

WELCOME CONTINUED

Although we are unable at this time to introduce the new employees on the graveyard shift we do wish to welcome them now: Mary Breedlove, Lila Harris and Pearl Freed in Shipping; Yolanda Garcia, Ramona Knighton, Helen Mc Lennan and Viola Saiz in the Wood Shop; Sherry May and Claudia Tucker in Mail Processing; and in Engine Production, William Schweighauser.

Enjoying today's Pad? Much of it is the handi-work of Marge Hainer. Marge was born in Millington, TN. She has moved to Canon City with her two small children to establish a home and await the return of her husband who is presently serving in Thailand. Writing, photography, painting and reading are her hobbies.

CLASSIFIEDS

A Free Service
For Employees

Deadline: Tuesday
Before Publication

FOR SALE

QUARTZ IODINE DRIVING-LIGHTS, one pair, includes all wiring and switch. John Boley

HOUSE, 2 bedroom with sleeping porch, 3/4 basement, garage, refrigerator and range, Florence. Lorraine Neighbors 542-8774.

GERMAN SHEPHERD SPAYED FEMALE, housebroken, great with children, needs a fenced yard. \$10. 275-2757.

WANTED

THREE WOMEN BOWLERS, Tuesday morning women's league. Call Fremont Lanes or Judy Swift, 784-6681.

SMILE

EVERYONE WILL WONDER
WHAT YOU HAVE BEEN
UP TO!

SEPTEMBER 1969

ANNIVERSARIES

SEVEN YEARS
Alice Hammock Retail Sales

FIVE YEARS
B. J. Schmidt Shipping

FOUR YEARS
Norm Avery Public Relations

THREE YEARS
Jackie Cooper Wood Shop
Bessie Ferkel Packing
Louise Williams Mail Processing

TWO YEARS
Bob Cannon Education
Don Justus Engine Mfg.
June Knight Wood Shop

ONE YEAR
Phyllis Allen Customer Service
Ed Ossola Model Construction

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by
ESTES INDUSTRIES
Penrose, Colorado

the
ESTES
LAUNCH PAD

SEPT. 19, 1969



**EDUCATION
POLICY
EXPLAINED**

EDUCATION

A

Valuable

Opportunity

A number of employees here at Estes, through additional education or training, have increased their effectiveness in their present jobs and have prepared themselves for advancement in the future. Recognizing that others might like the opportunity to do the same, the company is specifically encouraging and offering to financially aid individual employees who would like to take work related adult education or college courses.



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EDUCATION POLICY

Any course which would be beneficial to the employee and to the company may be selected. To determine if a course qualifies, registration forms are provided which are to be filled out by the employee, cleared through his (her) immediate supervisor, ratified by personnel and approved by management. If the course does qualify, it will then be handled in the following manner:

1. The employee pays the full registration fee. A copy of the receipt must be placed on file in the personnel office.
2. Evidence of completion and grade level maintained must be furnished to the personnel office to be made a part of the permanent record.
3. Reimbursement of registration fee will be made as follows:
 - a. 90% for a course completed with an average of B Plus, or better.
 - b. 70% for a course completed with an average of C, or better.
 - c. 50% for a course completed with any passing grade.
4. No reimbursement will be made for any course not completed or any course failed.

The company hopes that many of its employees will take advantage of this policy.



As the work inside of Estes advances, so does the action on the outside. In an effort to achieve perfection, the landscaping around the front area of the plant has been scheduled for completion in the near future.

The west parking lot will soon resemble a native desert garden. Gray dolomite rock will serve as the ground covering of the three patch areas. Within these spots will be large lichen stones, yucca plants, juniper pfitzers and three types of cacti.

At the south side of the warehouse the ground will be covered with red dolomite rock. Each end of the building will have three juniper pfitzers arranged to form a triangle. Between the transplanted blue spruce trees a pattern will be formed using lichen stone and more junipers.

The area in front of the warehouse will be enhanced by the red dolomite rock covering and five pfitzers. In addition to these improvements in the landscaping, plans to develop the highway right-of-way are being studied. The Mel-Ray Nursery hopes to complete the landscaping work within a couple of weeks.

EMPLOYEE BONUS PLAN

Three big questions seem to be uppermost in the minds of most employees concerning the Christmas bonus....

