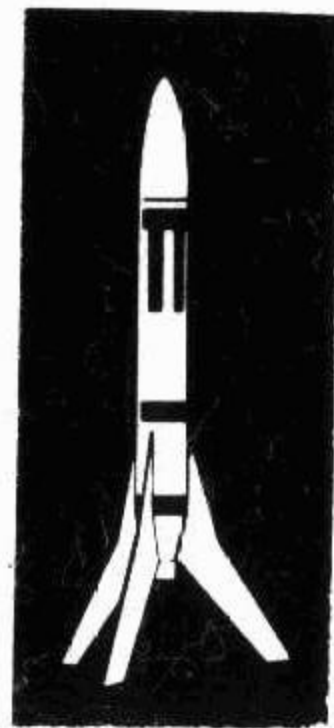


**HAPPY
BIRTHDAY**

| | |
|-------------------|-------------|
| Oakie Six | December 16 |
| Mike Murphy | December 18 |
| Sandi Lippis | December 18 |
| Marion Clodfelter | December 18 |
| Anna Campbell | December 20 |
| Judy Swift | December 21 |
| Rose Kerrigan | December 21 |
| Phyllis Allen | December 24 |
| Marilyn Bird | December 24 |
| Carol Davis | December 26 |



CLASSIFIEDS

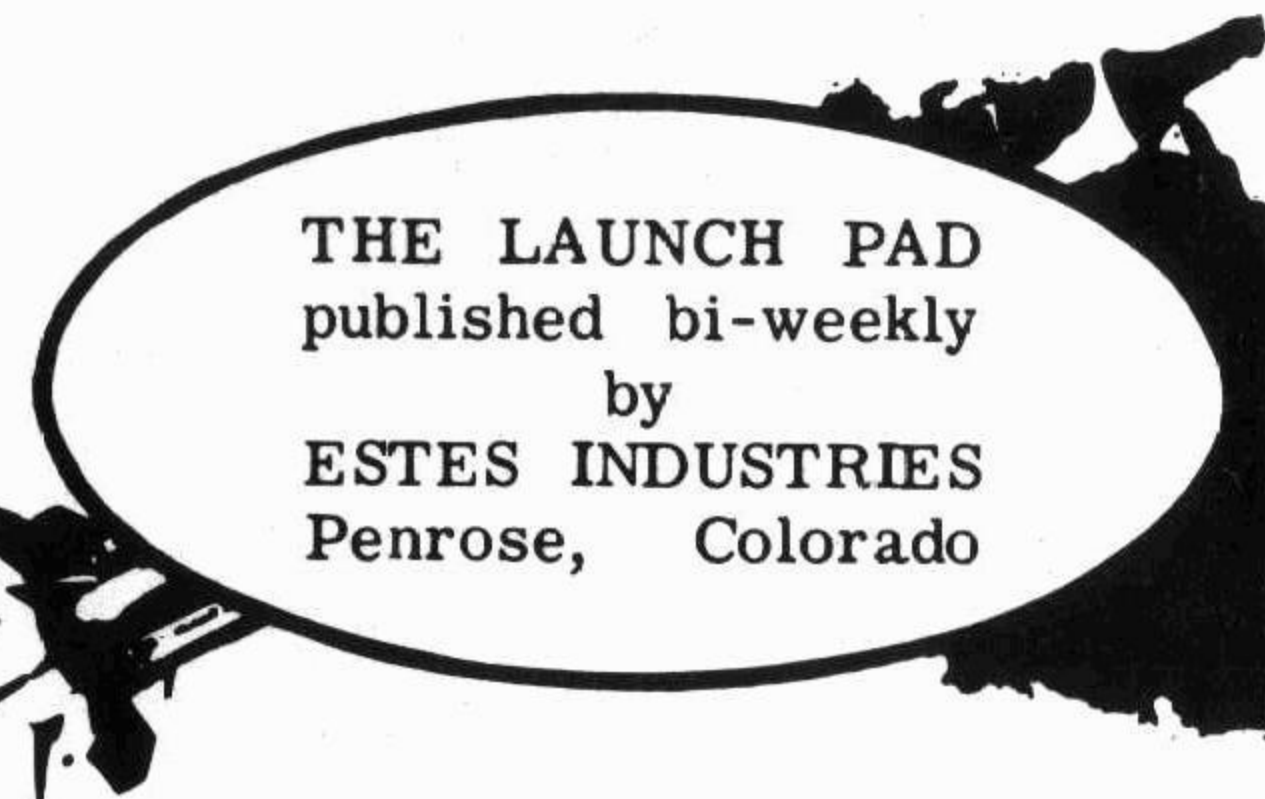
