

LUFKIN

ROUNDUP

SEPTEMBER 1989



Froggie



Longjohn



Red Man



Daddy Rabbit



Gravy Train



Little Devil

TEXAS
GIFT AFFORDABLE
R70-726

Excellence - - Continuous Improvement



What are the limits to improvements? What keeps us, as a company, from being the best in the world? What has kept our profits low the last several years? In this competitive world, there are many factors that affect our profitability such as demand, availability, competition, etc.

Although the oilfield market has drastically decreased, we have increased our market share in the industrial gear and trailer markets. So, our financial condition could be improved:

- * if our customers would pay a little more for our products,
- * if our suppliers would sell to us for a little less,
- * if our total cost of operation was less,
- * or if we produced more products with the same or reduced costs.

Our competitors are extremely aggressive and innovative; yet, competition is good for us. It is what has built this country, and it will continue. We must accept this challenge to take on our competitors around the world and be the leaders in every market we serve.

There are many factors which we have little control over - customers, competitors, suppliers, etc. - however, we have a great deal of control over the amount of effort we put into our jobs each day. We have to be careful not to let complacency slip into our everyday way of life. We can

drastically increase our productivity by doing more as individuals. Whatever our vocation, we must strive to improve our daily contributions and increase our skills. A salesman can make one more call, a machinist can make one more part, a molder can make one more mold, a welder can make one more weld, an engineer or an accountant can make one more try at solving a problem. Whatever your field, be the best, and accomplish a little more today than yesterday.

Because we are in extremely competitive markets, both domestic and international, our LUFKIN Team must continue to improve. We can accomplish this by practicing teamwork and realizing that we can always find a better way to perform our jobs and produce our products.

Let me encourage you to make the most of our competitive situation, to never let complacency slip into any of our actions, and to truly be the best you can be so we can experience excellence first hand and build a better, stronger company through continuous improvement.

Frank B. Stevenson

Data Processing Promotes Two



Ken Baker has been appointed to Manager of Cost Management.

Baker joined LUFKIN in 1984 as Supervisor of Cost Accounting. He is a graduate of Waco High School and has a B.B. A. degree in Accounting from Texas A&M University and a M.B.A. in Managerial Accounting from Michigan State University.

Baker is a Director of the Lufkin Kiwanis Club and Angelina County Texas A&M Club. He is also a member of the National Accounting Fraternity Beta Alpha Psi. Baker supports the youth athletic programs such as basketball, baseball, softball, and soccer leagues.

Baker and his wife LaVerne have two children, Michelle 20, and Kevin, 16. Baker enjoys racquetball, golf, and fishing. He is a member of the First United Methodist Church.



Tim Coker has been appointed to Data Processing Manager.

Coker was previously Manager of Systems and Operations.

Coker joined LUFKIN in 1978 as Systems Analyst. He is a graduate of Groveton High School and has a B.S. degree in Mathematics from Sam Houston State University.

Coker is a Board member of the American Heart Association. He is also a Boy Scout Explorer Leader and is active with Lufkin Youth Baseball and Soccer programs.

Coker and his wife Brenda have two children, Stephen 6, and Jamie, 2. He is a member of the First Baptist Church. Coker enjoys hunting and fishing.

Annual Audiometric Testing Conducted



Lufkin Industries held its annual audiometric testing for all employees during the week of August 7-11. A staff from Memorial Medical Center of East Texas administered cholesterol tests and provided information on health care.

Audiometric testings have been conducted by Health Testing Inc. since 1984. Previously audiometric testing was done in the Personnel offices. The hearing tests, which are performed on all production employees including trailer branches, recognize shifts in hearing or Standard Threshold Shifts (STS). Results are compared against an employee's baseline (first) test. In the event of a shift, the employee attends an instructional course on the proper use of ear protection and the

harmful effects of loud noise.

LUFKIN uses several types of sound level meters and noise dosimeters to measure the noise intensity of an employee's hearing zone. Levels of 90dBA (decibels) or above require ear protection to be worn. Annual plant surveys are conducted to determine employees noise exposure. Based on the results, an area can be declared an ear protection area. LUFKIN provides ear wear such as muffs, plugs, and inserts for protection.

While Health Testing Inc. performed hearing tests, Memorial Medical Center provided a mini health fair which included cholesterol screening, information on the Wellness Program and the Livewell Fitness Connection, and a dietician who provided information on a proper diet.

A member of the Memorial Medical Center staff takes a blood sample from Trailer Division employee Billy Addison. The sample was used to check his cholesterol level. Although levels vary from person to person, most individual's cholesterol level should not exceed 200. Cholesterol tests were given in conjunction with the audiometric testing.

On the Road Again. . .and again. . .



Charles "Longjohn" Cooper shifts his rig into gear as he travels down the highway. Cooper is one of several LUFKIN Truck Drivers who transport LUFKIN products across the country. Although he's driven for several years, Cooper says, "It's not the same thing everyday."

