

LUFKIN

ROUNDUP

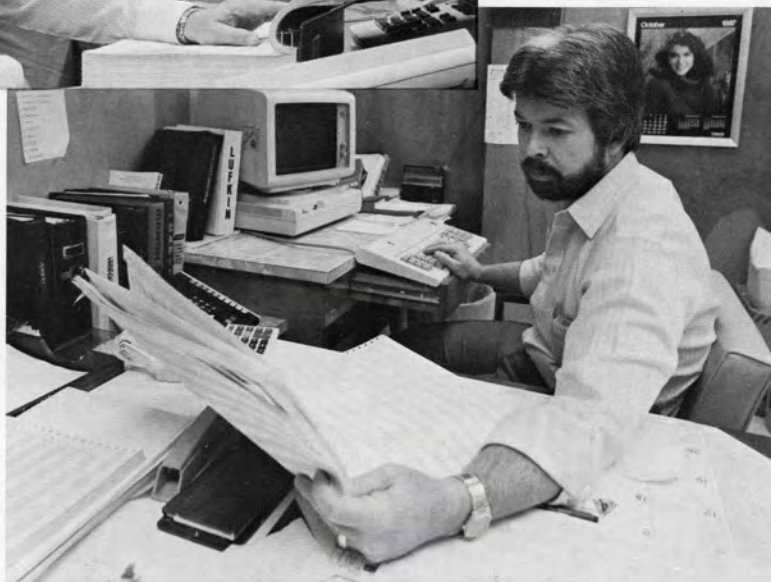
OCTOBER 1987



**What Did We
Learn From
1986-87?**



LUFKIN's Support Groups



Lufkin's Intangible Resources



I'm sure everyone will agree that one of the most important lessons these difficult economic times have taught us is that the survival of our Company and our jobs depend upon each of us contributing no less than 100%.

Contributing 100% means 100% utilization of all available resources in the most efficient manner possible. We're familiar with tangible resources: the tools and machines that, along with time and labor, help us to fashion raw materials into finished, salable products. Certainly, these *are* vital; however, we possess intangible resources that are too often undervalued.

Our enthusiasm, energy, and determination; our loyalty, trust, and cooperation; our knowledge, skills, and talents—all are intangible yet invaluable resources that stem from the human spirit. Without these indispensable resources, all our time, tools, and labor may prove to be of no avail. Although the presence of these resources cannot be accurately measured, the consequence of their absence is usually failure.

As a result of your willingness to contribute 100%, **Lufkin** has progressed in every area. We have reduced costs while improving productivity, quality, and service. We have entered new markets, diversified product lines, upgraded facilities and individual skills. While these difficult times are not yet behind us, business is improving to the point that **Lufkin** has been able to recall former employees and to hire a number of new employees as well.

Just as fire tempers metal, adversity tempers people. The recent adverse economic times have tempered each of us and taught us the necessity of utilizing 100% of all our available resources, especially those of the human spirit—the ultimate determiner of whether we win or lose. In 1986-'87, the **Lufkin** team demonstrated an unbeatable winning spirit, which I'm confident will grow increasingly stronger in the coming year.

A handwritten signature in dark ink, appearing to read "F B Stevenson".

Frank B. Stevenson

All For One

by Sharon Henderson
photos by Viron Barbay

Imagine it's Friday night, and you're headed out to enjoy an exciting night of high school football. With no other cars around, parking the car proves to be easier than you expected. As you make your way to the gate, the crowd you anticipated has not yet arrived, so without waiting you go right through the gate. Stopping at the concession stand to get a hot dog, buttered popcorn, and an ice cold coke, you see closed windows and no service. Hungry and confused, you slowly ramble to your reserved seat and instantly notice that no one showed up to support the home team. Across the field, a small crowd from the visiting team awaits the arrival of their football players. As you also wait anxiously, yet puzzled by low turnout, your football team finally runs onto the field, but not with the gusto they usually have on a Friday night. Patriotically standing with your hand across your heart awaiting the national anthem, the visiting band plays their school song. You have no band to play the music, so you have no school song. Eventually, both teams take the field for the kickoff. Incidentally, your team lost the toss, so the visiting team will receive. Keep in mind that you have great seats! Quickly the visiting team scores a touchdown with 14:40 left in the first quarter. While your team appears to be playing poorly, it is important to remember that a football team can't always win with football players alone.

Sure it takes coaches and trainers, but it also takes support from others - support from the band, pep squad, cheerleaders, drill team, boosters, fans and the student body. Each group, regardless of whether it's large or small, plays an important role in the success of a football team. Similarly, Lufkin Industries has groups that support its production team.

Imagine how the company would run if there was no one to fix the computers, pay the bills, hire new people, design a gear, a pumping unit or a trailer, repair a machine, treat a wound, help pay your medical bills or write your pay check. Where would you be? Like the football team, with no support, placed at the bottom of the standings, LUFKIN too would come in last place in its division. It's time to take a look at those people who work behind the scenes to make



Employees in the technical systems area of Data Processing keep information flowing into the computer system. Information compiled by D.P. allows employees in other departments to have up-to-date information through programs designed by Data Processing.



Jim Foster

LUFKIN the best in the industry.

Computer automated facilities at LUFKIN require special attention and maintenance. Data Processing provides this service to the user community by offering more useful information to the people who manufacture products in the factory. Jim Foster, Customer Repair Industrial Gearing, relies on Data Processing to keep him updated on the whereabouts of component parts. Foster says, "If the computer goes down, it takes more time walking from station to station or department to department to determine the locations of each part." Foster adds that efficiency allows him to answer the customer's questions the minute they call. "It's vital that I know where the component parts are and what stage of operation they are in as quickly as possible" says Foster. Useful information is provided through the following systems: MAC-PAC, used in the manufacturing divisions for inventory of component parts, and planning & control scheduling; Distribution Control System, used by Industrial Supplies for inventory and sales tickets; MSA, used by Purchasing and Accounts-Payable; PERMAC, used by Maintenance for warehouse parts & scheduled maintenance; and other systems located within the company. Data Processing employs 33 people with 14 involved in applications/projects programming, five in technical systems, 11 in operations, and three in administration and documentation.