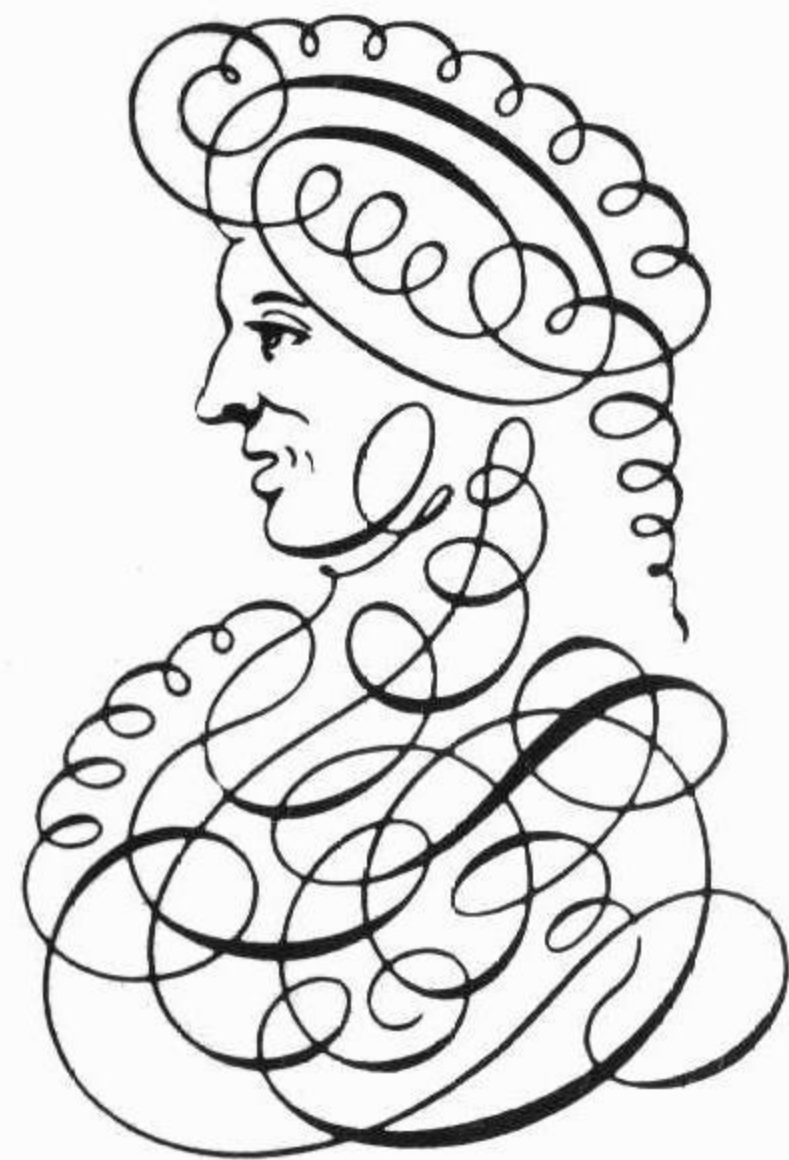
**A Free Service
For Employees**

**Deadline: Tuesday
Before Publication**

24-INCH Blue & White girls bicycle. Good condition. \$15.00. Call 275-2504.

NEED BABYSITTERS. Call my wife at 784-3498 and let her know times that you might be available. Need day or evenings. John Boley

ONE WELL-BEHAVED (well, mostly), cute (definitely), black (almost) puppy. Approx. 20 weeks. Terrier-Chihuahua mix. Has had shots. See John Boley.