It began with the Pony Express. Riders crossing the open plains on horseback delivering mail to those anxiously awaiting. Over the years, the mail has expanded to include material goods, and eighteen wheelers have replaced horses. Regardless of the changing methods, the goal of delivering the goods to customers remains the same, which is why Lufkin Industries has its own Pony Express - - LUFKIN Truck Drivers.



Black Bull

LUFKIN's export station is located at the Buck Creek Shipping/Receiving facility. When a pumping unit shipment is ready for delivery, it begins here. One of LUFKIN's most recent trips involved five drivers delivering ten pumping units, each driver hauling two,

to The River Gas Corporation in Northport, Alabama. Based on the scheduled delivery time, the drivers estimate a time of

departure. Before leaving, each driver performs a complete inspection of his truck and the load. LUFKIN drivers involved in this trip included Freddie "Froggie" Rudisill, Charles "Longjohn" Cooper, H. Talmadge "Water Moccasin" Smith, Lenosker "Black Bull" Lockheart, and William "Wild Bill" Massingill. *(A prerequisite for truck drivers is having a "handle" for proper identification.)*

The trip to Alabama began with a 6:00 a.m. inspection and a 7:00 a.m. departure. The first stop was in West Monroe, Louisiana for lunch followed by a stop in Newton, Mississippi to refuel. Due to federal law restrictions, drivers must stop after ten hours of driving; however, they can work 5 hours "off the road" by performing such duties as refueling the truck, loading/unloading material, or maintenance work. Before beginning



Wild Bill

work again, drivers are required to take an 8 hour break. During this trip, the drivers stopped overnight in Union, Alabama. The next day, they set out on the road again and finally arrived at the location site. After unloading, they start the trip back home. Generally, the drivers perform "backhauls". Before returning, the drivers call in and inquire whether or not a load needs to be picked up. Rayford Davis, General Foreman-Shipping, says the drivers occasionally deliver units for repair to LUFKIN branches or pick up materials such as steel on the way back to the plant.



Water Mocassin

During each of these trips, the drivers keep a log of each hour spent on and off the road, including weekends, holidays, vacations, and days off, as well as an odometer reading of the miles they have traveled. As part of the Department of Transportation regulations, drivers must take a physical and written examination and a road test before working for a company. Physicals are required every 2 years.

Rudisill, a 15 year employee, says, "You never master truck driving. Once you think you know everything, it will throw you a curve." Smith, a retiree now working part-time, says the truck driving industry has changed over the years. Schools are now being offered to new drivers and schedules are much tighter. Cooper, a 15 year employee, adds that tighter schedules unfortunately have affected the courtesy once thought common; however, LUFKIN driver's continue to provide every consideration possible.

Representing the company and serving the customer are two major responsibilities of the drivers. Driving across city highways and country roads, the drivers advertise the LUFKIN name with the trailer they pull and the rig they drive; however, delivering the freight on time and satisfying the customer is the ultimate goal. It's something they all take personally.

On The Cover

LUFKIN Truck Drivers. Clockwise from top left: Freddie "Froggie" Rudisill, Charles "Longjohn" Cooper, James "Daddy Rabbit" Glover, David "Little Devil" Glover, E.D. "Gravy Train" Reynolds, and Elmo "Red Man" Hightower.

Inside, Lenosker "Black Bull" Lockheart, William "Wild Bill" Massingill, and H. Talmadge "Water Mocassin" Smith.

Communicating over the radio while on the road, each driver has a handle which identifies them. Cooper describes truck drivers as "a different breed."



Prior to his departure, Len "Black Bull" Lockheart receives his papers from Bobby Ward indicating the weight of his load. All drivers stop at the Buck Creek weighing station before leaving for a delivery.

On The Road To Success

MACHINERY DIVISION

James AllenUtility Maintenance B to Utility Maintenance A
Charles Ashworth.....Utility Maintenance B to Utility Maintenance A
Randy Baker.....Machine Operator A to Machinist
Paul Birdwell.....Machine Operator A to Machinist
Jeffrey Boulware.....Laborer to Machinist Helper
Frank GrimesReporting Clerk to Planner/Scheduler
James HollowayUtility Maintenance B to Utility Maintenance A
Larry Martin.....Utility Maintenance B to Utility Maintenance A
Royce Modisette.....Machine Operator A to Machinist

Charles Morgan.....Machine Operator Trainee to Machine Operator A
Keith Purvis.....Machinist Helper to Truck Operator
James Tidwell.....Truck Operator to Machine Operator Trainee
Robert Whitehead.....Laborer to Machinist Helper

TRAILER DIVISION

Carlos Acevedo.....Parts Assistant to Shop Foreman
Zollie ClarkMechanic Helper to Mechanic B
Ralph EvansMechanic A to Leadman
Allen WalkerMechanic Helper to Mechanic B

Muller Receives Service Award

Rick Muller, Central, Mid-Continent, and Rocky Mountain Division Manager for Lufkin Industries, was presented a 10 year service award for teaching both the School of Production Technology and School of Beam Pumping as part of the University of Texas at Austin Petroleum Extension Service (PETEX).