1. Am I eligible? According to the policy, employees become eligible on the first day of the pay period following the close of their probation period (three months of continuous service). Thus, anyone who completed this period before August 28 is eligible for the 1969 bonus.
2. When will I be notified as to the amount of my Christmas bonus? Since the bonus is based on the "Annual Net Operating Profit" of the company, it will require a mountain of work by the Accounting

department before they will be able to calculate each individual's bonus. A final figure should be available in October.

3. When will I receive my bonus? Sometime between December 15 and 24 all eligible employees will receive their Christmas bonus check.

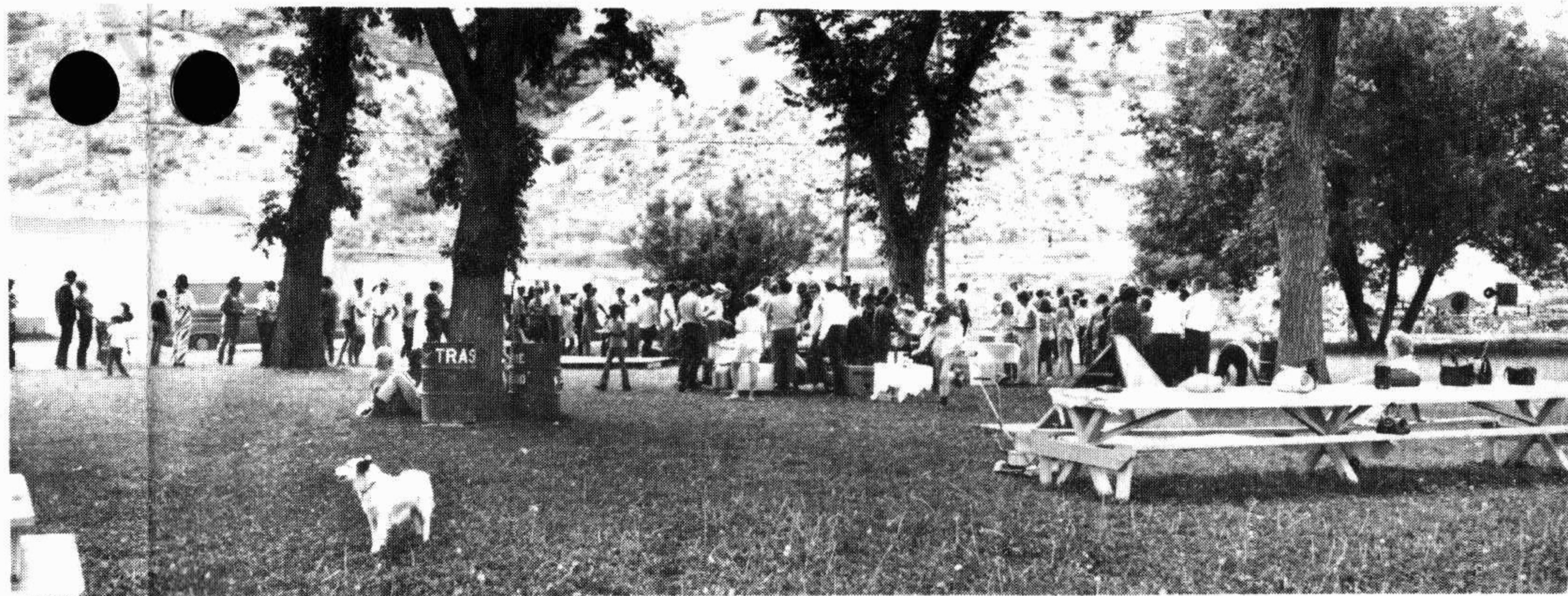
DOUGHNUTS

The doughnuts which have been appearing in the lunch rooms will continue as we show our appreciation by keeping the dimes flowing into the cup. Honor the honor system, and the doughnut man will honor us.





