

LUFKIN

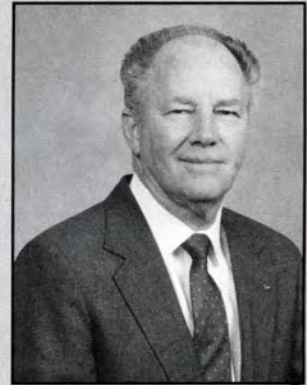
ROUNDUP

AUGUST 1989



Behind The Products

The People Behind The Products and Processes



Lufkin Industries has a long-standing, worldwide reputation for producing quality products with truly outstanding service and dependability. We tell our customers that they might buy a cheaper product, but they can never buy a better product.

It is true we have outstanding products and we have outstanding facilities, but the main ingredient in our long-term success is the outstanding people we have - The LUFKIN Team.

On weekends and holidays when the factory and offices are shut down, it is easy to see that all of the state-of-the-art equipment is just a liability. It remains a liability until the LUFKIN Team appears to turn the idle facilities into an efficient means of producing our products.

Over the years, we have spent millions of dollars to keep our plant modern and competitive in every sense. These expenditures have been absolutely necessary and will continue to be necessary, but the most important expenditure is the investment we make in the LUFKIN people because without the innovation of the people, the equipment is useless.

By far, the most important ingredient in the total success of Lufkin Industries is the teamwork -- the spirit -- the "can-do", helpful attitude of each and every member of the LUFKIN Team. Let's continue the spirit - let's improve the spirit - let's improve the cooperation so tmhat we can truly achieve the status of a world-class organization that will allow each and every member of the LUFKIN Team to succeed and to advance in his or her chosen career.

Our sincere thanks to each and every individual on the LUFKIN Team. Each individual is important to us, and we want each individual to succeed. We will work with all of our might to see that each individual has the opportunity to be all that he or she can be.

A handwritten signature in dark ink, reading "F B Stevenson". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Frank B. Stevenson

LUFKIN Announces Appointments



Herb Green has been appointed to Vice President Machinery Division Manufacturing. Green will oversee LUFKIN's Foundry, Machine Shop, and Structural Fabrication manufacturing operations.

Green joined LUFKIN in 1981 as Manager of Manufacturing Information Systems. He is a graduate of Wakita High School in Wakita, OK. and has both a B.S.

and an M.S. degree in Accounting from Oklahoma State.

Green is currently serving on the Board of Directors at the Wilson McKewen Rehabilitation Center. He is also a member of the Finance Committee at Memorial Medical Center.

Green and his wife Vicky have three children, Angela, 17, Aaron, 15, and Anna, 10. A member of the United States Army from 1969-1972, Green received the Bronze Star for service in the Republic of Vietnam.



Wayland Quisenberry has been appointed to Chief Foundry Engineer.

Quisenberry joined the company in 1987 as Manufacturing Engineering Manager at LUFKIN's Trailer Division. He is a graduate of Quanah High School and received a Bachelor of Science degree in Industrial Engineering from Texas A&M University. He also received a Master of Business

Administration from the University of Houston.

Quisenberry is a member of the Lufkin Jaycees, Lions Club, and the Angelina County A&M Club. He is also a member of the Texas Society of Professional Engineers and National Foundry Society.

Quisenberry and his wife Joan have two children, Sean, 20 and Samantha 17. He is a member of the First Baptist Church and enjoys boating and novelty and toy building.



Scott Semlinger has been appointed to General Manager Foundry Operations.

Semlinger joined LUFKIN in 1975 as a Design Engineer. He is a graduate of Lufkin High School and has a B.S. degree in Bioengineering from Texas A&M University.

Semlinger is a director and past president of the Angelina County Texas A&M Club and

treasurer of the American Foundrymen's Society. He also coaches in the Lufkin Youth Baseball T-Ball League.

Semlinger and his wife Luanna have two children, Lauren, 12 and Gregory, 6. He is a member of the First United Methodist Church where he teaches the 4th grade Sunday School. Semlinger enjoys golf and reading.



