

FULL SPEED AHEAD

John Hood and Dale Linam, warehousemen, are as happy as a couple of rocketeers with a new Saturn V. They have been given the green light to begin the move into the new warehouse.

The Kit Packing department will be the first area to feel the impact of this move. With the help of employees from other areas the kit and engine packers have been building quite an inventory in preparation for the Christmas demand. This extra effort resulted in an overflow of boxes filled with kits. The department building was becoming known as "Pasteboard Palace". Wednesday, John reported that 50,000 kits and 10,000 No. 1 boxes had been transferred into the new warehouse.

Other departments will also soon be benefiting from the change in storage as work areas become more spacious and supplies are located more conveniently. It is

anticipated that the warehouse operation will be much more efficient than ever before.

Art Hunter and Floyd Phillips have been building a new carpenter shop in one corner of the warehouse. This also will relieve the congestion in the Kit Packing building where the carpenter shop has been located this past year.



There's the story of the farmer who attended a political dinner. He observed that the politician punctuated his long and drawn out speech with frequent swallows from a nearby glass of water. Finally, during a pause he was overheard saying to his neighbor: "This is the first time I ever saw a windmill run by water."

WELCOME NEW EMPLOYEES

Mike Dorffler, a draftsman and designer of printed circuits, has joined the research and development staff. He now makes his home in Canon City with his wife and young son. Mike enjoys model building, electronics and photography.

Vernice Harper, a new member of the Customer Service department, lives in Canon City with her two teenage children. She spent many enjoyable years on a ranch south of Westcliffe. Vernice still delights in working outside with flowers.

Connie Linam has joined the Print Shop's day crew. She lives in Canon City with her husband, Dale, who is one of our own warehousemen. Connie shares his drag racing enthusiasm. She also enjoys sewing and bowling.

HAPPY BIRTHDAY

Chuck Helsel	Nov. 5
Beverly Quist	Nov. 12

WHO'S WHO

Because of her quick hands Lenora Dickens is a very able shipper. Coming to Estes Industries three years ago she began her work as a member of the graveyard shipping crew.

Lenora lives with her family north of Canon City in Orchard Park. Her husband, Earl, is an electrician with Schaars Electric Service. Four youngsters, three boys and a girl, keep the Dickens' home a lively place. David, sixteen, is a junior in high school; Duane twelve, brings home junior high news; and Delyn, eleven, and Deane, ten, represent the family in grade school. The music of band instruments or piano can be heard about anytime the children are home.

The Dickens' household enjoys swimming, horseback riding, hunting and camping. They have three of their own horses, one a Shetland. Three deer succumbed to the family's expert marksmanship making this a successful hunting season for them.

Lenora also likes to travel. Her travels began when she moved at the age of thirteen with her folks to Canon City. Last year the family enjoyed a trip to Canada. Their enthusiasm for the north country was marred only by thoughts of the winter deep freeze.

Lenora has spent most of her time here at Estes as a shipper. Transferring to days a few months ago she has left her regular station in a shipping booth to fill orders for dealers and educators.

The latest political polls indicate that Snoopy and his running mate, Charlie Brown, will win by a landslide.

As Dad remarked while clearing the driveway of bikes, trikes, wagons and skates: "When I became a man, I put away childish things."

Best wishes to Beth Hartman. She became Mrs. Richard Carpenter on October 13. Her husband, a native of Ohio, works on a construction crew in the Colorado Springs area. Beth and Richard will be making their home in Florence.



ANNIVERSARIES

NOVEMBER

THREE YEARS

Lucile Barber	Customer Service
Lenora Dickens	Shipping
Mary L. Fontecchio	Kit Packing
Fran Green	Kit Packing
Kathy Grisenti	Mail Room
Marge Hinkle	Dealer Sales
Lucille Ossola	Shipping
Tim Walsh	Engine Mfg.

TWO YEARS

Rose Kerrigan	Kit Packing
Lillian Little	Dealer Sales
Verna McCallister	Customer Service
Louise Shade	Wood Shop
Beverley Willcox	Photo Lab

ONE YEAR

Dolly Baker	Rocketeer Mail
Loraine Donohue	Mail Room
Darlene Snyder	Print Shop

Bonnie West, a member of the graveyard shipping crew, would like to exchange a tan vinyl jacket with the person who mistakenly picked up hers. They are identical except for size. The original swap took place in the Shipping department.