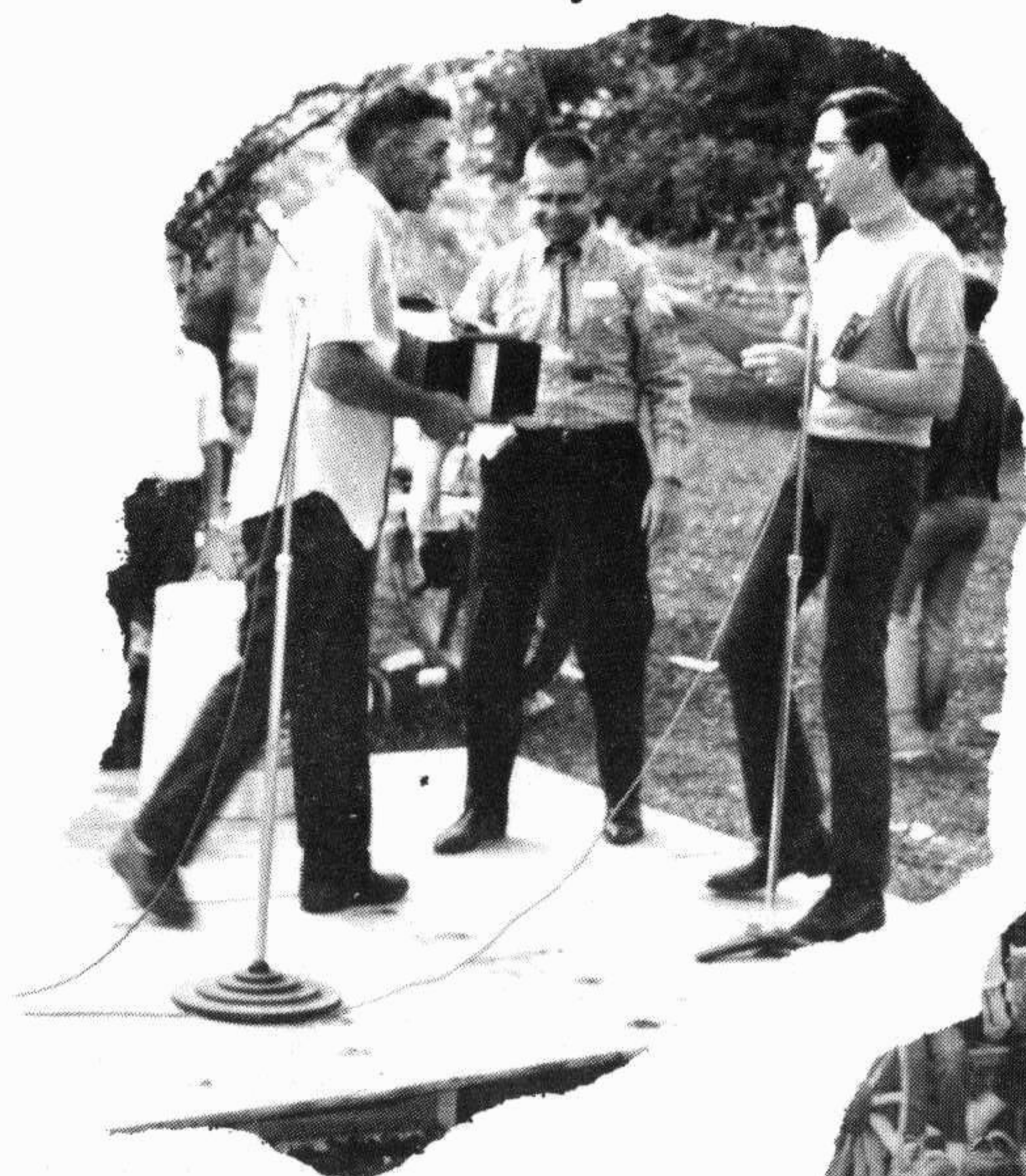
The Model Rockettes—Betty Estes, Harriette Hinkle, Sylvia Gasser, Gleda Estes and Eunice Rambish—fill the picnic air with melodious harmony.



The hound seems to be looking for the food, too!

P
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1969



Mr. Curtis Major, father of Linda Payne—Mail Room—receives the door prize, an electric oven broiler.



Betty Estes, accompanied by Estes, sings "Turn Around", a song to the kids from their mothers.



Wayne Kellner presents a trophy to Oma Dorffler, wife of Mike who won the egg loft contest. Mike was out chasing rockets.

WELCOME NEW EMPLOYEES

Ten new employees have joined the mail processing staff. Louise Buffum, Dianna Bush, Mary Moss, Marsha Roberts, Sharon Bundy, Joe Anne Fidler, and Margie Sartor have all been added to the swing shift. New members of the day shift are Shirley Ellis, Deanna Gilman, and Ramona Atwood.

Joanne Fidler and her 13 year old daughter, Donna, are living in Pueblo. They are anxiously awaiting the return of her husband who has spent the last 2½ years in Germany.

Also, from Pueblo, is Sharon Bundy. Living with her parents, Sharon spends her spare moments reading and building model rockets.