John Havard, Employment Manager, interviews a candidate for a job opening at LUFKIN. Personnel is responsible for screening all applicants and processing new hires.



Ide Russell

While computers and other automated equipment require highly trained workers, not every company can get the most qualified people. The Personnel Department screens and hires those qualified for job openings at LUFKIN. Ide Russell, Production Superintendent for the Fabrication Department, congratulates Personnel for securing people for work, whether it be welders, truck drivers, or painters, at the Fabrication Department. He says, "At the present time, we are trying to increase our manpower to meet production needs, and Personnel works hard to secure these people." When a job becomes available at LUFKIN, job seekers fill out an application and take an aptitude test at the Texas Employment Commission. The TEC screens candidates to send to LUFKIN for interviews. Once the selection has been made, the position is filled. Russell adds, "We tell them what we need, and they supply us with the necessary and essential manpower to make shipments to our customers."

The Personnel Department also houses the Safety & Health Department, whose goal is safe production. Russell says the Fabrication Department gets continuous support from Safety & Health Personnel. "We have the lowest injury rate within the entire plant," he says, "we support the safety program and the people in the plant are proud of our safety record." The safety & health aspect of production is not an additional duty to the job performed, but it is a way of supervising. To allow a fresh look at each division's safety program, supervisors conduct monthly inspections of a division he or she does not directly supervise. Each division has a safety & health coordinator who is in charge of the Safety Committee members. Any problems are reported to the committee.

The primary governmental agency LUFKIN deals with in regard to safety & health matters is the Occupational Safety & Health Administration (OSHA). They govern the laws and regulations for minimum requirements industries must meet. The Corporate Safety & Health department consists of a director, an administrative assistant, two nurses, and four safety directors, each of whom report to their department heads. However, the safety & health team involves the entire organization, because everybody who works for LUFKIN has safety responsibilities.

Although safety allows production to be supervised, keeping production consistent presents a difficult task. The Industrial Engineering Department at the Trailer Plant studies ways to improve production through cost savings, work flow, or material handling flow. Bottlenecks that occur in production are engineered out to keep productivity even at each work station. In the event of special trailer designs, surveying ahead of time avoids potential problems. Earl Dover, Production Manager at the Trailer Division, says Industrial Engineering, keeps maintenance to a minimum and production increasing. He says, "Our Industrial Engineering group is very familiar with what we are doing in the shop, and when we run into a problem or something different, we include them to help figure out the best way to produce the product. They have been instrumental in our success." Industrial Engineering consists of two drafting and tool designers, one industrial engineer, two production coordinators, one scheduler, one safety coordinator/welding technician and the chief engineer.



Earl Dover

Time and motion studies by Industrial Engineering personnel at the Trailer Plant helps in the study for new ways to produce the same quality product in a more productive and cost effective manner.

Ask someone, "What support group do you feel provides the best service to you?" The answer might be "PAYROLL" with a slight chuckle. Yet that answer is most likely serious. Getting paid is why most people get up in the morning, so it's a common concern among all employees. If you didn't get paid, would you come to work? If you didn't come to work, who would operate the machines? Phillip Lowery, General Foreman of Shop Operations, says the financial operation of the company is extremely important: "It's important that it's done properly, in order for the employee to be paid on time. I think the Accounting Department does an excellent job in getting those checks out to avoid an inconvenience to the employees." The primary responsibility of the Accounting Department is the collection, classification, summarization, interpretation, and transmittal of financial information. Additionally, Accounting insures that the company adheres to all professional accounting standards and the laws required of a corporation within each jurisdiction in which the company operates.

Lowery also salutes the utility and electrical maintenance groups for their efforts which allows production to operate efficiently. "If the machines do not perform according to our skilled employees wishes, we would be unable to make a part to the dimensions requested," he says. Utility Maintenance's three most important roles include construction, maintenance, and repair, with production areas getting first priority. Through radio contact, Utility Maintenance has a quick response time to emergency problems. The 25 employees who make up Utility Maintenance are capable of handling almost any job thrown their way, from welding and carpentry to machine work, concrete work, and hanging steel; however, the work they perform is not for LUFKIN alone. Some of the community work they have performed range from the airport to the country club and to repairing an elderly lady's damaged roof.

The basic responsibility of Electrical Maintenance centers around keeping the machine tools operational for production. In addition, they do all the electrical installations on equipment that is purchased and to be installed. The staff of 30 people performs the duties of electrical, plumbing and air conditioning & heating maintenance. Electrical also maintains two warehouses of supplies and a motor repair facility where they wind motors for the entire plant. They also do warranty work on motors sold to customers and electrical piping and wiring on commercial gears.

Keeping machines operating properly helps employees



Phillip Lowery

Maintaining the air conditioning & heating needs of the company is only one of the many responsibilities of Electrical Maintenance.



avoid serious injuries that could cause high medical bills or early retirement. LUFKIN offers assistance to all employees through benefits. While insurance, Healthcare Plus, retirement, and tuition aid provide help to employees, especially financially, lack of communication has caused employee confusion and misunderstanding. Insurance, which is probably the most complicated, can be understood with the help of the Insurance Department (on the cover). LUFKIN's insurance carrier, Mutual of Omaha, requires information on LUFKIN employees filing a claim. It is the responsibility of the Insurance Department to get complete information about the employee sent to Mutual of Omaha in order to receive assistance in paying the employee's medical bills. If the information is not complete, there is usually a delay. Mutual of Omaha conducts the actual auditing of the bill to make sure it falls within the reasonable and customary charges. The Insurance Department files an average of 80 claims a day, with a ten day turn around period. Terry Taylor, Purchasing Agent at the Trailer Plant, says insurance



Terry Taylor

payments are much faster now than in the past. He adds, "Normally in three or four weeks you receive your reimbursement, which is important when paying bills." Taylor says, "Insurance can be confusing to most people with all the bills you receive. It was for me, especially the first time, but the Insurance Department has been very helpful in making payments quicker, which keeps you from receiving past due statements." There are

three full time employees in insurance, who are there to answer any questions and to help any way.

