

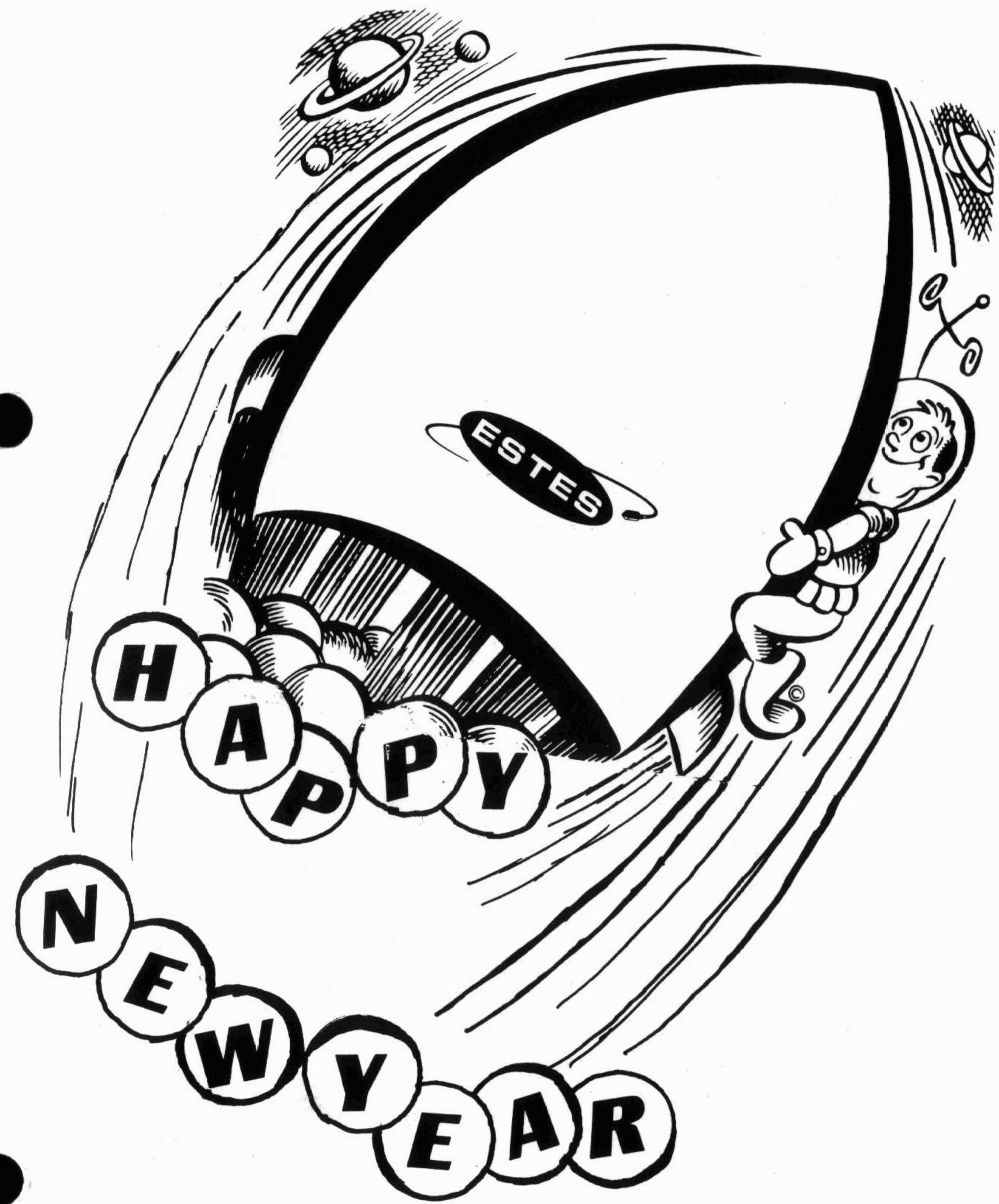
**HAPPY
BIRTHDAY**

- December 27 Helen MacLennan
- December 28 Donna Weeks
- December 29 Marlys Busch
- December 31 Agnes Muething
- January 1 Mabel Davidson
- January 1 Betty Gallimore
- January 2 Eleanor DeLisle
- January 4 Vern Estes
- January 4 Penny Mathis