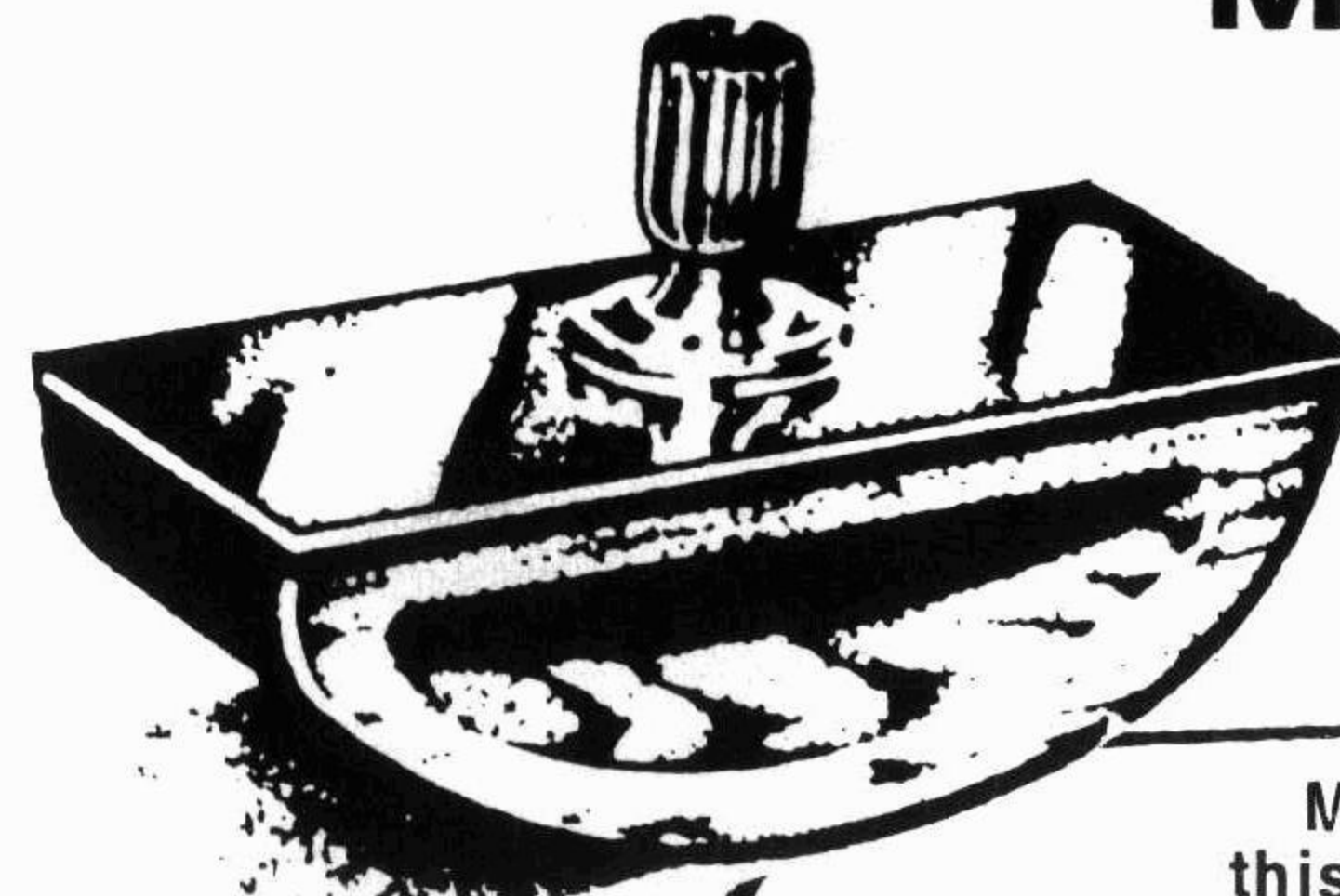


the
ESTES

**LAUNCH
PAD**

DECEMBER 12, 1969

**Merry Christmas
to the
Estes Team**



Many of the Christmas wishes coming in this year from our customers are making statements of appreciation for the work all of you are doing. They are received in the form of Christmas cards, personal notes, and typewritten letters. The boys are pleased because we really care about them. They are making statements such as "I want to show my appreciation by wishing the Estes TEAM a Very Merry Christmas and a Happy New Year!", or "Thanks to all of you at Estes for the fine service you give me. Have a Merry, Merry Christmas and a Happy, Happy New Year!"

I'm glad our customers appreciate the fine work you are doing and I wish to also express my thanks to each of you who are part of the 'Estes Team', for the extra efforts you've put forth to make our customers think so highly of our Company.

Vern

P.S. A few days before Christmas, why don't you come by the front office to see the many cards on display. It will do your heart good to realize we have so many customers wishing us well during the holiday season.

FROM HEADQUARTERS

AT LAST

the year end bookkeeping has been completed and to say it in space age terminology, 'it's go from here on out'.

Dan is busy figuring the amount of the bonus of everyone who is eligible (those employed more than 3 months prior to August 31, 1969). Checks will be distributed on December 19.

For your convenience the Government's (Internal Revenue) "fair share" will be withheld as usual.