Keeping items in stock and keeping updated on what goes

in and out of the doors provides Purchasing with a full day. Kendall Moseley, Sales Manager at Industrial Supplies, says Industrial Supplies' Purchasing Department (on the cover) becomes a big asset to the sales force because they are located in the same building. He says, "This allows us to have a high service level with our customers, especially when we have special orders. If Purchasing was in another geographical location, it would cause difficulties." The responsibility of the Purchasing Department at Industrial



Kendall Moseley

Supplies is to maintain inventory items throughout the warehouse for resale to outside customers and to the manufacturing division at LUFKIN, who incidentally is Industrial Supplies' largest customer. Purchasing tries to anticipate the needs of the customer in order to keep up with supply and demand. To predict what is needed, they look at history based on prior sales and develop inventory

levels. Keeping inventory also presents a "Catch-22" situation. If there isn't enough, you could get in trouble and if there's too much, you get in trouble. The Purchasing Department consist of seven employees: Two secretaries, who process invoices, match receivers and packing lists, two buyers for industrial supplies, one buyer for plumbing and a purchasing agent. The ideal situation for purchasing is to have "just the right amount" at "just the right time."

Maintenance, as noted before, becomes extremely

important in the operation of production. Monte Ramsey, Main Bay Facility Manager at the Foundry, says Foundry Maintenance functions as an important support group to their operation. He added, "We expect them to respond quickly and efficiently to get us back on line, and they do." Foundry Maintenance has improved on its response time and efficiency by allowing the foreman to be equipped with a radio while making checks on the equipment. Using this method allows the foreman to respond to problems that occur within a couple of minutes. There is also a dispatcher, who generates the work orders, and who can be reached at all times. Once the order has been received, the Planner/Scheduler distributes the work order to the maintenance crew and sends them out on the job. "This communication has allowed for a quicker response to the problems. Now they seem to operate on an offense by catching the problems before they happen instead of waiting on a phone call after they happen," says Ramsey. There is a total of 52 people working in Foundry Maintenance.

There are several more support groups that are just as

SUPPORT GROUPS

CORPORATE

ACCOUNTING
DATA PROCESSING
PERSONNEL
SAFETY & HEALTH
SECURITY
INSURANCE
CORPORATE
COMMUNICATIONS
PRINT SHOP

TRAFFIC
QUALITY CONTROL
FINAL ASSEMBLY
SALES

TRAILER DIVISION

PURCHASING
BILLING/ORDER/
PRICING
PRODUCT
ENGINEERING
INDUSTRIAL
ENGINEERING
SHIPPING &
RECEIVING
FINAL ASSEMBLY
QUALITY CONTROL
SALES

MACHINERY DIVISION

PRODUCT
ENGINEERING
INDUSTRIAL
ENGINEERING
ELECTRICAL
MAINTENANCE
UTILITY MAINTENANCE
FOUNDRY
MAINTENANCE
MAIL ROOM
ORDER ENTRY
MATERIAL CONTROL
PURCHASING
SHIPPING & RECEIVING