Rod Pittman has been appointed to Vice President and General Manager of Oilfield Products.

Pittman joined the company in 1960 in the Foundry Engineering Department. He is a graduate of Anson High School and received a Bachelor of Science degree from Texas A&M University.

Pittman is a past president of the Lufkin Rotary Club, past City

Commissioner, current Chairman for the Lufkin Civil Service Commission, and Trustee of the Pineywoods Foundation.

Pittman and his wife Darlene have two sons, Lane and Lee. Pittman is a member of the First United Methodist Church. He is currently the President of the Texas A&M University 12th Man Foundation.

Golf Tournament Benefits Scholarship Fund

Lufkin Industries, Inc. held its first annual Foundation Scholarship Golf Tournament, Saturday, June 24th at the Diboll Municipal Golf Course. Open to LUFKIN employees, retirees, and their family, 40 entered the tournament to benefit the scholarship fund. With LUFKIN matching the money raised, the golf tournament contributed a total of \$1417.40 to the Lufkin Foundation Scholarship Fund.

Under overcast skies, a 7:30 tee time was set for a four man scramble on the 18 hole course. Donuts and coffee were provided prior to tee off while sandwiches and soft drinks were served during tournament play.

First place winners (photo page 6) with a score of seven under par were Kevin Buchanan, Accounting, John

Havard, Personnel, Ken Baker, Accounting, and Ryan Sorrell. Each player received a dozen LUFKIN golf balls.

Second place winners with a score of six under par were John Rouse, Dallas Sales Office, James Davis, Quality Assurance, Eric Greenville, and Buford Thomas, Quality Assurance. Each player received a LUFKIN golf shirt.

Third place winners with a six under par score, were Steve Conway, Accounting; Steven Slusher, Accounting; Marvin Slusher, and Jim Mewbourn, Engineering. Each player received a LUFKIN T-Shirt.

"Closest to the hole" winners were Mickey Mark, Personnel and Sam Greenville, Trailer Plant. Both players received a dozen golf balls.

Behind The Products

With a workforce of over 2000 people, it's not surprising Lufkin Industries, Inc. has a large number of different jobs performed by its employees. While most see the end product, few know how many men and women work to produce that product. It's not magic. There's no button you push to create a quality LUFKIN product. It's the teamwork of top-notch individuals at Lufkin Industries.



Edythe Arnold

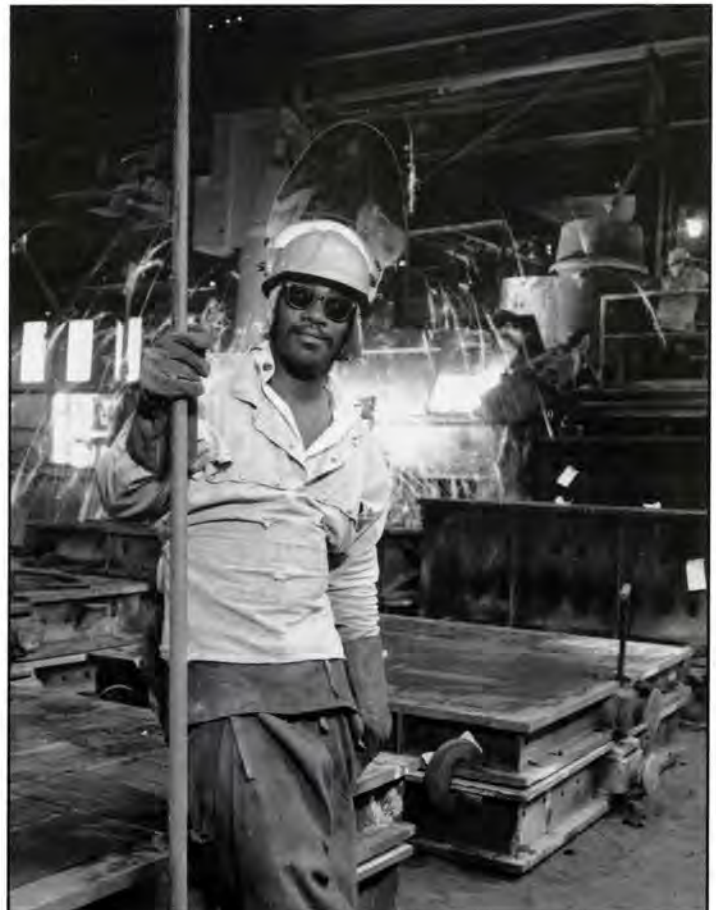
Edythe Arnold handles telephone sales for **Industrial Supplies**. Her responsibilities include taking orders from the customers and sending that information to the warehouse. Because a sale can't be made until an order is placed, Edythe feels her job is vital to the Industrial Supplies operation. While her work does not involve manufacturing a product, Edythe says her contribution to LUFKIN's quality comes through service. "I do whatever it takes to get the customers what they need." Whether calling across the state to locate a part or shipping items within one day, satisfying the customer is crucial.