THANK YOU!

Arlene Wheeler, supervisor of Rocketeer Mail, wishes to thank everyone who expressed their sympathy through flowers, cards, phone calls or visits. She hopes to be out of the hospital soon and back to work.

* * *

The local political windup was in a hall with good acoustics. Good acoustics -- that's a device for keeping the back row awake.

* * *

We'll say this: Those speeches were red, white and blew.

THE CENTRAL PLAN

The Central Union School District, Lemoore Naval Air Station, California, invited us to participate in an evaluation of their Aerospace Education curriculum proposal.

This proposal, "The Central Plan--Aerospace Education" is designed to bring aerospace education into existing classes. The program is currently partially implemented. Their theme--Space-Age Education--utilizes existing subjects and weaves them together in a planned curriculum to give the students a sound up-to-date educational program with aerospace studies as the common element between different classes.

This conference, hosted by Ames Research Center, was attended by a number of leaders in aerospace

education from the western United States. Among those present were L.D. "Pat" Cody, Director of Aerospace Education for the Pacific Region USAF (CAP); Mike Donahoe, Chief Education Programs, NASA, Pasadena; Garth Hull, Educational Services Office, Ames Research Center; Earl W. Sams, Consultant in Secondary Education, California State Department of Education; and others. Bob Cannon represented Estes Industries to present model rocketry to the group.

The Central Union curriculum uses model rocketry at several different grade levels. We have worked with them in the past. Several teachers present spoke many kind words about their own happy experiences while using model rocketry as a teaching aid.

BOWLING

October 22, 1968

NITE OWLS

1. Stratospheres
2. Apogees
3. Astronuts
4. Invaders
5. Starlights
6. Streaks

SUNDOWNERS

1. Rejects
2. Saturn V
3. Excalibers
4. Misfires
5. Little Jo & the Apollos
6. Rocket Gutters

New Members: Roger Baker, Sue Shore and George Widick on the Sundowners League -- Connie and Dale Linam in the Nite Owls League.



We wish to express our sympathy to Bill See whose father passed away last week.





November 1, 1968

November 1, 1968, will go down in the history of Estes Industries as a very important occasion. Today two new profit-sharing plans are being "launched." One will provide a bonus at the end of the year (just before Christmas), and the other is an investment-retirement fund for all Estes employees.

Here's how they will work: At the beginning of each fiscal year, (November 1st) the Board of Directors of Estes Industries will designate a percentage of the company's profits for that year to be contributed to the two plans. One-half of these funds will go toward the year-end bonus, and the other half will be set aside for contribution to the investment-retirement fund.

To keep you posted, on specific dates you will receive with your paychecks a statement showing the anticipated amount of your bonus earned to date. If sales are good and our plant is operating efficiently, the increase shown on the statement should be substantial. However, if sales are down or if the plant is operating inefficiently, profits will be less and the increase in your bonus accumulation will be slow. In extremely "bad times" your accumulated bonus could even be reduced from one period to the next. (Note: If this happens it means the company is losing money.) After the end of the fiscal year (October 31st) a small, final adjustment will be made, reflecting the results of our year-end audit.

Distribution to Estes employees from the profit-sharing fund will be made as follows: The checks resulting from the *Bonus-Plan* will be distributed shortly before Christmas each year. At this time an amount equal to the total bonus-plan fund will be given by the company to the trustee (bank) of the *Investment-Retirement* fund. The trustee will keep this money invested in stocks, bonds, etc., anticipating that it will earn interest and therefore gain in value. Later, when under the terms of the plan you are eligible to draw from the investment-retirement account, the trustee will make funds available for payment to you.

The primary requirements for an employee to participate in the Estes profit sharing plans are:

- (1) The person must be employed on a full-time basis.
- (2) He (she) must have been employed here over three months.
- (3) The employee must remain in employment here until the date benefits are made payable.

Complete details of the eligibility and payment schedule will be available soon in a general policy statement.