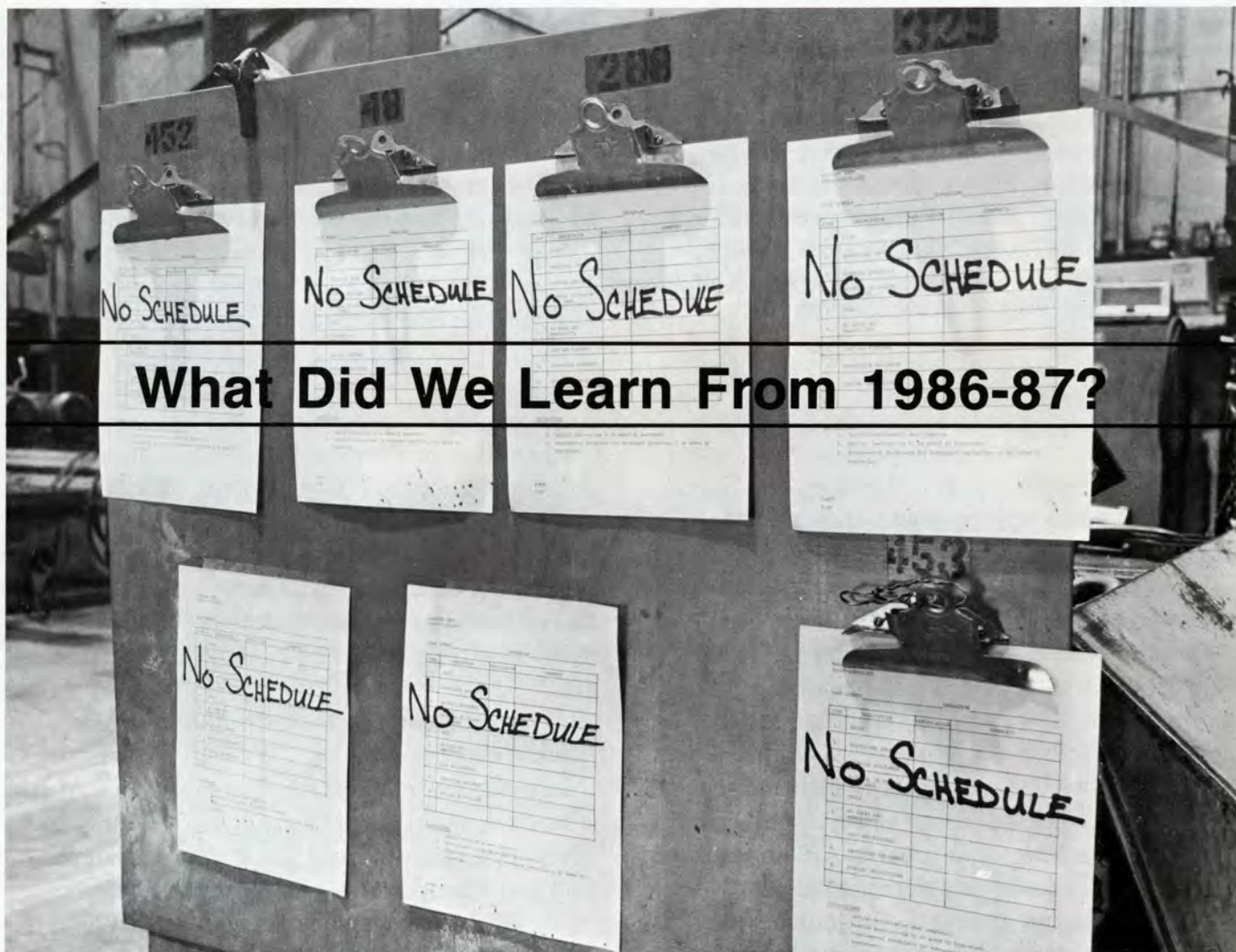
INDUSTRIAL
SUPPLIES
PURCHASING
BILLING
SHIPPING &
RECEIVING
SALES



Monte Ramsey

Keeping production operations working keeps Foundry Maintenance checking all machines in addition to being readily available if one goes down.

important as those mentioned above, and it takes dedication from each to make Lufkin Industries, Inc. operate. With this dedication, there will be someone who can fix the computers, pay the bills, hire new people, design a gear, a pumping unit or a trailer, fix a machine that goes down, treat a wound, help pay your medical bills and pay you a salary. All the people at Lufkin Industries make the company what it is today, and, when they work together, they put LUFKIN at the top of the winning column. Now you can enjoy that football game!



What Did We Learn From 1986-87?

***H**uddled on their knees, a crowd feverishly surrounds the eight inch wide hole. Hovering over this port of doom, each stretch their senses in an attempt to see, hear, or talk to young Jessica McClure. This recent news story, which captured international attention, dramatizes the question, “What did those people learn from the experience”? Someone, while listening to little Jessica’s cries echo from that deep hole in the earth, probably agonized repeatedly because of the failure to secure the abandoned well.*

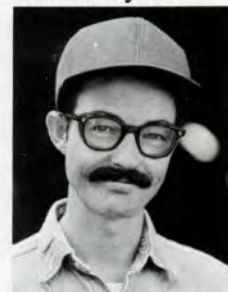
Certainly each of us can recount an incident from our pasts in which we learned a valued lesson that helps us navigate life. Sometimes learning the lesson was easy and inexpensive, but in other instances it may be as Winston Churchill observed, “I am always ready to learn, but I do not always like being taught.”

The effects of the oil recession represented

themselves visually, audibly and emotionally in 1986. We can remember the empty parking lots, the silent machinery, and the despondency of workers, trudging homeward with drooped shoulders, pink slips in hand. These bad memories remind us of the valued lessons we learned.

Wilber Williams, Machine Operator in the Machine Shop, learned a great lesson that year.

“If you’ve got a good job you better try to hang on to it. How seriously you take your job could be the deciding factor sometime as to whether you keep your job or not,” said Williams. Like 905 other employees, Williams was caught in the company-wide employment reductions of 1986. He was recalled on March 31st, 1987. “This has changed my



Wilber Williams

attitude about the way I approach my work because I know what could happen if things get slow again," Williams says.

Bruce Bain, Maintenance Manager in the Foundry, faced a different set of problems. Having



Bruce Bain

lost personnel due to cut backs, Bain's maintenance responsibilities were in reality increased by the need of quick response production in the Foundry. This meant that when an order for a product was received the equipment

needed to produce the product had to be on-line and ready. "The most profound change that we experienced was bringing our people together in one shop and then we literally had to work together for the first time. We had mechanics helping electricians and electricians helping pipe fitters and so on. We had to become more efficient, coordinated, and responsive with fewer personnel. We also had to assign fewer supervisors to cover the same responsibilities. We did this by using one supervisor to plan and schedule while the other supervisor floats from location to location checking work progress," Bain said.

Personnel adjustments were not the only changes introduced during the slowdown. The Accounting Department was responsible for sorting out the financial questions. Prices were lowered in order to generate product sales which meant reduced or, in some cases, no profits. James Haley, Corporate Secretary and Treasurer, explains, "As our pricing strategies changed, it became necessary to look at the make-up of our costs. In certain instances we sold products at less than our standard costs, but we had to be sure that it was not below our out-of-pocket costs. This required changing the way we looked at our costs in order to assist in setting the prices at which we sold our products."

The delicate balance between the price at which something will sell profitably and the level of demand for that product can break the scales in a severely depressed market. Management knew that two goals had to be reached; first, existing products needed further cost reduction, and second, our state of the art manufacturing facility could produce other products which would offer diversification and new opportunities for business.

Both goals aimed toward placing the company in a profit generating situation.

Mike Penn, Vice-President and Manager of Machinery Manufacturing, discusses cost reduction: "We had to further reduce manufacturing costs by combining certain jobs or operations, and we improved communications by relocating personnel. We were determined to look at everything that we do and this forced us to cut many non-value adding operations and to concentrate on more productive means of manufacturing."