Working, or more specifically talking, with the customers highlights Edythe's workday. "I enjoy talking with our customers. After several years of service, they start to feel like family." Because 90% of Edythe's job takes place over the telephone lines, she often wonders what the customer looks like. One thing she doesn't wonder about is that she is representing Lufkin Industries.

Michael Hulett works in the **Main Bay** area pouring iron into the molds. Knowing the type of metal to pour, cleaning the ladles, and repairing the furnaces are a few of

his responsibilities. The casting formation process in Main Bay begins with the iron pour, and Mike feels his job is extremely critical because any mistake could cause a casting to end up as scrap. "Once you pour the iron into the mold and it begins to harden, if it's not a good casting, it has to be scrapped." He emphasizes that pouring a good casting will help reduce the work on the assembly line and save the company time and money. Since Mike's duties are performed at the beginning of the process, he takes time to see the finished casting. "When I go down to the casting yard and see the final product, I feel good knowing I did a complete job and helped the company sell a product."

One of the reasons Mike enjoys working is his co-workers. "At the end of the day when you're tired and dirty, someone will pat you on the back and say 'good job' and that motivates you to stick with it." He adds that working together to get the job done makes him feel better about his job and gives him confidence to reach his goals. Mike says his greatest challenge is being the best. "My father poured iron before he retired and earned a reputation for being the best. I want to earn that same reputation."



Michael Hulett

Eugene King, Class A Specialist in **Structural Fabrication's Assembly & Shipping Department**, assembles the ladders, belt covers, pitman and air balanced side members, and platforms for pumping units. He also cuts oil lines for the units and bushings for the trailers. Eugene says assemblers sometimes act like inspectors because of their interest to produce a quality product. "I think the company getting a LUFKIN pumping unit is getting the best on the market. Sometimes I think it's a little too good." Eugene motivates himself to complete the work he starts. "When I start out at the first of the day, I start out to finish by the end of the day." He emphasizes that the people he works for add to that motivation. "Knowing they appreciate your work makes my day."

Eugene feels like he's contributing to the success of the company when he takes on new tasks. "I don't look for the easy way out. I want to do my best." He adds that his greatest challenge is being able to stay ahead. "If I can



Eugene King

finish what I set out to do, I feel like I've done the company a good job." Eugene feels the Assembly & Shipping is an ideal operating facility in which he takes pride.

Scott Rayburn works as a Welder-Specialist at the **Trailer Plant**. He works on the dump trailer line where he welds "bits and pieces" together to produce a dump. Scott realizes the importance of a quality built trailer and uses his skills and knowledge to manufacture the best. "If I don't perform my job well, we won't have a quality product and we won't have a satisfied customer." Scott comments that although satisfying the customer is top priority, performing a good job is equally important. "When I see a dump trailer on the road, I'm able to say 'I had a lot to do with that' and I feel good."