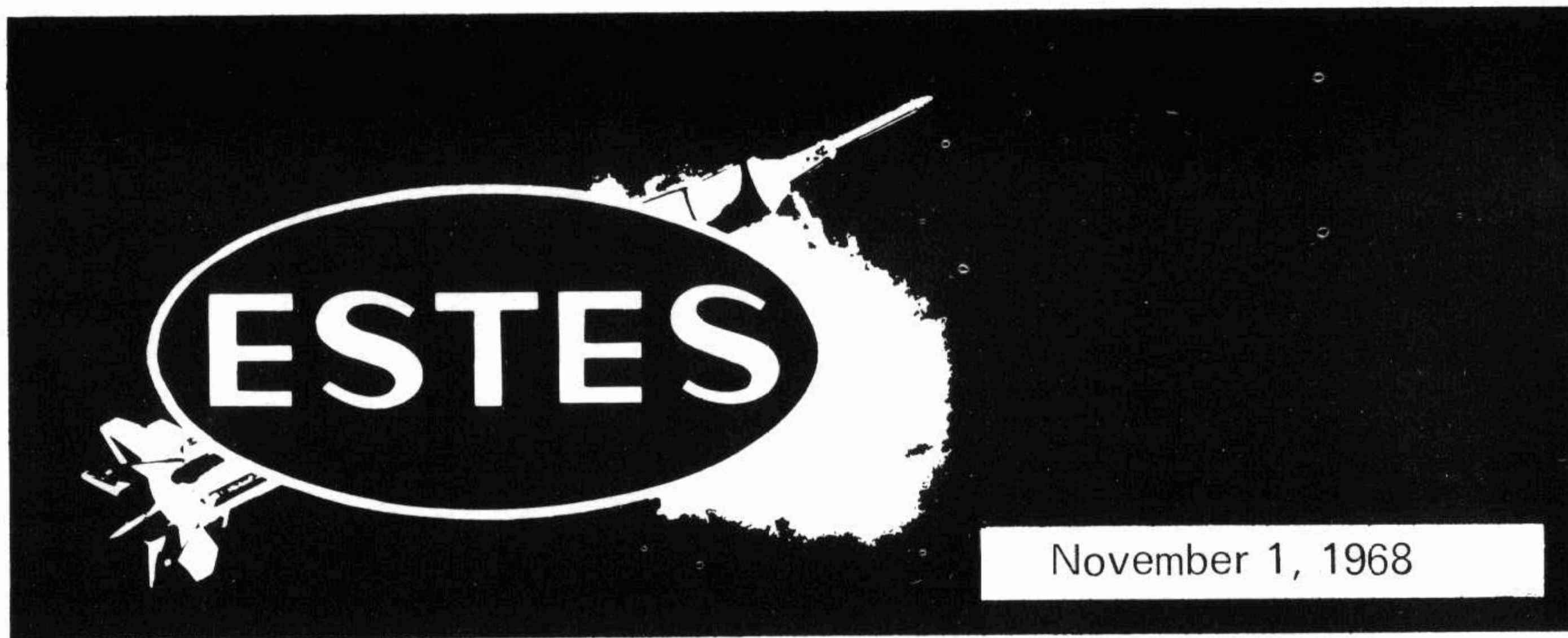
The Bonus-Plan will be administered by the Board of Directors of the company. The Investment-Retirement plan will be administered by an employee "administrative committee" appointed by the Board of Directors.

These two plans give everyone an opportunity to share in the profits, thereby encouraging a greater "team effort" at Estes Industries. The Bonus-Plan will increase our total take-home pay and provide us with extra cash during the holiday season. The Investment-Retirement plan should give all of us something to look forward to, by providing additional benefits for long-term employees. Thus, we take another step forward in keeping Estes Industries one of the best places to work in Southern Colorado. It *has* to be that way if we're going to stay the 'number one' rocket company in the nation.

Vern

P.S. The percentage of the plant's profit to be set aside for 1968-1969 is quite large. It is hoped this new program will earn over \$50,000.00 for Estes employees by the end of the first year.