Looking for new markets for Lufkin to enter could help weather the bad times. "We saw the need to develop a more diversified business in order to avoid drastic swings in the oil industry," said Herb Green, Vice-President of Foundry Operations. The Foundry wasted little time in developing outside castings business, which started bringing workers back to regular hours rather than the reduced hours they had been enduring.

More new markets were discovered by the Fabrications Department. "We aggressively sought out new markets for steel fabrication, such as buildings, industrial fabrications, sawmills and other opportunities," said Jim Riggs, Vice-President and Manager of the Fabrication Department.

Lufkin's management has searched diligently for cures, because "the industry we're in is sick," said James Horton to the news media in 1986. Sometimes illnesses demand changes in the way a person lives. Illnesses that effect diet, physical activity and other changes that the patient doesn't necessarily like. But once a person experiences the benefits that the changes bring, he or she can learn to live with them.

If you reflect on the events that changed this company in 1986 and 1987 what would be the most basic lesson you learned? Mike Penn put it this way, "To not take our blessings for granted. To be thankful for all things."



by Kurt Martin



Blood Drive Scheduled



Mark your calendar, Wednesday, December 9th for the Annual Blood Drive at Lufkin Industries. The more blood in LUFKIN's account, the more blood available to help LUFKIN families.

Debbie Finley, representative from the Stewart Blood Center in Tyler, addressed the question asked most often about giving blood: "What about the AIDS risk?" "The first thing we do when the donor comes in is fill out a medical history card; if any of the first 12-13 questions are a 'yes' answer, the donor cannot give. One of those questions asks about exposure to AIDS," says Finley. Following the history card, Finley says another card is given to the donor which explains in depth the AIDS high risk groups. If the donor does not sign the card, he will be unable to give blood.

Not being able to give blood, regardless of whether it's AIDS related or not, creates an uneasy feeling to the person unable to give. Peer pressure causes the person to be embarrassed. In that instance, Stewart Blood Center has developed a new card that allows the person to go through the actual giving of their blood. Before the person leaves, they check a box on the card that gives them an opportunity to let the blood center know not to use the blood. This is done confidentially.

Preliminary tests will be done that can prevent a donor from giving. For instance, low iron, high blood pressure, or medication in the system.

While the cards give the donor the opportunity to defer

their blood, a complete series of tests will be run on the blood, checking for hepatitis, syphilis, and the AIDS antibody. Finley explains, "This AIDS test is for exposure to the virus; that's why we tell people, if you think you're in a high risk group, please don't give. Everyone's body makes antibodies at a different time. What we are testing for is the antibody itself which indicates that the person has been exposed. It might be several years before there are any symptoms." Finley emphasizes that all these tests are confidential. If there is a problem, the person is confidentially contacted.

On the positive side, this gives all donors the opportunity to have their blood tested without paying for it and to receive confidential confirmation. Finley reiterates, "We're using all the tests that are at our disposal now and we're using all utensils and paraphernalia once then throwing them away. We're trying as hard as we can to minimize any possibility of any disease being passed on." Finley adds, "In terms of catching something from donation, that's impossible." Those taking blood are registered LVN's or RN's, who are experienced in drawing blood from the arm.

It's important to remember that donating blood does not lend risk to getting AIDS. The big risk is in facing a medical emergency without enough blood for those who need it to live. When December 9th arrives encourage your family to come give blood with you. Some day it may save your life.

LFM Federal Credit Union Adjusts Rates

The LFM Federal Credit Union has announced changes in the interest rates for loans and shareholder accounts. Effective October 1st, shareholder accounts with balances of \$10 to \$2000 will earn interest at a rate of 6.25 percent and accounts with balances of \$2000 or more will earn at 7.25 percent.

Interest rates for loans to credit union members are listed below:

<u>Loan Type</u>	<u>Rate</u>
Share Loan	11%
New Car	12%
Used Car	14%
Signature	16%



With Christmas just around the corner the Credit Union has arranged to make special signature loans for holiday gift purchases. Loans can be arranged for \$1000 with payments at \$90.93 per month, which can be payroll deducted, and the loans include free credit life insurance. To qualify you must be enrolled in the Credit Union for a minimum of six months, and any present signature loan balance must be less than \$1500.

The Credit Union's assets are currently \$12,379,885.50 with \$11,100,000.00 in total shares. The membership total at the end of September is 2734.

Starting November 11th the Credit Union will be open all day on Wednesday. This will make Credit Union services available to members a full five days each week.

PROMOTIONS



Karen Barringer

Karen Barringer has been promoted from Data Control Clerk to Senior Data Control Clerk in the Data Processing Department.

Barringer, a graduate of Lufkin High School, joined the company in 1977 as a keypunch operator. Her father, Oscar "Footlog" Bridges, retired from Utility Maintenance and her brother, Garvin Bridges, works in the Electrical Department.

Barringer enjoys music, reading, arts & crafts, gardening and cooking. She has an eight year old daughter named Tara.



Pam Bonner

Pam Bonner has accepted the position of Insurance Claims Clerk in the Insurance Department.

Bonner, who first joined the company in 1985 as an engineering clerk, is an honor graduate of Lufkin High School and plans to continue her studies in accounting at Angelina Junior College. Her father Michael Cloyd has been employed with LUFKIN for 20 years and her grandfather C.V. McLain retired after 31 years with the company.

Bonner is married to Carrol Wayne Bonner, an employee at the Foundry. She enjoys gym, swimming and aerobics.



M. L. Cruseturner

M. L. Cruseturner has been promoted from Security Officer to Cost Clerk B in the Accounting Department.

Cruseturner is a graduate of Wells High School and has an Associate of Science Degree from Angelina College. He plans to graduate from S.F.A. in December of this year with a degree in accounting.

Cruseturner and his wife Judy have a sixteen year old daughter named Sandra. He enjoys bicycling, motorcycling, basketball, reading and being with his family.



Larry Edwards

Larry Edwards formerly a Welder Specialist, has been promoted to Assembly Foreman at the Trailer Plant.