- January 6 Evelyn Pomeroy
- January 6 Floyd Phillips
- January 7 Isabel Maglietto
- January 7 Conly Merritt
- January 7 Bob McGill
- January 8 Elizabeth Lange
- January 9 Polly Van Meter



the
ESTES
**LAUNCH
PAD**
DECEMBER 26, 1969



CLASSIFIEDS

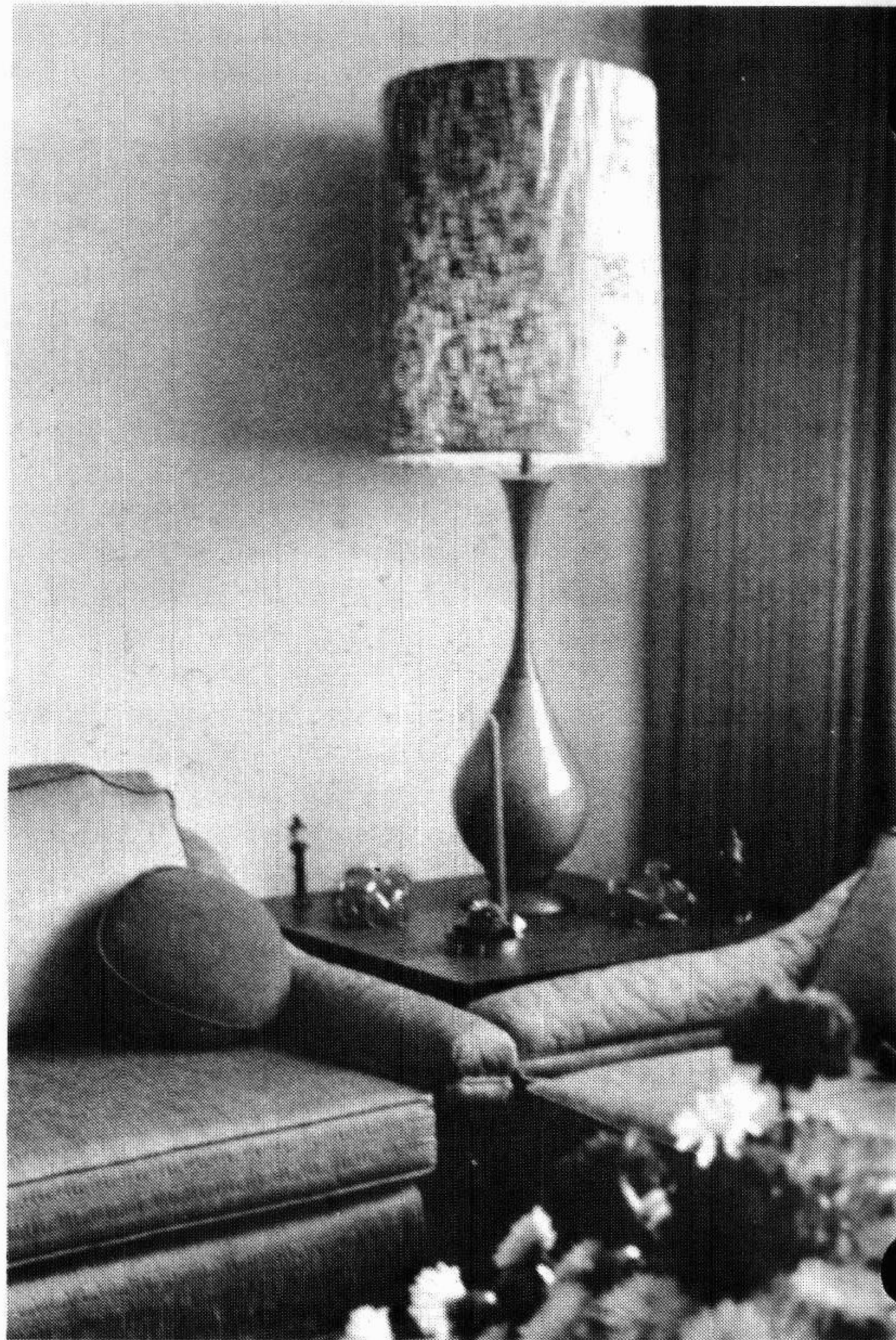
**A Free Service
For Employees**

**Deadline: Tuesday
Before Publication**

I need a FULL TIME BABYSITTER in my home. 5 days a week. Job open January 4. Contact 784-6734 after five o'clock.

THE LAUNCH PAD
published bi-weekly
by
ESTES INDUSTRIES
Penrose, Colorado

thank
you



A couple of Christmases ago the thoughtful employees of Estes Industries 'passed the hat' to buy us a beautiful lamp for Christmas. When we brought it home it was discovered that we had no table to place it on. We soon found that the cardboard box it was packaged in, with its gift wrapping still on, would fit nicely in the corner between the two sofas, thus providing an attractive stand . . . for a while. But the paper became faded and torn, the box warped from the weight of the lamp, and we had concluded it was time for it to be replaced with a more suitable piece of furniture. Having just received our bonus checks, we were about ready to start a search through the various furniture stores to locate just the right table. Then that evening at the Christmas party, with our bonus checks still intact, we were presented with the perfect table for our needs. We also received a very nice tie-tack for Vern and pin for Gleda. Our THANKS to all of you for helping make this a Merry Christmas for the Estes family.

