13	David Bowers 15		Lester Brown 9
	James Lambert 12	David Blanton 14	Personnel	David Ivy 9
Canada	James Duirden, Jr. 12	James Yount 14	Jared Satterwhite 10	Ralph Alaniz, Jr. 9
Leonard Ruzicki 34	Homer Kroeker 11	Lawrence Hunt 13	Charles Steptoe 6	Jerry Landrum 9
Don Mousseau 5	Jimmy Evans 10	John Madden 13		David Dixon 9
	Billy Richardson 10	Charles Dailey 13		Jimmy Vann 9
Corporate	David Ayers 9	Archie Chatman 12	Purchasing	Robert Brumley 8
Jim Partridge 29	Bobby McMullen 8	Archia McDougald 12	Genevieve Pruitt 25	Antonio Perez 8
	Rayford Randolph 7	Roger Mayes 12	Gary Day 24	Raymond Story 8
	Floyd Vinson 7	Richard Alvis 10		Frank Williams, Jr. 8
	Roy Euper 6	James Weatherly 10	Structural Fabrication	Ricky Haney 7
Engineering	Robert Horn 3	John Buschman 9	Perry McKnight 19	Roger Ricketts 6
Jerry Crofford 21	Jessie Barnes 3	Wayne Harbuck 9	Thomas Jones 18	Pamela Brown 6
John Ramey 19		Michael Dowdy 8	James Thompson 14	Roy Giles 4
Richard Jones 18	Industrial Supplies	Donald Randall 8	Jerry Jackson 14	Jess Williams 4
Walter Lloyd 17	Donnell Bradley 11	Larry Crustner 8	Gene Hill 13	Jack Brooks 4
Suzy Barker 14	Lanita Loving 8	Kyle Syler 7	Robert Newton 12	Jay Hunt 4
Colbert Rittgers 9	George Trego 3	Jimmy Cook 3	Aaron Bluford 12	Jack Turner 4
Curtis Havard 9		Timothy Sutton 3	Kenneth Estes 9	Jeffrey Boyd 4
Howard McGill 7	Little Rock	Ray Mathews 3	Mark Gilmore 7	James Whittington 4
Omid Karminnia 6		Mark Townley 3	Hilary Brady 2	Roger Spain 3
Michael Riley 2		Norman Fulford 3		Rayford Wright, Jr. 3
William Wagner 1		Leonard Grimes 1		Randy Molandes 3
				Kevin Wynne 3
Final Assembly	Machine Shop	Sales	Trailer Plant	James Pillows 3
Elmo Hightower 18	William Potts 1	Thomas Butler 36	Arden Jinkins 37	Peter Kaczmarek 2
John King 9	John O'Quinn 37	John Finney, Jr. 32	Bobby Christopher 32	James Davis 2
Little Burrell 9	David Cobb 36	Beryl Brevell 18	Charles Kendrick 31	Zollie Clark 2
James Glover 9	Bill Cantrell 30	David Remich 17	Donnie Chandler 21	Kevin Puryear 2
	Jerry Jackson 25	George Adda 13	Charles Burse 14	Libby Parish 2
	Jimmy Hathorn 24	Linda Morehead 11	Ruben Cantu 14	Edward Johnson, Jr. 1
Foundry	Joe Simmons 22	David Freeze 9	Donald Dixon 13	Amy Jones 1
Charles Collins 32	Roger Russell 22	May Zieche 9	Betty Wilson 13	Jose Sanchez 1
	Tommie Williams Sr. 21	Thomas Williams 1	Dean Durham 11	Garland Blackwell 1
		Robert Mueseler 1		Nick Havard 1
				Michael Butler 1
				Phyllis Kendrick 1

Back To School, Cont.

At first, going to school seemed a little tough with a full course load and all the homework that came with it, but eventually things fell into place. "I started to enjoy school for the right reasons, not to make more money in my job but because I simply enjoyed learning." In fact, Phillip says he's finding a lot of interests he never knew he had before and that has been the biggest benefit so far.

For others who have thought about going back

to school, Phillip says the most important thing is taking that first step. "Getting over the fear of what other people will think of you for going back to school is the toughest part but once that's done you begin to feel more comfortable and things begin to work out."

Phillip plans to attend college full time for the next three years, including summer school. If things goes as scheduled, 1990 will be his year!

JUNE COVER

Phillip Martin, Electronics Technician, has been participating in the tuition aid program offered by LUFKIN. When not at work, Phillip spends time studying for his classes. Working the second shift allows him to be a full time student at Angelina College.

THE ROUNDUP

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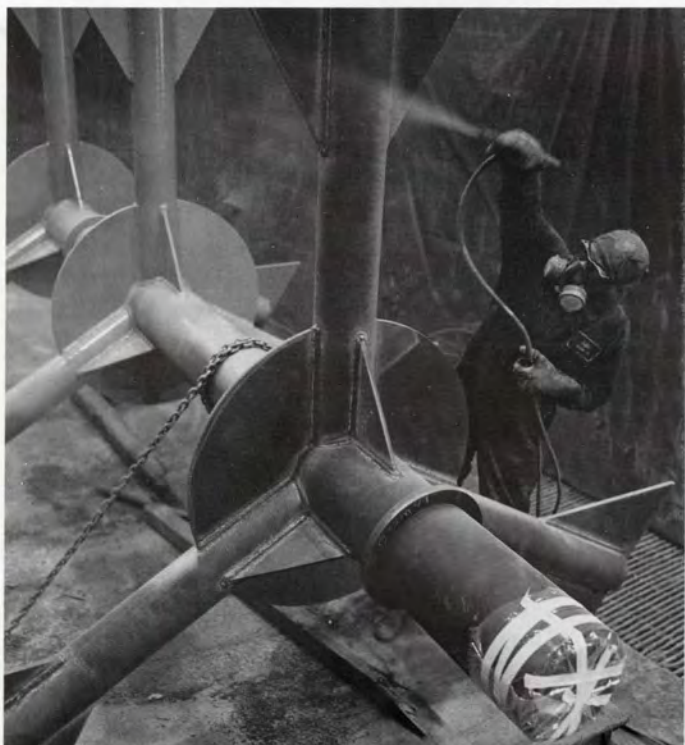
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The Lufkin Team



T. J. Reynolds



Perry Dixon



Rafael Guevara