Edwards joined the company in 1980 after serving in the Air Force and Air National Guard of Texas. He is a graduate of Broadus High School and an EMT (Electromechanical Technology) major at Angelina College.

Edwards and his wife Susan have three children, Desiree, Katrina and Hillary. He enjoys hunting, fishing and gardening.



Diane Farrior

Diane Farrior has accepted the position of Technical Secretary of IGM in the Machine Shop. Farrior was previously the Secretary of Purchasing.

Farrior, who joined the company in 1978, is a graduate of Clarkton High School in Clarkton, Missouri and has an Associate of Arts Degree from Crowleys Ridge Jr. College in Paragould, Arkansas.

Farrior has a 16 year old son named Bill. She enjoys water skiing, camping, shopping, exercise programs and reading.



John Oliver

John Oliver has been promoted from Trailer Builder A to Assembly Foreman at the Trailer Plant.

John, a graduate of Huntington High School, joined the company in 1979 as a Helper. His father R.L. Oliver worked at the Trailer Plant for 22 years and his late brother Mark worked there for five years. His uncles Coy and Hoy worked in the Trailer Plant 35 and 15 years respectively.

John and his wife Elaine have two children, Holly, 5 and Tommy, 2. He enjoys fishing hunting, four wheelers, boating and guns. John

PROMOTIONS



Gary Porter

is a member of the Alco Baptist Church.

Gary Porter has accepted the position of Supervisor of Cost Accounting in the Accounting Department. He was previously Cost Accountant.

Porter joined the company in 1981 as an Entry Level Accountant. He is a graduate of Lufkin High School with an Associate of Science Degree in Business Administration from Angelina College and a B.B.A. in accounting and a minor in economics from Stephen F. Austin State University.

Porter and his wife Cindy have a nine month old daughter named Stacie. He enjoys hunting and golf.



Vivian Purvis

Vivian Purvis has been promoted to Senior Insurance Claim Clerk in the Insurance Department.

Purvis is a graduate of Lufkin High School and received a certificate in data processing from Angelina College. Relatives of Purvis working at LUFKIN include uncles James Thomas, Buck Creek, Curtis Thomas, Machine Shop; Cousins Sherman Thomas, Buck Creek, Buford Thomas, Quality Control, Lora Thomas, Data Processing, Freda Thomas, Personnel; Aunt, Shirley Thomas, and her father, Henry Sumlin, who is retired from Material Control.

Purvis and her husband Keith have a two year old daughter named Brittne. She enjoys gym, bicycling and shopping.



Betty Wood

Betty Wood has been promoted from Secretary to Production Secretary in the Machine Shop.

Wood first joined the company in 1947 as clerk/typist for Material Control. She is a graduate of Hudson High School and received an Executive Secretary degree from Angelina Business College. Two of her children received scholarships from LUFKIN, one to Texas A&M and one to Angelina College. Her sister Claudia Holland works at Industrial Supply and her father, now deceased, retired from LUFKIN 25 years ago.

Wood and her husband Knight have five children, Larry, 35, Greg, 28, Diane, 26, Mickie, 39 and Marjane, 40. She enjoys gardening, reading and fishing and is an active member of the Huntington Baptist Church.



Jenny King

Jenny King has been promoted from Pricing Clerk to Counter Sales at the Industrial Supplies Division.

King, a graduate from Lone Oak High School, joined the company in 1981 as a Pricing Clerk. She and her husband Rodney, an employee in the Foundry, have two children, Camary, seven years old and Lee, nine months old.

King enjoys swimming, reading, needlework and spending time with her kids.



Lanita Loving

Lanita Loving has been promoted from Inventory Card Clerk to Inventory and Item Master Analyst at the Industrial Supplies Division.

Loving is a 1979 graduate of Lufkin High School and joined the company in 1978. She is a member of the Rayburn Country Kennel Club. Her mother, Aubie Loving, is a former employee of LUFKIN's Industrial Supplies Division.

Loving has a kennel where she raises registered chow chows and English Bulldogs as well as training them for dog shows.



Nell Settle

Nell Settle has been promoted from Helper at the Trailer Plant to Stock Clerk in the Machine Shop.

Settle is a 1956 graduate of Huntington High School and has completed one year of study in drafting at Angelina College. She joined the company in 1970 as a Blue Print Clerk and Draftsman. Settle and her husband Alvin have two children, Elton, 28 and Dwight, 23. Dwight received a LUFKIN scholarship to Angelina College. She is past Matron-Order of Eastern Star-Huntington #938.

Settle enjoys reading, crocheting and dancing. She is a member of the First Baptist Church in Lufkin.

PROMOTIONS



Doug Holland

Doug Holland has accepted the position from Computer Operator to Senior Computer Operator.

Holland joined the company in 1981. After receiving his GED, he attended San Jacinto College in Houston and Angelina Junior College in Lufkin. He is a member of the Shawnee Church where he is the Sunday School teacher for teens and young adults as well as leader of the Children's Church and Choir.

Holland enjoys playing musical instruments. He and his wife Aleta have a one year old daughter named Megan.



Billy Bynum

Billy Bynum has been promoted from Welder A to Foreman, Assembly at the Trailer Plant.

Bynum is an honor graduate from Central High School in Pollock, Texas. He joined the company in 1980 as a Helper. Bynum is a member and the treasurer of the Allentown Baptist Church. He is also a member of the Central High School Vocational Agriculture Booster Club and the Trailer Division Fire Brigade.

Bynum and his wife Sandra have three children, Melody, 8, Jason, 4, and Joshua, 16 months. He enjoys fishing, swimming, playing miniature golf, gardening and being with his family.



Phyllis Little

Phyllis Little has been promoted from Order Entry Operator to Order Entry Coordinator B in the Order Department.