Scott enjoys welding and notes the atmosphere in which he works makes his job rewarding. "The guys I work with are the best. We work good together, we know



Scott Rayburn

what we're doing and we do the best job we can." After five years of welding on trailers, Scott compares his work to putting together a big puzzle and making sure all the pieces fit. "When we produce a quality trailer, it makes us proud. It makes us want to work a little bit harder and a little bit faster."

Douglas Harry (pictured on the cover) is a Machinist in the **Machine Shop**. He operates the NC Boring Machines that drill gear housings for industrial gears products. Although Doug doesn't always see the final product, he feels a sense of pride knowing he contributed. "Sometimes when I see a LUFKIN product being hauled down the highway, I feel good knowing I helped make that product the best it can be made." Doug realizes he is only one step in the manufacturing process, but feels his role is essential. "I can't say my job is more important than anyone else's, but if I don't perform my job to the best of my ability, the end result would be affected." He added that no one, regardless of their job, wants to make a bad product.

Doug has been machining gearboxes for the last six years. He previously worked on pumping units, but with the decline in the oil industry and an increase in gear production, Doug adjusted easily to the transfer. He said, "I considered it a challenge to change from one product to another." He added that he continues to learn new things everyday and because there are so many types of gearboxes, it doesn't necessarily become routine. "I think LUFKIN's expansion into other products has been a positive effort to keep our people working."

To produce LUFKIN's products takes a team effort. Each workstation plays a vital role in quality manufacturing and every individual, realizing the importance of their own task, is dedicated to performing the best job possible.

Never forget the people behind the products.

On The Road To Success

ENGINEERING

Darrell Luce.....Designer B to Designer A

FOUNDRY DIVISION

Bobby G. Allen.....Foundry Mechanic A to Maintenance Planner
Nathan Burnaman.....Electrician B to Electrician A
Linda Karber.....Technical Secretary to Secretary General Manager Foundry
Homer Kroeker.....Molder, Finisher, & Coresetter to Master Foundryman
Florentino Lopez.....General Foundryman to Chipper-Grinder
Ray McCollister.....Molder, Finisher, & Coresetter to Master Foundryman

INDUSTRIAL SUPPLIES

James Curry.....Asst. Purchasing Agent to Branch Manager (Jasper)

MACHINERY DIVISION

Raymond Adams.....Machine Operator B to Machine Operator A
Brent Bynum.....Machinist Helper to Machine Operator Trainee
Ronald Chunn.....Machine Operator B to Machine Operator A
Charles Franks.....Machine Operator C to Machine Operator A
Douglas Harry.....Machine Operator A to Machinist
David Jenkins, Jr.....Heat Treat Helper to Machine Operator Trainee
Coreta Mark.....Laborer to Machinist Helper
Helen Montes.....Machine Operator C to Machine Operator B
James Norwood.....Machine Operator B to Machine Operator A
Barry Saucier.....Laborer to Spray Painter
Kenneth Singleton.....Truck Operator to Machine Operator Trainee
Curtis Smith.....Laborer to Machinist Helper
Martha Reese.....Machinist Helper to Truck Operator

Terry Waldon.....Laborer to Machinist Helper
Gregory Williams.....Machinist Helper to Truck Operator
LaMoine Williams.....Laborer to Truck Operator

MACHINERY SALES

Tom Williams.....Salesman B to Salesman A

ORDER ENTRY

Charles Vinson.....Order Entry Analyst to Sr. Order Entry Analyst

SARGENT

Eugene Wellman.....Regional Sales Manager to Special Representative

STRUCTURAL FABRICATION

John Blankley.....Welder B to Welder A
Evan Davis.....Electrician B to Electrician A
Sherry Donnell.....Structural Worker B to Machine Operator II

TRAILER DIVISION

Lovita Abbott.....Secretary to Office Manager (Lubbock)
Jose Betarano.....Mechanic B to Mechanic A (Houston)
Wayne Carey.....Salesman to Manager of Parts
Steve Clampitt.....Mechanic B to Mechanic A (Houston)
Ronald Edwards.....Welder A to Jig & Fixture Builder
Patrick Giese.....Shop Foreman to Manager of Parts
Kevin Puryear.....Maintenance Mechanic A to Jig & Fixture Builder
James Shugart.....Welder A to Jig & Fixture Builder



First place winners in the 1st Annual Lufkin Industries Foundation Scholarship Golf Tournament were Ryan Sorrell, John Havard, Ken Baker, and Kevin Buchanan. The tournament raised over \$1400 for the scholarship fund. See story, page 3.