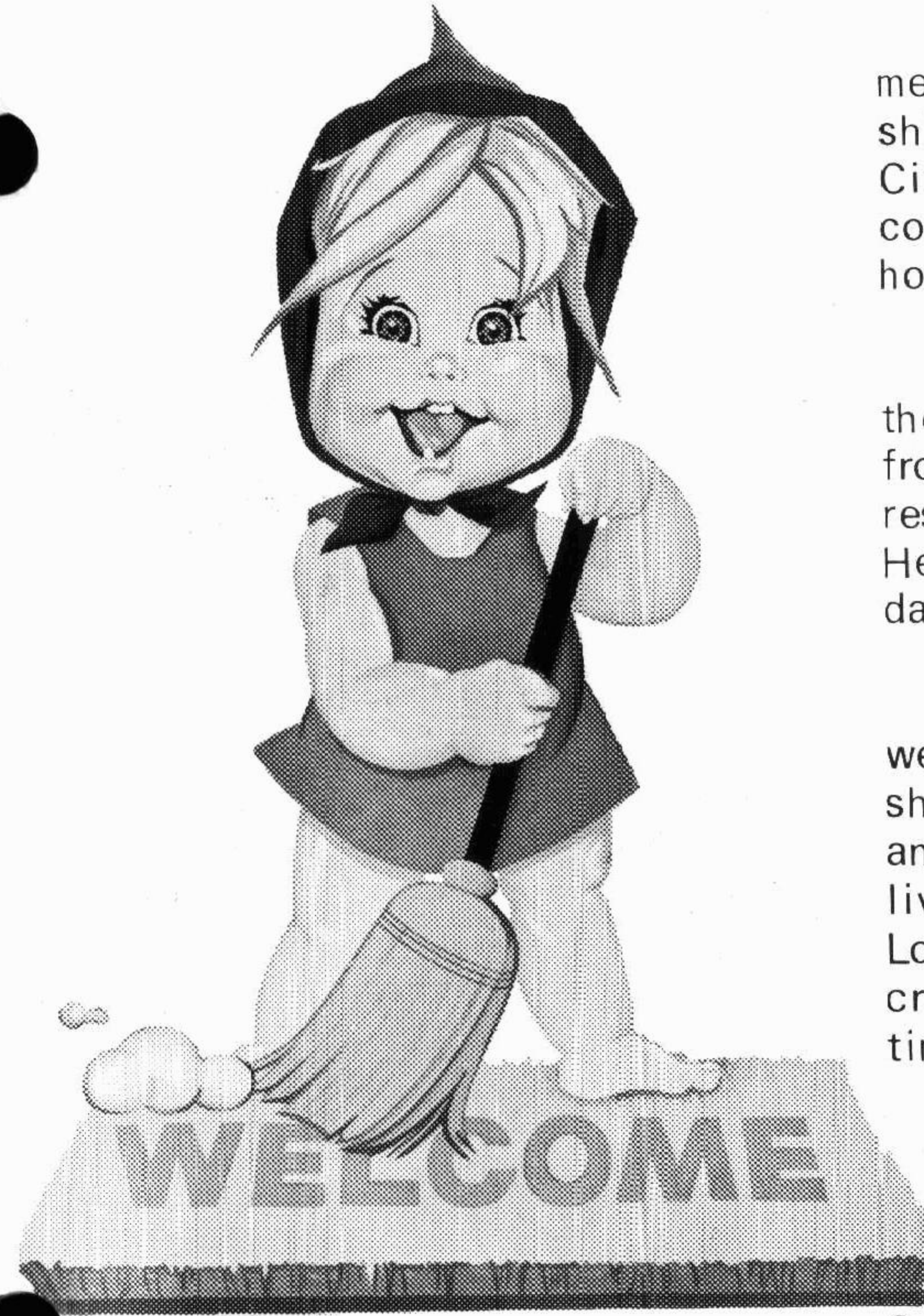
SCHOOL DAYS

The Christmas season makes us think about the new year and perhaps going back to school, as well as all the gifts under the tree. One of the best gifts to receive is the opportunity to go back to school afforded by the Estes education policy. Under this program the company will pay up to 90% of the registration costs of any class that will help an employee be more effective in his (her) job.

Many opportunities for furthering one's education are being offered throughout the area. College of the Canons, our local college, begins its winter quarter on January 3, 1970. Its class schedule may be obtained in the Personnel Office. Western State of Gunnison will also be offering extension courses in Pueblo and Canon City beginning next month. Business schools are

close at hand, adult education classes are quite popular, and beneficial correspondence courses are available.