Vern and Gleda



The most recent member of the Packing department's graveyard shift is Deanna Loader. Deanna lives in Penrose and enjoys horse back riding and fishing.

The Estes team has put out the welcome mat for Virginia Smith, Bonnie Allen, Deanna Loader, Ines Prelas, Myree McNeff, and Hellen Steffenson.

Virginia Smith is the newest member of the Mail room graveyard crew. A resident of Canon City, Virginia enjoys reading and sewing during her spare moments.

Bonnie Allen, who has recently joined the day shift in the Shipping department, is a native of this area. She lives in Canon City with her husband and their four sons. Whenever she can find a free moment, Bonnie likes to cook and sew.

Ines Prelas has rejoined the Estes day crew in the Educational Services department. Originally from Germany, Ines has lived in Pueblo for fifteen years. She enjoys most active sports as hobbies.

The Wood shop is welcoming Myree McNeff to the swing shift. Myree is a resident of Canon City and enjoys crocheting and watching television.

The Wood shop is also happy to welcome Hellen Steffenson back to the swing shift. Hellen and her family have lived in Penrose for eight years. Hellen enjoys bowling and liquid embroidery.

PAST

PRESENT

FUTURE

Before we set our sights on the hopes of tomorrow, we should have a short look at yesterday.

This week marks the second anniversary of the hectic move to the main office building. At that time, the structure which now houses the Packing department was the major building within the plant. During the week after Christmas, 1967, mail processing, shipping and packing operations, educational services, dealer services, customer services and the switchboard moved from that building, leaving it empty and quiet. The Print Shop and the Photo Lab vacated their cramped quarters up on the hill. Vern left the comforts (?) of his garage-office. Other officers were happy to say farewell to the unit which had housed the original base of operations for Estes Industries. (This building is now the home of Earl Estes.) It was a great week! The new quarters were so spacious, with plenty of room for expansion. With great pride, the plant employees toured the new building on January 2, 1968.

However, this was to be only the beginning of a tremendous expansion of the company and its building program. Six months from that date, the packing and shipping operation were separated. The new Packing department was sent back up to the old blue building. The warehouse was completed on October of 1968. Engine manufacturing continued its expansion. This year the Machine Shop was enlarged for the "ump-teenth" time. Walls were knocked out of the Wood Shop to make room for more machines. The new electronics lab was set up in the old graphic arts building. Just recently, the R & D department moved into the two-car garage which housed all of

shipping and packing just three years ago. Even the model builders have had to find a building of their own. Few departments have escaped the pressures of growth these past two years. Finding room for everyone has become a serious game of rearranging, moving, partitioning, tearing down walls and crowding people together.

Success, resulting in rapid expansion, has brought some temporary inconvenience. Plans have been made and will continue to be made for more floor space this next year.