Little joined the company in 1978 as a Key punch Operator. She is a graduate of Lufkin High School and received an Associate of Applied Science Degree from Angelina College. Her father, Charles Daniel is retired from Chief Inspector and her grandfather, John M. Daniel is a retired Machinist.

Little has two children, Justin, five years old and Patrick, 11 months. She enjoys reading, fishing, swimming and spending time with her children.



Jerry Wigley

Jerry Wigley has been promoted from Production Technician to Numerical Control Programmer in the Machine Shop.

Wigley, a graduate of Colmesneil High School, joined the company in 1972 as a Machine Operator. His brothers Dale and Willie are also employed with LUFKIN as a Machinist and Production Technician, respectively.

Wigley and his wife Connie have two children, Christopher, 11 and Sammy, 8. He enjoys fishing, hunting, woodwork, home computers and family outings.



Dennis Massey

Dennis Massey has been promoted from Tool Storage Attendant to Industrial Buyer at Industrial Supplies.

Massey, who joined the company in 1979, is a graduate from Greenville High School in Greenville, Mississippi. He and his wife Debi have

two children, Nick, nine years old and Bo, four years old.



Vernice Roebuck

Vernice Roebuck has been promoted from Tool Grinder A to Foreman 8 in the Machine Shop.

Roebuck is a graduate of Zavalla High School. He joined the company in 1969. Roebuck and his wife Alice have four children, Debbie, 27, Rodney, 22, Kevin, 17 and Courtney, 6. He enjoys golf and gardening.

PROMOTIONS



Jo Ann Tyler

Jo Ann Tyler has been promoted from Assistant Traffic Analyst to Traffic Coordinator at the Trailer Plant.

Tyler, who joined the company in 1985 as Traffic Coordinator in the Machinery Division, is a graduate of Lufkin High School. She received a BBA from Baylor University in Waco in 1979 and lacks twelve hours before receiving her MBA from Stephen F. Austin State University in Nacogdoches.

Tyler's father Delbert Williford retired from LUFKIN in 1986 with 41 years of service. Her brother Bill Williford is the District Sales Manager in Abilene and has been with LUFKIN 12 years. She is married to Mike Tyler.

Fred Berquist has been promoted from Machinist to Production Technician in the Machine Shop.

Berquist is a 1976 graduate of Lufkin High School and joined the company in 1978. His wife Lori received a two year scholarship to Angelina from LUFKIN where she received an Associate of Applied Science in General Business.

Berquist and his wife have a four year old daughter, Lindsay. His hobbies are guns, motorcycles and airplanes.



Fred Berquist



Donald Spicer

Donald Spicer has been promoted from Machine Operator A to Supervisor in the Machine Shop.

Spicer, who joined the company in 1977, attended Pasadena High School. He received his GED from San Jacinto Jr. College in 1966.

Spicer and his wife Audrey have four children, Donovan, 12, Steven, 12, Amanda, 8 and Robyn, 5. He enjoys woodcraft.



Linda Whitten

Linda Whitten has been promoted from Helper to Stock Clerk at the Trailer Plant.

Whitten joined the company in 1976 as a Key punch Operator. She graduated in the top 10 of her class from Hudson High School and has taken several courses at Angelina College. Whitten's husband Michael is a Supervisor in the Machine Shop and has been employed with LUFKIN for ten years.

Whitten and her husband have four children, Cori, 13, Bob, 7, Jason, 6 and Miranda, 22 months. She enjoys fishing, skiing, camping and painting.

Bob Westbrook has been promoted from Parts Administrator to Parts and Service Manager at the Trailer Plant.

Westbrook, who joined the company in 1969 as a Parts Man, is a graduate of Central High School. He is a member of Oquinn Baptist Church and the Booster Club in Central. He is a member of the advisory committee for the C.I.S.D. and Central F.F.A. His father, Harold Lee, is retired from the Welding and Structural Shop after 42 years of service.

Westbrook and his wife Linda have a 17 year old daughter named Kelli. In his spare time, he enjoys hunting.



Bob Westbrook

Gene Nelson has been promoted from Maintenance Supervisor to Project Technician.

Nelson, a graduate of Hudson High School, joined the company in 1962 as a Helper. He is an active member of the Cross Road Baptist Church and is the Trailer Division Fire Brigade Leader.

Nelson and his wife Linda have two children, Gina, 20 and Angela, 18. He enjoys woodworking and motorcycle riding.



Gene Nelson

PROMOTIONS



Tommie Miller

Tommie Miller has been promoted from Chief Cost Estimator to Supervisor of Billing/Order/Pricing at the Trailer Plant.

Miller joined the company in 1967 as a Draftsman. He is a graduate of Lufkin High School and received an Associate Business degree from Angelina College and a B.B.A. in finance from Stephen F. Austin State University in Nacogdoches. His daughter Shelly received a four year scholarship from LUFKIN this year. His brother, Clarence works on the test stand in Commercial Gears.

Miller and his wife Janell have three children, Shelly, 18, Wesley, 15 and Kendall, 12. A deacon at Harmony Hill Baptist Church, Miller enjoys softball, drawing and traveling.



James King

James King has been promoted from Chief Draftsman to Manager of Quality Control in the Machine Shop.

King joined the company in 1965 as a draftsman in the Engineering Department. He is a graduate of Zavalla High School and received an Associate of Arts degree from Allen Military Academy. King's wife, brother, sister-in-law and son-in-law all work at LUFKIN.

King and his wife Linda have three children, Lisa Anglin, 25, Coni Mundy, 20 and Kelly, 16. He enjoys hunting, fishing and water sports.



Marilyn Colbert

Marilyn Colbert has been promoted from Mail Room Clerk Part-Time to Blueprint Clerk in the Machine Shop.

Colbert is a graduate of Wells High School and has completed one year of study in general business at Angelina College where she has made the Dean's Honor List. Her uncle Floyd Cartwright is a retired truck driver for LUFKIN.

