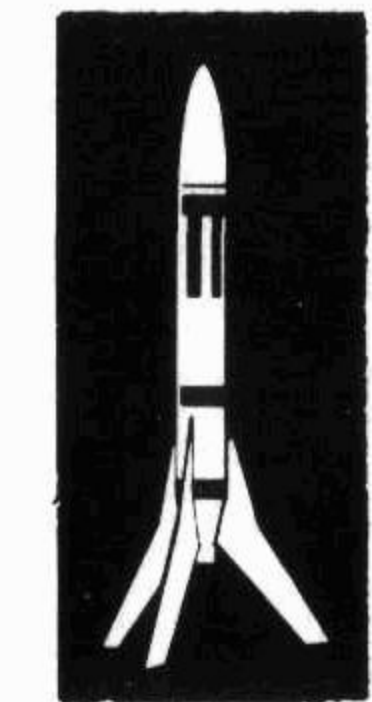


HAPPY BIRTHDAY



- February 21
Nadine Helmick
- February 22
George Washington
- February 23
Vivian Butler
Janet Osborne
- February 24
Louise Shade
Rick Robinson
- February 25
Sylvia Gasser
Rosalene Smart
- February 25
Jean Savage
Betty Bradley
- February 26
John Hood
Thelma McGrath
- February 28
Thelma Chorus
- March 3
George Miller
- March 4
Gleda Estes
- March 5
Ramona Knighton
- March 6
Dolly Baker

Harriet Hinkle of the Shipping Department is a very proud grandmother today. On February 1, her first granddaughter was born. Named Lynette Suzanne by her parents, David and Becky DeWall, the baby has two brothers, Michael and Robert.

CLASSIFIEDS

A Free Service
For Employees

Deadline: Tuesday Noon
Before Publication of the Launch Pad

FOR SALE: Good equity in 1964 Pontiac Star Chief 4 door sedan. Consider trade. (VW or similar, perhaps?) Call: 784-6742

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

the **ESTES** **LAUNCH PAD**
FEBRUARY 20, 1970



HAPPY BIRTHDAY, GEORGE

Fifteen months ago the executive staff at Estes Industries decided that three additional paid holidays should be given to all qualified employees. One of the new designated holidays was George Washington's Birthday on February 22.

This year the holiday occurs on Sunday. To celebrate, the entire plant will be closed Sunday, February 22 and Monday, February 23. All full-time, inplant workers who have been employed for at least 90

consecutive calendar days prior to February 22 are also eligible to receive holiday pay for the equivalent of eight (8) hours work.

Don't forget! To qualify for holiday pay, an employee must work a full shift on his last regularly scheduled work day preceding the holiday and on his first regularly scheduled work day following the holiday.

Happy Birthday, George, and a pleasant holiday, Estes Employees.

PROMOTIONS!

The Shipping Department, Mail Processing Department and Print Shop are celebrating recent promotions on their swing shifts.