V. E.



November 1, 1968

UNITED WE GIVE

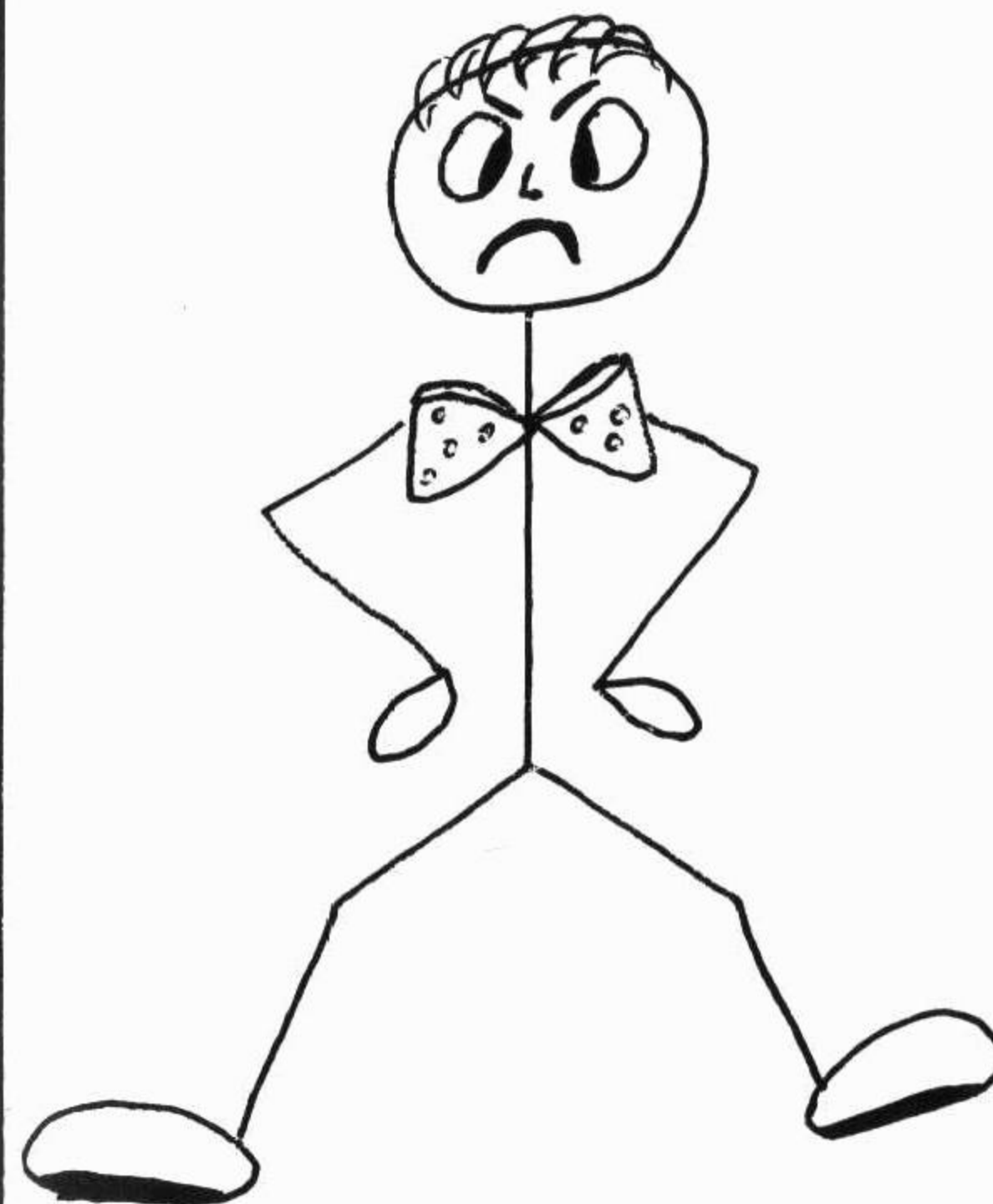
Would you stop for just a few minutes to consider with me the United Single Fund?

The purpose of this united campaign is to raise funds for a group of community and national agencies who have found it best to combine their fund raising efforts. By doing so, they reduce the overhead cost, save the giver from being approached time after time for donations and offer the community a balanced program to meet its health, welfare and character building needs.

It seems only fair to give you some facts about the United Single Fund, and to share with you some of the things I have learned before asking you to give.

Chuck Helsel

United Fund Campaign Manager
for Estes Industries



"I don't like the way some of these agencies operate!"



"I don't always like the way my wife operates either, but she's the best I have."

"I don't like the way some of these agencies spend the allotted funds."

"I didn't like the new dress my wife bought, either -- but I've decided it's better than having her go around without one!"

"I plan to give to the agencies that I feel deserve it!"

"I planned to, ten years ago---- and I still plan to----just give me time!"

"I can take care of myself without these agencies!"

"My wife thought she could get along without me, too ---- until one day she came home to find -
the plumbing was out-of-order,
the toaster was on the blink,
her car wouldn't start,
the living room ceiling had caved in,
our dog bit the neighbor's son,
the bill collector had called,
there was a short in the lamp,
the

"I gave to charities all I could, last year."