Muller joined LUFKIN in 1949. He graduated from Bristow High School in Bristow, Oklahoma and received a Bachelor of Science degree in Mechanical Engineering from the University of Oklahoma. He is a member of the Society of Petroleum Engineers and the Petroleum Engineers Club in Dallas.

As a representative of an industry leader, Muller says the mention of the name "LUFKIN" is almost an automatic invitation to a perspective customer's office. "I feel a sense of pride knowing our company gives the customer the most value for his money." He adds, "Teamwork with fellow employees

pulling on the same rope with you to get the customer the best product, the best delivery, and the best service is a positive aspect of LUFKIN."

Muller and his wife Elsie have five children, Steven, Patricia, Joan, Sally, and Dana. When not making a sale, Muller enjoys fishing and woodwork.



Rick Muller receives a 10 year service award from the University of Texas Petroleum Extension Service. Muller also serves on the Advisory Board of PETEX.

Let's Get Acquainted



Chuck Patton works in the Oklahoma City Trailer Branch Office as Parts Manager. He keeps inventory records on parts, orders and stocks parts, and oversees shipping and receiving. He also calculates bids on dismantled trailers and special orders, invoices

all shop orders and counter tickets, and processes local purchase invoices for payment. Patton joined LUFKIN in 1974.

Chuck is a graduate of Ada High School. He collects antique oil paintings and prints as well as marble and bronze sculptures.

As an employee of Lufkin Industries, Chuck says, "I like the diversity of my job." He adds, "I think LUFKIN builds the best trailer on the road."



Cary Mark Haenelt works in the Odessa Branch Office as Shop Foreman. He is responsible for the daily operation of the repair shop, which involves the repair of customer's pumping units and reconditioning of used units for resale. Cary Mark joined the

company in 1985.

Cary Mark is a graduate of Odessa High School and has attended Odessa College. He enjoys bowling and drag racing. Cary Mark holds the record at several Odessa area race tracks. He is married to Lisa Haenelt.

Commenting on Lufkin Industries, Cary Mark says, "What I enjoy the most is knowing and working with the great people here at LUFKIN."

SEPTEMBER ANNIVERSARIES

Accounting

Roy Myers, Jr.	17
Jimmie Fenton	15
James Harrison, Jr.	13
Gary Porter	8
Gregory Wilson	4
Shirley Thomas	3

Assembly & Shipping

Rayford Davis	27
Willie Walker	19
Freddie Rudisill	16
James Tudor	12

Canada

Joseph Pisesky	6
Bernard Mielke	2
Robin Andre	1
Stuart Wood	1
Cam Francis	1

Engineering

Robert Nunn	23
Betty Niosi	11
Paul Collins	11
Christina Randolph	10
Mikki Walters	2
Roger Hanks	1

Foundry Division

Harold Hicks	39
Roosevelt Adams	34
Edward Flemon	26
Bobby Strange	23
J. Higgins	20
Kenneth Burnett	19
J. Rodgers	18
Charles Riggins	15
Marvin Dill	15
Donnie Dudley	15
Frank Lankford	14
Henry Credit	14
Joe Penn	12
Fred Coulter	12
George Castillo	12
Roger Sowell	12

Benito Acevedo	10
Robert Jones	5
Norman Shoemaker	4
Ned Hitesman	4
Barry Saucier	2
David Ormsby	2

Heavy Weldment

Royce Ashworth	26
Ronald Doss	23
Jesse Ross	19
Joe Audrey	15
Antonio Santana	10

Industrial Supplies

John Purvis	11
Bobbie Havard	11
Lynne Owens	10
Jack Walker	10
Gary McMorro	8
Jesse Benge	5

Machinery Division

Bobby Wood	28
Joseph Behannon	27
Keith Strickland	27
Charlie Rhodes	27
William Sides	27
Donald Traylor	26
Larry Cordova	25
Hollis Barnhart	23
Samuel Barrow	23
Larry Cloyd	23
Archie Taylor	23
Betty Wood	23
Bobby Allen, Sr.	22
Thomas Stricklin	21
Michael Cummings	20
Terry Johnson	19
Oscar Arant	17
John O'Connor	17
William Mosley	17
Jerry Watson	16
Henry Sargent	16
Dora Hight	15