Colbert and her husband Danny have two children, Kevin, 10 and Kacie, 3. She enjoys camping and hunting with the family.



Dwayne Howell

Dwayne Howell has been promoted from Project Technologist to Senior Project Technologist at Structural Fabrication.

Howell, who joined the company in 1982, is a graduate of Lufkin High School and received a Bachelor of Science degree in engineering technology from Texas A&M University.

Howell and his wife Ramona have three children, Amanda, 6, Shannon, 4 and Lauren, 2. He enjoys hunting, fishing and woodworking.



Bert Brady

Bert Brady has been promoted from Technologist I to Technologist II at Structural Fabrication.

Brady is a graduate of Carrizo Springs High School and received a Bachelor of Science degree in engineering technology from Texas A&M University. He is a member of the Society of Manufacturing Engineers and Society for Computer-Aided Engineering.

Brady enjoys running, water skiing, hunting and working on cars.



Kevin Buchanan

Kevin Buchanan has been promoted from Entry Level Accountant to Tax Accountant in the Accounting Department.

Buchanan is a graduate of Longview High School and received a B.B.A. in accounting from Stephen F. Austin State University in Nacogdoches. He is a member of the Noon Lions Club and a life member of the SFASU Alumni Association.

Buchanan and his wife Meredith have a two month old daughter named Kate. He enjoys reading and golf.

OCTOBER ANNIVERSARIES

Accounting		Julius Cox	13	James Cates	24	Order Entry		Juan Betancourt	8
		Willie Hartsfield	13	Jimmy Youngblood	23			James Herrington	8
		Curtis Bryant	13	James Cole	23			Michael Brewer	8
William Smith	11	Chester Benton, Jr.	12	Michael Shuell	23	Phyllis Little	5	Jose Avila	8
Timothy Beamon	9	Jimmy Smith	12	Richard Bivin	21	Personnel		Michael Martines	8
Mary Miller	9	Oliver Duirden	12	William Williams	21			Gary Latham	8
Mark Turk	4	James Davis, Jr.	12	Charles Jones	18			Freddie Jordan	7
Lora Thomas	3	Bonner Davis	12	Richard Dennie	15	Leo Lightfoot	21	Leo Molandes, Jr.	7
Assembly & Shipping		Noble Johnson, Jr.	12	Ronald Smith	15	Paul Crye	14	Jeff Sepulvado	6
		Michael Cranford	9	James Glass	13	Vivian Purvis	7	Gary Pierce	4
		Nathaniel Logan	9	Jimmy Foster	13	Purchasing		John York	4
		Winford Burns	8	Thomas Loving	12			Johnny Ebarb	4
		Jerry Summers	8	John Greenwell	12			Robert Lamar	3
Hail Hawkins	16	Bernardino Acevedo	8	Raymond Adams	12			Clifford Duirden	3
James McCroan	13	Jose Gamboa	8	David Bowman	10	David Havard	13	John Brown	3
Vernon Modisette	13	Ruben Guevara	8	Leon Amie	10	Trailer Plant		Mike Donovan	3
Floyd Hamilton	12	Odie Watts	6	Julian Cummings	10			Robert Garrett	3
Nester Goshko	13	Wanda Flenoy	6	John Matthews	9			Steven Tamez	3
Brian Stanton	5	Elvis Grimes	4	Douglas Harry	9			James Hutto, Jr.	3
Corporate		Miguel Munoz	4	Eddie Peveto	9			Lawrence Guillory	3
		Leonard Thacker	3	Harold Donaldson	9	Brown Hays	33	Walter Jones	3
		John McGilvra	3	Denorris Martin	8	Ronald Jackson	32	Jeffery Eberlan	3
Sandra McMullen	15	Roy Burch	3	Brent Bolin	8	James McDuffie	32	Thomas Reynolds	2
James Horton	9	Heavy Weldment		Carl Conner	8	Earl Dover	32	Mark Strong	2
Engineering				Von Mathews	8	Charles Gault	23	Paul Harrell	2
				David Ham	8	Ernest Jenkins	19	John Stephens	1
Jerry Taylor	10	Industrial Supply		Fred Mann	8	Albert Duffield	18	Jon Parlette	1
David Jones	8			Horace Hill	7	R. Watkins	17	Welding Shop	
Foundry				Ronnie Martin	7	Kirby McAdams	15	Calvin Scarbrough	23
				Phillip Martin	3	Howard Price	14	David Kelsey	22
Odis Garner	37	Machine Shop		Howard Pettet	3	Willie Smith	14	Sam Swindle	22
Lonnie Greer	33			Robert Hearne	1	William Smith	12	Judy Talton	21
Steve English	31			Benjamin Williford	1	Jacob Marquez	10	Craig Curry	20
Lenard Anders	25			Machinery Sales		Lawrence Flournoy	10	Jerry Williams	18
Elmo Scott	23					Lema Thompson	10	Johnny Burrell	15
Jimmy Jones	21					George Edwards	10	Paul Smith	14
Larry Stringer	21					Pablo Solis	9	Bobby Ward	14
James Lord	16					David Burris	9	Eddie Loche	14
Harold Walker	15					Benny McGaughey	9	Barbara Smith	11
						Ruben Acevedo	9	Leslie Haag	8
						Henry Alexander	9		
						Larry Russell	9		
						Isabel Coleman	9		

July Insurance Fund



Health Insurance Note

The chart on the left indicates the hourly and salaried premium, claim and fund balance as of July. The salaried fund balance of -\$974 was too small to appear on the chart. The need for raising premiums is evidenced by the negative balances of the Hourly and Salaried funds.

THE ROUNDUP

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The Lufkin Team



Sylvester McClain



James Thompson



Danny Rodgers

On The Cover

The Insurance Department, Accounting Department, and Industrial Supplies' Purchasing Department at represent a few of the support groups featured this month. Each group plays a major role in the operation of Lufkin Industries.