The company's education policy has been purposefully designed to financially encourage each and every employee who wishes to improve himself (herself) through a better education. The registration fee padlock to the school house door has been unlocked to all Estes employees.



Shirley Bellew is the newest member of the Mail Room swing shift. A long time resident of Canon City, Shirley enjoys making rugs, cooking and riding horses as hobbies.

Dennis Taylor has recently joined the Warehouse day shift. Originally from Pueblo, Dennis is presently residing with a brother in Penrose. He enjoys sports, bowling and dancing.

The Shipping Department is welcoming Louise Norton to the day shift. Originally from Golden, Louise and her three children have only lived in Canon City for a year. Louise enjoys sewing, arts and crafts, and sports during her spare time.

A new resident in the area is Sandra King who recently joined the Print Shop swing shift. Originally from Beloit, Wisconsin, Sandi and her husband have lived in Pueblo for a year. Her hobbies are swimming, reading and sewing.

The doors have opened to welcome eight new employees to various departments throughout the company.

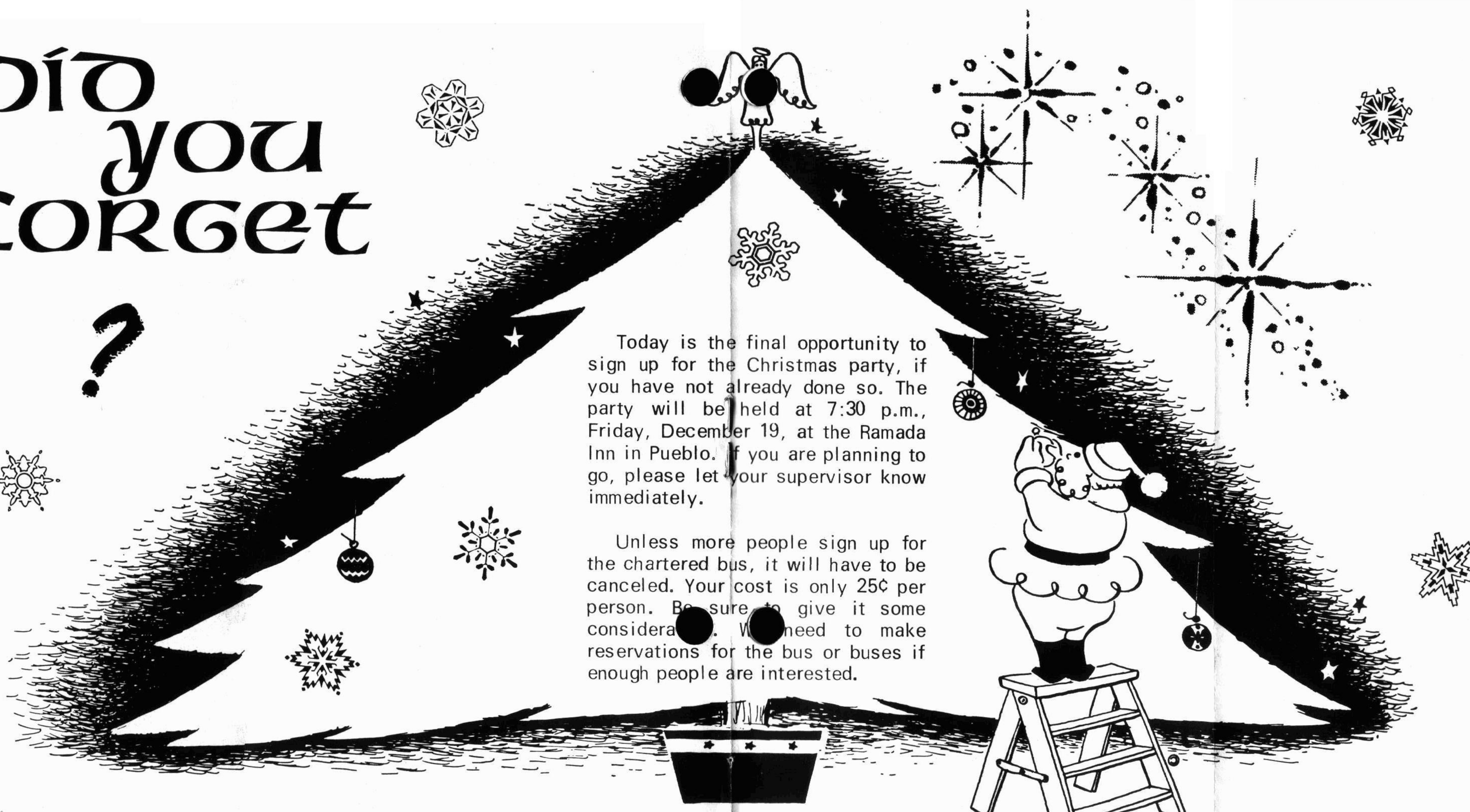
Betty Tilley has joined the swing shift in the Wood Shop. Originally from California, Betty is living in Florence with her 14-month old son while her husband completes his enlistment in the Navy. Betty enjoys crocheting and sewing in her spare moments.