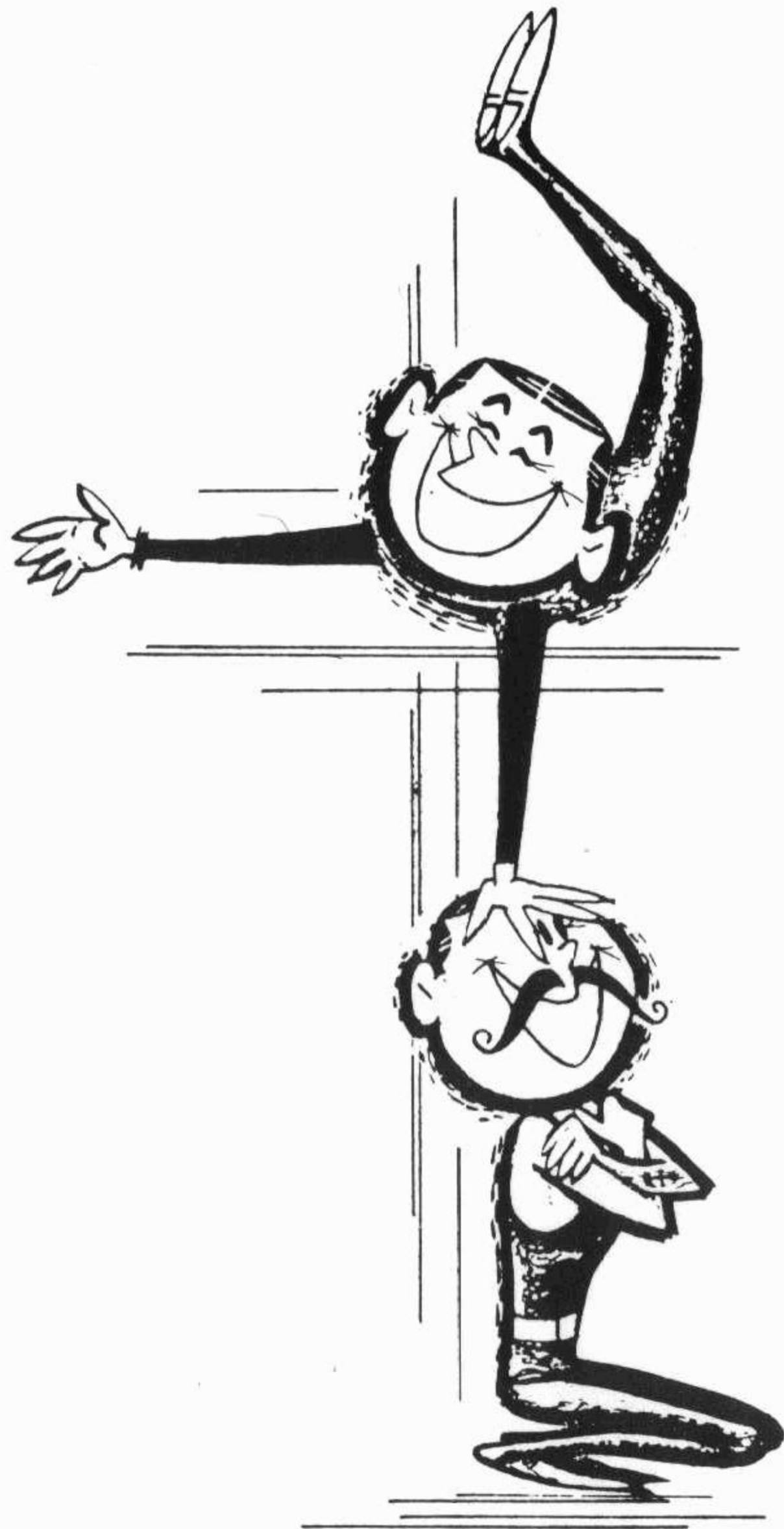
The new supervisor in the Shipping Department is Lucille Ossola, a resident of Florence. She has been with the company since November, 1965.

Sally Boyd, who also works in the Shipping Department, has been promoted to the position of assistant supervisor. Sally, an employee since June, 1968, makes her home in Coal Creek.