Lufkin Industries Retiree's Coffee Club contributed \$1000 to the Lufkin Foundation Scholarship Fund. "Cowboy" Starrett and Jesse McDougald presented the check to James Horton, President of the Foundation. LUFKIN matched the retirees contribution.

Trailer Division Receives Order

On Tuesday, July 18, 1989 LaVan Watts, VP and General Manager of the Trailer Division, announced an order of 1400 trailers from J.B. Hunt Transport, Inc.

Watts called a meeting to inform all the Trailer Plant employees of the current situation. He said the Hunt order will help save jobs that otherwise would have been affected by reduced production. Manufacturing of these trailers will begin in September.

Watts urged employees to come together. "I'm counting on you, and I know you're counting on me. Together we can make this work." Watts noted that the Trailer Plant is currently producing 10 vans a day. He praised the teamwork of the employees who plan to produce each trailer using only 95 man hours, which is fewer than ever before. Employees welcomed the news. Slightly relieved, one employee said, "That's good to hear."

AUGUST ANNIVERSARIES

Accounting		Charles King.....8	James Davis.....18	Billy Redd.....11	Christopher Stewart.....6
Sondra Bennett.....10		Kingsley McKay.....5	Thomas McFarland.....17	Ann Harris.....8	Oran White.....6
Douglas Holland.....8		Thomas Sanders.....4	Arnold Cole.....17	Sargent	
Ken Baker.....5		Heavy Weldment		John Bullock.....6	
Kevin Buchanan.....4		James Oates.....39		Charles Allen.....6	
Assembly & Shipping		Joe Watson.....35		Jeff Jefferson.....5	
James Thompson.....23		George Branton.....35		John Molandes.....5	
Armon Thrasher.....17		James Thomas.....31		Francisco Perez.....5	
Theodore Perez.....10		Willie Chatman.....23		Revis McKnight.....4	
Norm Cleary.....2		Larry Caddell.....22		Steve Roper.....4	
Edward Cloutier.....1		William Loche.....17		Jackie Short.....4	
Engineering		Craig Anglin.....10		Wesley Watts.....4	
Joseph Varga.....28		Jane Stephens.....8		David Grimes.....4	
Charles Teutsch.....24		Industrial Supplies		Jo Ann Tyler.....4	
Michael Stephens.....10		Jack Green.....33		Daniel Hazard.....4	
Andrew Jordan, III.....2		Jesse Morgan.....22		Jerry Mosley.....4	
Katherine Hall.....1		Van Hooker.....17		Danny Casanova.....2	
Angela Parker.....1		James Hudiburgh.....8		Stephen Barkley.....2	
Foundry Division		Tommie Molandes.....8		Garry Campbell.....2	
Roy Tullis.....27		Jenny King.....8		Sheila Sanford.....2	
Billy Bryce.....20		Jerry Wood.....6		Jerry Ferguson.....2	
Donna Parish.....19		Machinery Division		Jimmy Swindle.....2	
Marvin Free.....19		John Smith.....34		Ralph McCullar.....2	
R. Ross, Jr.....18		Leonard Avery.....34		Hermilo Najera.....2	
Melvin Harris.....17		Jonell Ashby.....28		Joe Burch.....1	
Bobby Allen.....16		Willie Calvin.....28		Jeff Corey.....1	
Thomas Jenkins.....16		Dennis Hopper.....25		Darrol Stephenson.....1	
John Moore.....15		Eddie Mitchell.....23		Guy Hagood, III.....1	
R. Horace.....15		Ray Stephens.....23		Welding Shop	
John White, Jr.....14		Vernon McAdams.....23		David Richard.....20	
John Powell.....14		Rayburn Grimes, Jr.....22		Troy Johnson.....19	
Willie Bryant.....13		Larry Powell.....20		Willie Washington.....18	
Alfred Navarro.....13		Hubert Pittmon.....20		Milton Grimes.....15	
Marvin Allen.....12		Vernice Roebuck.....20		Doris Hooper.....15	
Charles Winthrop, Jr.....12		Larry Blanton.....19		George Johnson.....15	
Roger Hurts.....11		David Hartman.....19		John Hodges.....14	
James Craven.....11		Machinery Sales		Ira Mott.....14	
Everardo Luna, Jr.....11		Pat Stanley.....23		Rick Huckabee.....12	
Marcos Rodriguez.....10		Michael Kartye.....23		Talmadge Hyde.....11	
Eleazar Carrillo.....10		Terry Orr.....13		Jimmy Jackson.....11	
		Patsy McGill.....9		Sherry Donnell.....10	
		E. Bernard Foster, Jr.....5			
		Gloria Bowen.....5			
		Mark Beavers.....4			
		Cary Haenelt.....4			
		Johnny Stafford.....1			
		Order Entry			
		Bill Williams.....13			
		Personnel			
		Ray Hall.....27			