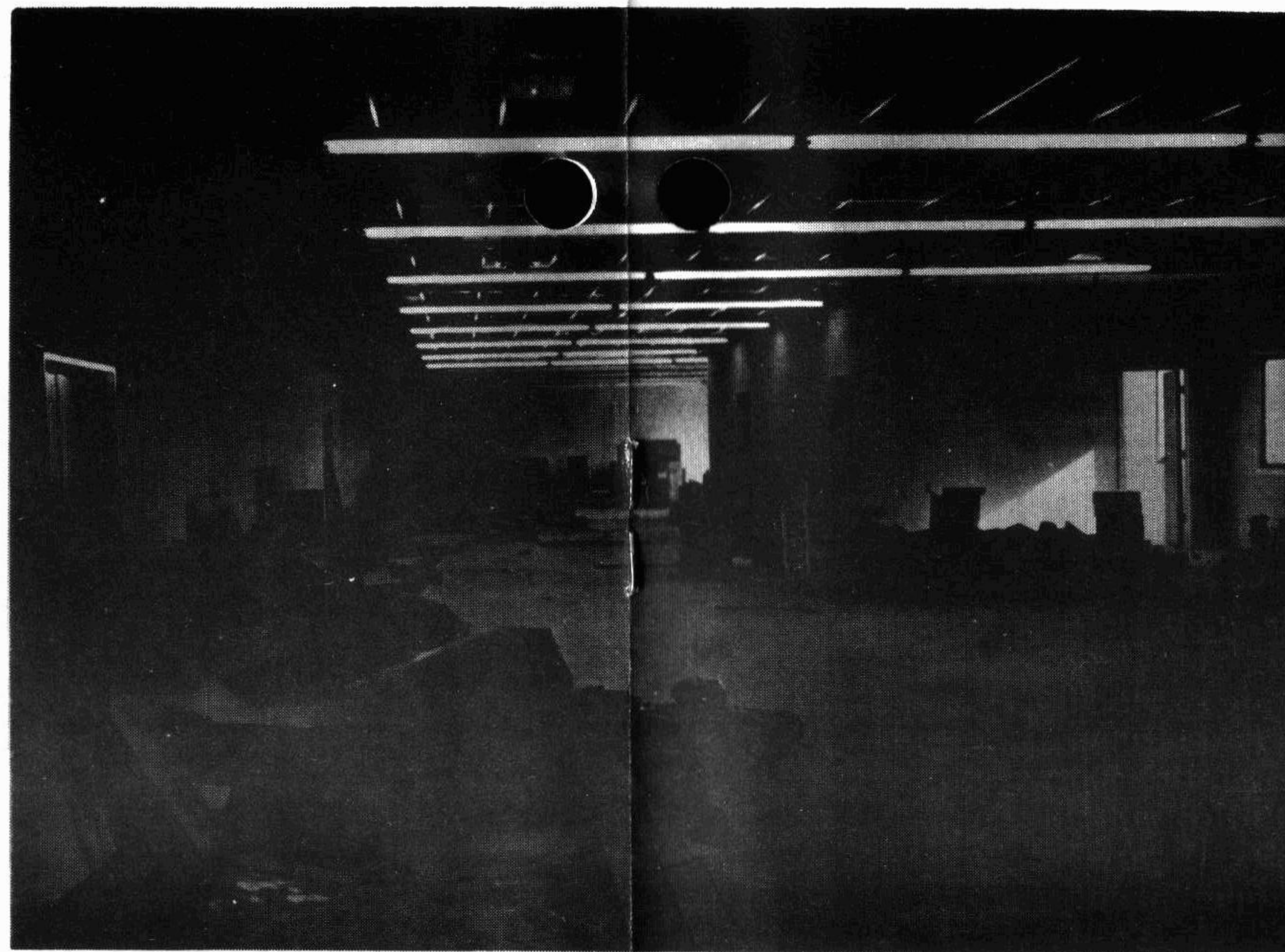
Success has also brought increased benefits to employees sticking with Estes Industries. This area of planning is not being neglected.

Many things have contributed to the growth of Estes Industries. However, the success formula can be boiled down to this: "A youngster-oriented idea, a good and improving product, pride in workmanship, top-notch customer service and old-fashioned hard work". We've got a good crew and a bright future. 1970 looks good!

EMPLOYEE DISCOUNT

One of the benefits of working at Estes Industries has been the privilege of buying Estes merchandise at discount prices. Some items have been available at 50% of the regular price, some at 40% and some at 30%. This percentage variation has caused some confusion.

Therefore, beginning January 1, 1970, all products sold here at Estes will be available to employees at the uniform discount of 40%



Two years ago, just before the big move into the main building at Christmas time, the Shipping room was photographed in this state of confusion. When the move was made, there seemed to be ample space for the packing and shipping operations of the plant.



JACKIE
COOPER

Jackie Cooper, a three year veteran of Estes, joined the Wood Shop graveyard crew in September, 1966. Later she transferred to the day shift, where she is presently the shift supervisor. Jackie's duties as a supervisor have required a working knowledge of all the varied operations in the Wood Shop.

Jackie met her husband, Loren, in Hartsel, Colorado, soon after Loren had returned from the service. While their oldest son, Larry, was a baby, they moved to the warmer climate of Canon City. Since then Jerry, 19, Gary, 11, and Terry, 9, have joined the clan. Loren is now working with Cotter Corporation.

Within a family of growing boys, Jackie has managed to maintain her own interests. Her favorite activity is working with people. However, she also enjoys crocheting, embroidering and dancing.

Jackie remembers when the Wood Shop had a crew of only three people per shift. They had a lot of fun and put out a lot of work. Although there are now three times as many employees within the department, they still enjoy their work and feel that they have the best department in the plant.

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OUTSTANDING TEENAGER

Verna McCallister, Public Relations secretary, has an extra reason to be happy during this holiday season. Her son, David, has been selected by Florence High School as an Outstanding Teenager for 1970. David is now in competition for the state and national titles. If he wins the national award, he will receive a college scholarship and recognition in national newspapers and magazines. Congratulations to David on receiving this honor.



Our best wishes go out to Jo Anna Schmidt, tour guide. She became the bride of Dana Angel on December 6, in Florence at 2:00 p.m. Dana and Jo Anna are making their home in Florence.



"You've got the order. There's something about you that I like."