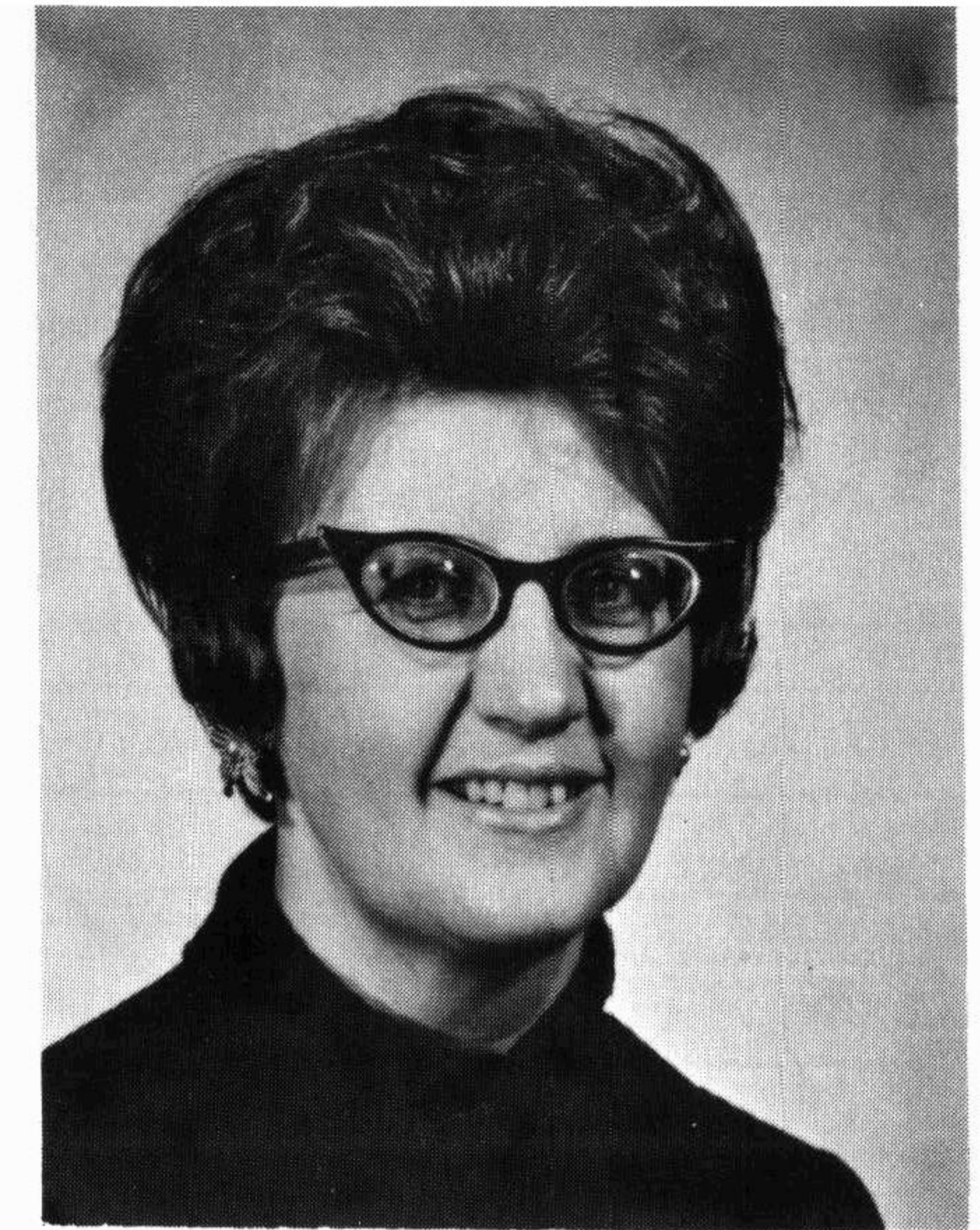
The Mail Processing Department welcomes Sandra Mock to the position of assistant supervisor. Sandi relaxes after a hard day by listening to Western music. She began work in July, 1969.

Margaret Meier, a three-month veteran of the Print Shop, is the new assistant supervisor. Her favorite after-work activities are creative art, sewing and bowling.

Congratulations, Lucille, Sally, Sandi and Margaret.



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VERNA McCALLISTER

Verna McCallister, a native of this section of Colorado, is a three year veteran of Estes. She joined the Customer Service Department day shift in November, 1966. Later Verna transferred to the position of secretary for Norm Avery.

While she was still in school, Verna moved with her family from Pueblo to a farm near Penrose. She met and married Hank McCallister soon after graduation from Penrose High School. Because of their dislike of large towns, Verna and Hank decided to make Penrose their home.

The McCallisters are an active couple. Hank, now employed at Ideal Cement Company uses free time to work on their five acre farm. Verna enjoys bowling, bridge and ceramics. Recently she finished a course on cake decorating but hasn't yet decided what to do with her knowledge.

Verna and Hank are very proud of their three sons. Scott, a college senior, will graduate in June from the University of Denver with a degree in Accounting and will start his post-graduate work at that time.

David, a senior at Florence High School, hopes to follow Scott into the accounting field. He has been very active in school and was recently honored as an "Outstanding Teenager". The youngest of the three, Jeff, has decided not to worry about the future until he has completed the forth grade.