"How much?"

"Well, ah, hum-m-m-, uh ----"



LAST YEAR

Total given by Estes Employees--\$562
Total given by the Company---\$300
Grand Total for the United Fund--\$862

1966 - 60% gave
1967 - 80% gave

1968 - ?% gave
Let's strive for employee
participation in the 1968 United
Fund Drive!

WHAT IS A FAIR SHARE?

No one can judge another's circumstances or ability to give. For those who request a guide, the following is very useful:

Hourly paid employees: An hours pay per month. Income over \$10,000 a year: 1 to 2% of income.

THE UNITED WAY

The directors of the United Fund are community people from all walks of life. They are elected once a year at a public meeting. It is their task to choose the agencies to be admitted to the United Fund, determine the fund raising policies, and distribute the funds to the agencies involved.

An agency to be part of the group must meet the standards of the United Fund. Some agencies prefer to have their own campaign. Others are not permitted by their national headquarters to participate. Those agencies which are members feel that the United Way is the best way to serve the community.

CONTRIBUTIONS

Contributions may be made in cash or check in any amount, or you pledge card for payment through the company's payroll deduction plan. For additional details see the payroll deductions information supplied with the pledge card. Our goal is to complete the campaign by November 18. Please return the pledge card to your supervisor.

The budgets, needs and activities of the member agencies are carefully studied by the United Fund directors. The money raised is then distributed in accordance with their findings.

HAD YOU FIGURED?

Fifty cents a pay check will buy four sticks of gum a day. One dollar a pay check won't quite buy a bottle of pop a day. This makes the research and services represented by the **twelve** agencies of the Fremont United Fund might reasonable.

DIRECTORY OF UNITED FUND AGENCIES

NEW HOPE SCHOOL, INC. is a community centered service for mentally retarded and seriously handicapped Fremont County citizens of all ages. It serves those who have no other public source for training, furnishes a suitable place for educational and pre-vocational training, and also offers a sheltered workshop program with an opportunity for the handicapped to earn money from their own efforts -- in many cases the first money they have earned. Incidentally, many of our own parachutes are packed by the New Hope School.

COLUMBINE COUNCIL, GIRL SCOUTS OF AMERICA is an educational movement dedicated to the purpose of inspiring girls of the community with the highest ideals of character, conduct, patriotism and service. It is through United Fund that the local council is enabled to operate.

SALVATION ARMY carries on a continuing program to help those in need. Activities of the local Salvation Army include groceries for needy families, gas and oil for stranded and destitute travelers, and a program of work therapy in rehabilitation programs. In times of disaster or critical need, the local committee calls the Denver office for additional assistance.

ROCKY MOUNTAIN COUNCIL, BOY SCOUTS OF AMERICA is a character building program in which many of the area boys participate. Funds from the United Fund are used locally to assist volunteer leaders of the Scouts. Assistance includes literature, program aids, and the help of a trained, full-time staff member. Self reliance, patriotism and responsibility are instilled as the boys advance in Scouting.

COLORADO HEART ASSOCIATION is active in Fremont County in research projects such as the "stroke research program" and by providing therapy equipment to local residents. In conjunction with the University of Colorado Medical Center, it has also provided us with services for the diagnosis of rheumatic fever and congenital heart disease. Colorado Heart Association budgets more than one-third of its income for research.

USO is a "home away from home" for servicemen and women. USO clubs operate wherever servicemen are stationed throughout the world. Fremont County, alone, has more than 450 men in uniform. The USO has been called "America's hometown responsibility on a worldwide scale." It receives no government assistance, operating solely from donations.

MUSCULAR DYSTROPHY ASS., is an organization dedicated to the scientific conquest of a group of hereditary disorders which drain the strength of its victims as it transforms their muscles from firm bundles of elastic tissue to doughy masses of fat fiber. This organization stands ready to supply, free of charge, to any patients in Fremont County, diagnostic examinations, wheelchairs, lifts, orthopedic appliances and therapy as prescribed by the patient's physician.

MULTIPLE SCLEROSIS SOCIETY supports research projects, provides drugs and patient aids such as wheelchairs, walkers, hospital beds etc., to victims of multiple sclerosis. In coordination with the Rocky Mountain Rehabilitation Center, funds and transportation for physical therapy is provided, according to need.