Carl Moore	15
Eldon Newton	15
Harvey Rainey	15
Mitchell O'Neill	14
Leonard Sharp	14
Francis Bridges	14
William Ford	14
Herbert Logan	14
Claude Williams	14
Lovell Lee	13
James Price	12
Lemon Hamilton	11
Thomas Harris	11
Thomas Downey	11
Johnny Johnson	11
Jason Parrish	10
Milton Phillips	10
Martha Reese	10
Harlon Smith	10
Edward Perley	10
Willie Wigley	8
Wendell Davis	5
John Freeman	5
Alan Scott	2
Adrian Windham	2
Lamoine Williams	2
Stephen Thompson	2
Chester Attaway	2
Johnny Davis	2
Donnie Wolf, Sr.	2
Ricky Hampton	2
Charles Ashworth	2

Machinery Sales

Ed Patterson	30
Rose Courtney	16
Ken Diana	12
James Copeland	10
Jim Still	9
David Henning	9
Harry Sledge	8
Don Crow	3
Jack Hill	3
Danny Walley	2
Michael Phillips	1
Ruth Miller	1

Personnel

Pam Lovett	11
Ginny Russell	9

Purchasing

David Havard	15
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Sargent

Ricky Baker	5
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Trailer Division

Trevatha Carroll	38
J. Crawford, Jr.	34
Kenneth White	27
Marilyn Ivy	27
Henry Williams	27
Darcey Faircloth, Jr.	24
Ada Beck	24
Gary Jones	24
Albert Mills	23
Tommie Miller	22
Charles Distefano	22
Billy Durham	21
John Pena	20
Oscar Malone, Jr.	20
Rex Bailey	17
Shirley Ware	17
Linwood Fenley	17
Marvin McKnight	17
Jackie Hewitt	16
John Joseph	16
Andy Beddingfield	15
Susie Phillips	15
Geraldine Williams	13
Gerald King	13
Robert Beers	13
James Baldwin	12
Sandra Distefano	12
Johnny Davis	11
James Murphy	11
Joe Sanches	10
James Smith	10
Larry Grimes	9
Willie Limbrick	9

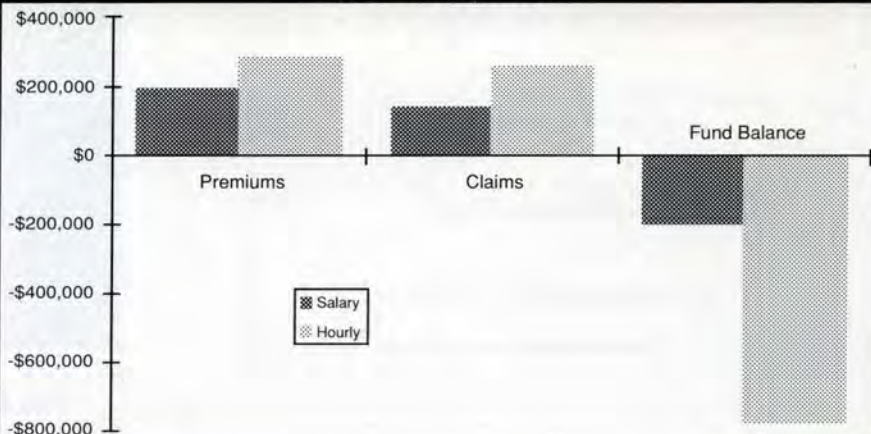
Olivo Lopez	9
Travis Harris	6
Greg Mora	6
Sharon Spells	5
Gregory Moore	5
Robert Scott	5
Louis Wilson	5
Dennis Hulett	2
David Massingill	2
Lynn Turner	2
Thomas Jones	2
Herbert Johnson	2
Curtis Strock	2
Robert Howell	2
Michael Menefee	2
Joseph Young	2
Eric Watson	2
Danny Colbert	2
Bruce Dalme	2
Fernando Deleon	2
Alice Shepard	2
Sean Smith	2
Derrick Stewart	2
Regulo Cobio	2
Steven Clamptitt	2
Jose Bejarano	2
Richard Gilley	1
Charles Lambert	1
Gabriel Perez	1

Welding Shop

Marion Christie	34
Coy Minshaw	28
William Hutson	27
Marvin Tarver	26
Glenn Edwards	25
Jefferson Skinner	24
Dale Frels	22
James Brennan	21
Rickey Buchanan	17
Wayne Spratley	15
Ricky Sowell	15
Douglas Steel	15
Guadalupe Sanchez	14
Truman Belrose	13
Bobby Guthery	12

*"Happiness Is An
Inside Job"*

JUNE INSURANCE



LUFKIN, INDUSTRIES, INC.
P.O. Box 849, Lufkin, Texas 75902-0849

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Address Correction Requested

The LUFKIN Team



Willie J. Bryant, Shot Blast Operator, Cleaning Room



Johnny L. Corcoran, Parts Expediter, Truck Shop

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



Mike Bazar, Receiving Clerk, Shipping/Receiving Department