Verna enjoys Penrose and her work at Estes Industries. In addition to her secretarial duties, she works with the tour guides and receptionists.

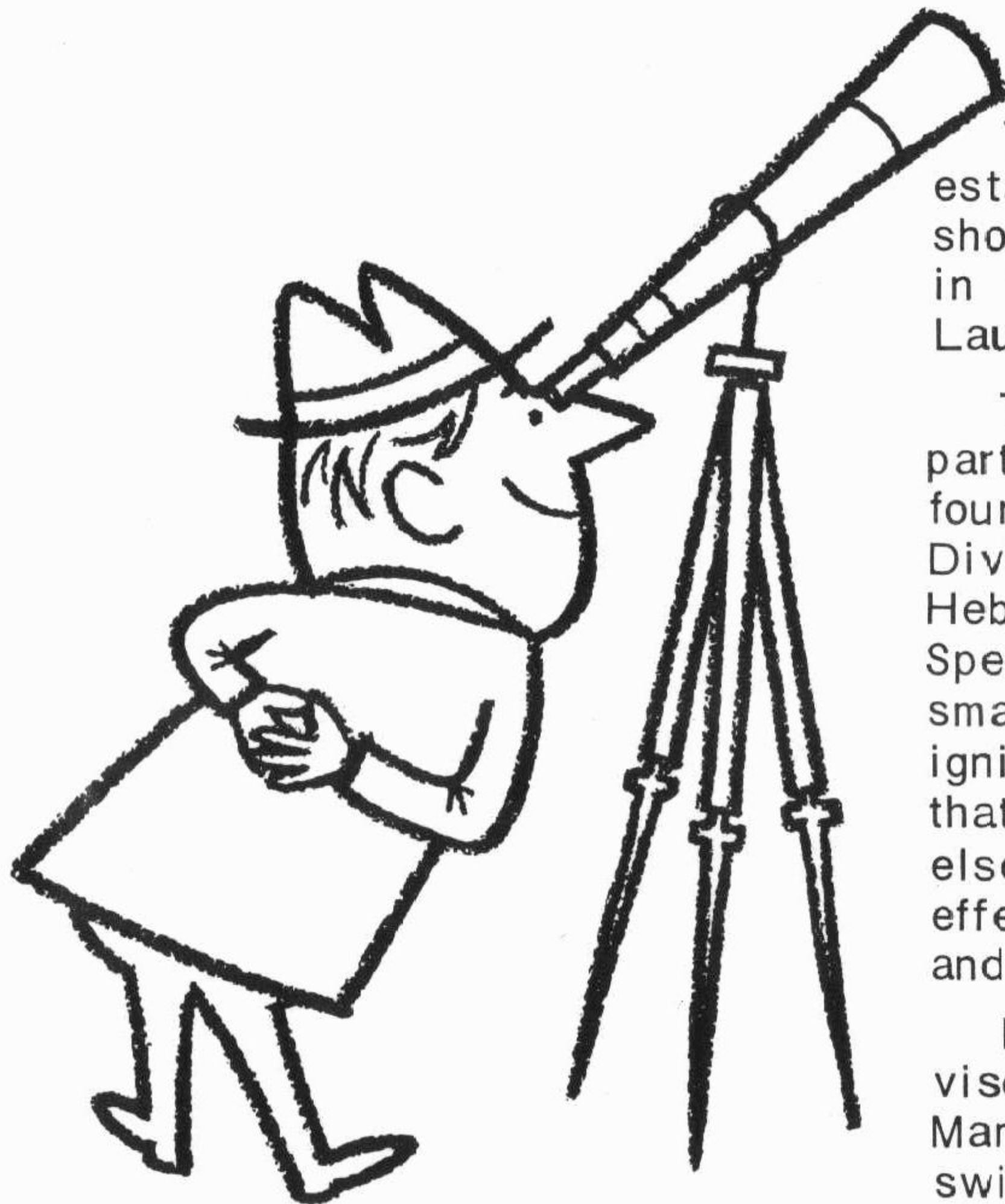
The Latest from Headquarters.