Originally from Michigan, Marsha Roberts now resides with her parents in Pueblo. Her hobbies consist of car racing and collecting records.

Margie Sartor resides in Canon City with her eight month old daughter and her husband who is employed at Cotter, Corporation. Reading and sewing are Margie's favorite pastimes.



After spending a number of years in Texas, Mary Moss is now living in Florence with her parents, two sisters, and two brothers. Mary spends her spare time sewing and painting.

A life-time resident of Canon City is Louise Buffum. Her favorite pastimes are reading and listening to all types of music. Louise hopes to continue her studies at Colorado State in the near future.

A newcomer to Canon City is Dianna Bush who recently moved from Berthoud, Colorado. In her spare moments, she likes to read and to "tinker" with cars.

Deanna Gilman has been working in the Accounting department and the mail room. She moved from Coaldale to Canon City. Deanna enjoys listening to music.

Welcome back to Ramona Atwood and Shirley Ellis. Living in Canon City, Ramona and her husband, Aaron, have a five-month old daughter. They enjoy horseback riding and swimming.

Shirley is residing in the community of Wetmore. She still likes to bowl, ride horses and collect glassware.

The Wood Shop day and swing crews have been increased by six new members. Joining the day crew is Margaret Listerman. Added to the swing shift are Marian Thomas, Millie Fleming, Elynda Trogden and Cynthia La Cosse.

A former employee, Cynthia La Cosse now lives in Pueblo after spending four years in Boston, Mass. When she isn't busy with her four children, Cynthia enjoys sewing and reading.

A resident of Pueblo, Merle Walker keeps busy with her pets and garden. Some of her varied pets are rabbits, pigeons and chickens.

Formerly from St. Louis, Miss., Millie Fleming has lived in Pueblo for the past twelve years with her two children and husband. Among her numerous interests are ceramics, archery, car racing, and painting.

Margaret Listerman, who is originally from Springfield, Missouri has lived in Pueblo for the past three years. She enjoys knitting, and ceramics during her spare time.

Born in Laken, Kansas, Elynda Trogden is now residing at Rockvale. She spends Wednesday and Saturday nights bowling on separate teams. Her husband, Alfred, is employed at Johns - Manville.

Applying their skills to Engine Production are Venita Daniels, Clifford Bowersox, Roland Martin, and Raymond Trujillo.

After 1½ years absence, Venita Daniels has returned to work in Engine Manufacture. Venita has lived in Penrose for seven years, after moving from La Crosse, Kansas. Antique collecting has proven to be a fascinating hobby for Venita.

Originally from Colorado Springs, Clifford Bowersox now resides at Penrose with his wife, Betty, and three children. Clifford's favorite pastime is horseback riding.

Ronald Martin, who is originally from Athens, Ohio, has lived in Penrose for the past five years. Being mechanically-minded, Ronald likes to "tear things apart and put them back together."

Raymond Trujillo is presently residing at Penrose, after being raised in Portland, Colorado. He spends his leisure time hunting, fishing, and camping with his wife, Beatrice and two children, Ray and Susan.

Working on the day shift in the Education department is Anna Jane Metherd. Originally from Minneapolis, Minnesota, she has lived in Florence for two weeks. Her hobbies are sewing and reading.

Also from Minneapolis, Char Erickson now makes her home in Canon City. Working on the day shift in the Print, Shop she also finds time to play the trumpet and to do oil paintings.



A new position, varitypist, has been filled by Margaret Failing. Coming from Gunnison, she now resides in Canon City with a cousin. She enjoys sewing whenever time permits.

Virginia Moore has joined the swing shift of the Shipping crew. A life-time resident of Pueblo, Virginia has a variety of interests in sewing, embroidery and ceramics.

The Dealer Sales crew welcomes Pat Mazzocco to the swing shift. Originally from Canon City, Pat has spent several years in Denver and Colorado Springs. Her special interests are bowling, dancing, and reading.

The company's new paste-up artist is Harry Wilson from Canon City. Harry has worked in print shops for the past twenty years. He is majoring in psychology as a part-time student at S.C.S.C.

HAPPY BIRTHDAY

Josephine Swift	Sept. 21
Annie Finney	Sept. 24
Vonda Robinson	Sept. 26
Linda Payne	Sept. 27
Jo Anne Arnold	Sept. 27
Bud Houston	Sept. 28
Pat Singer	Sept. 28
Lyn Griffin	Oct. 3
Ruth Mead	Oct. 3