Tuition Aid

Going to college this fall? Take advantage of Lufkin Industries Tuition Aid Program. LUFKIN will reimburse students up to \$250 per semester, including summer semesters, on tuition fees and books. To be eligible,

applicants must be taking college accredited classes and passing with a C average. Once a semester is completed, students need to keep receipts and a copy of grades and return them to Personnel. For more information, contact Beverly Selman at ext. 5400.

MAY INSURANCE



THE ROUNDUP

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For active and retired employees and their families.

James Horton, Director of Personnel
and Corporate Communications

Sharon Henderson, Writer

Viron Barbay, Photographer

LUFKIN, INDUSTRIES, INC.
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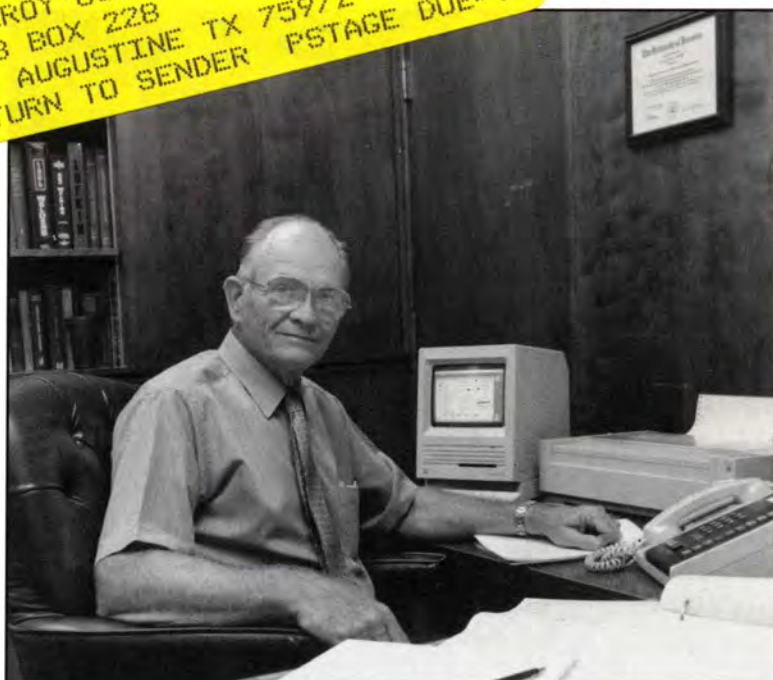
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In This Issue:

<i>From The President's Desk</i>	2
<i>Around The Plant</i>	3,6
<i>Behind The Products</i>	4-5
<i>On The Road To Success</i>	6
<i>Anniversaries</i>	7
<i>May Insurance</i>	7

The LUFKIN Team



Howard McGill



Keith McKnight



Shirley Thomas