The Wood Shop also welcomes Thelma Chorus to its graveyard team. Thelma lives in Rockvale and likes to sew, fish, and make figurines and plaques.

Denise Coulter is the newest member of the Personnel Department. Originally from Durango, Colorado, Denise and her husband moved to Florence in September. They enjoy riding horses, camping and finding ghost towns. One of Denise's new duties in the Personnel Department will be to write for the Launch Pad.

Evangeline (Vangie) Balles has returned to the swing crew in the Packing Department. She and her husband, Louie, moved to Pueblo from Chico, New Mexico. Among her many interests, Vangie enjoys sewing and cooking the most.

DID YOU FORGET?



Today is the final opportunity to sign up for the Christmas party, if you have not already done so. The party will be held at 7:30 p.m., Friday, December 19, at the Ramada Inn in Pueblo. If you are planning to go, please let your supervisor know immediately.

Unless more people sign up for the chartered bus, it will have to be canceled. Your cost is only 25¢ per person. Be sure to give it some consideration. We need to make reservations for the bus or buses if enough people are interested.

DECEMBER



ANNIVERSARIES

FIVE YEARS

- Jean Curnutte Print Shop
- June Harris Dealer Service

FOUR YEARS

- Margaret Babcock Kit-Packing

THREE YEARS

- Violet Long Kit-Packing
- Bud Houston Wood Shop
- Bob Daniel Engine Mfg.
- Shari Green Personnel
- Viola Martin Wood Shop
- Letha Ham Shipping

TWO YEARS

- Dorothea Holmes Engine Mfg.
- Lee Rodarmel Wood Shop
- Eldridge Haynie Engine Mfg.

ONE YEAR

- Jane Graves Dealer Service



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With four sisters and three brothers, "growing up" for Judy Swift was far from dull. She was born and raised in Florence, graduating from the Florence High School.

For the past three years Judy has been residing in Coal Creek with her husband, Laurence, who is employed with the Fremont Paving Company. Judy and Laurence have been married for four years, after being introduced to one another by relatives. Judy names bowling as her favorite sport and pastime. Laurence enjoys using his leisure time hunting and working on cars.

On May 25, 1966 she joined the staff of Estes Industries. As a member of the swing shift in the Mail Room, Judy uses her ability and skills as a checker and a puller. Judy has found that work in the Mail Room is not only satisfying but very interesting and challenging.



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"Borrow up to \$800 confidentially by mail You don't take time off work. You can borrow in the privacy of your own home, on your signature only and pay back the loan by mail in 24 convenient monthly payments."

Sounds good, doesn't it? This is an example of the way some loan companies work. By sending out unsolicited advertising brochures showing happy families and beautiful homes, they hope to make it sound easy for us to have these things.

However, let's look more closely at the advertisement. The government has recently passed a law for our protection requiring all companies to show total yearly finance

charges and interest rates. This particular firm indicated that their yearly finance charges ranged from 29% to almost 40%. A bank will usually charge between 8% and 16% interest, depending upon the reason for wanting the money. As an example, a 24-month bank loan for \$500 would cost approximately \$80 in interest charges. The same \$500 borrowed from a loan shark would cost \$168 for an equal length of time.

There are many legally authorized loan agencies including the local banks whose business is to serve our money needs. We need to be sure that the agency we choose will "serve" us rather than "take" us.

PROMOTIONS

Congratulations to Cindy LaCosse, recently promoted to assistant supervisor of the Wood Shop's swing crew. Cindy, a Pueblo resident, has been with the company three months.

Also promoted in the Wood Shop is Velda Hager, a member of the department since January, 1969. She becomes assistant supervisor of the graveyard crew. Velda is a resident of Canon City and enjoys bowling. Congratulations, Velda.