NEW DEPARTMENT DEVELOPED

The first step has been taken to establish the new departments shown on the organizational chart in the January 23rd issue of the Launch Pad.

The Special Manufacturing Department has been developed as the fourth major area of Production Division under the direction of Don Heberly. Using mobile personnel, Special Manufacturing will make small items, such as packaged igniter wires and folded parachutes, that previously have been produced elsewhere. The new department effectively consolidates production and provides more efficient service.

B. J. Schmidt is the new supervisor of the day shift in the Special Manufacturing Department. The swing shift supervisor is Gladys Hart, while Irene Breece supervises the graveyard.



ESTES ROCKETS IN NATIONAL HOBBY SHOW

The newest Estes display was effectively used at the Sherman House in Chicago during the 1970 National Hobby Show. Estes personnel attending the show, which lasted from January 30, to February 5, were Vern Estes, Norm Avery and Bob McGill. Thousands of persons took the opportunity to view the largest selection of hobbies ever collected under one roof.

The primary purpose of the new display was to attract hobby dealers. Numerous model rockets were used to illustrate the growing space age hobby. Many interested dealers found our large selection of rockets and our continually expanding line of kits very appealing.

NEW ACCOUNTING SYSTEM

Today a new system of registering overtime on each employee's paycheck is being put into effect. The new system, used extensively throughout the accounting world, allows the Accounting department to prepare a more concise cost breakdown. It does not affect an employee's total pay. Here is an example:

Old Way

| Reg. Hrs. | Rate | Amount | O.T. Hrs. | Rate | Amount | Total Hrs. | Total Amount |
|-----------|------|--------|-----------|------|--------|------------|--------------|
| 80 | 2.00 | 160.00 | 10 | 3.00 | 30.00 | 90 | 190.00 |

New Way

| Reg. Hrs. | Rate | Amount | O.T. Hrs. | Rate | Amount | Total Hrs. | Total Amount |
|-----------|------|--------|-----------|------|--------|------------|--------------|
| 90 | 2.00 | 180.00 | 10 | 1.00 | 10.00 | 90 | 190.00 |

If you have any questions, call Dan Mathis, 36.

NEW MACHINE MEANS INCREASED PRODUCTION

Spring has arrived at Engine Manufacturing. Under the careful hands of J. B. Nickels and his crew, the walls of the first new buildings of the year have slowly been raised. Constructed to house a growing Mabel family, the two new structures are designed for maximum safety of the operator.

Mabel VI, our miraculous rocket-engine making machine, has already been installed in one of the new buildings. The second structure will be the home of another machine still under construction. Although the new buildings are not dressed in brilliant colors, their presence will soon be felt when their mechanical occupants begin production.

WATCH THEM GROW!



IMPORTANT

NEW DISCOUNT ORDER FORM

Hold it! Don't buy any more rocket supplies --- until you hear about the new policy for employee purchases.

A new order form has been designed specifically for the use of Estes and Damon employees. Before any purchase is made, the desired items should be listed, the prices totaled and the 40% discount figured. Then, if an employee wishes to pick up his order, he may do so by taking the form to the Retail Store.

Orders that are to be mailed, such as gifts, should be given to Oakie Six in the Mail room along

with payment for the items ordered. The company has recently assumed the responsibility of paying shipping charges on employee orders to any destination in the United States, U.S. territories or possessions, including APO or FPO addresses.

The revised order blanks may be obtained from the shift supervisor or the Retail Store.

Now that you know the new policies on purchasing and mailing kits, go ahead --- buy all the rocket supplies you want.

YOUR JOB

Wherever you're working - in office or shop,
And however far you may be from the top -
And though you may think you're just treading the mill,
Don't ever belittle the job that you fill;
For however little your job may appear -
You're just as important as some little gear
That meshes with others in some big machine,
That helps keep it going - though never is seen.

They could do without you - we'll have to admit -
But business keeps on, when the big fellows quit!
And always remember, my lad, if you can,
The job's more important - oh yes - than the man!
So if it's your hope to stay off the shelf,
Think more of your job than you do of yourself.

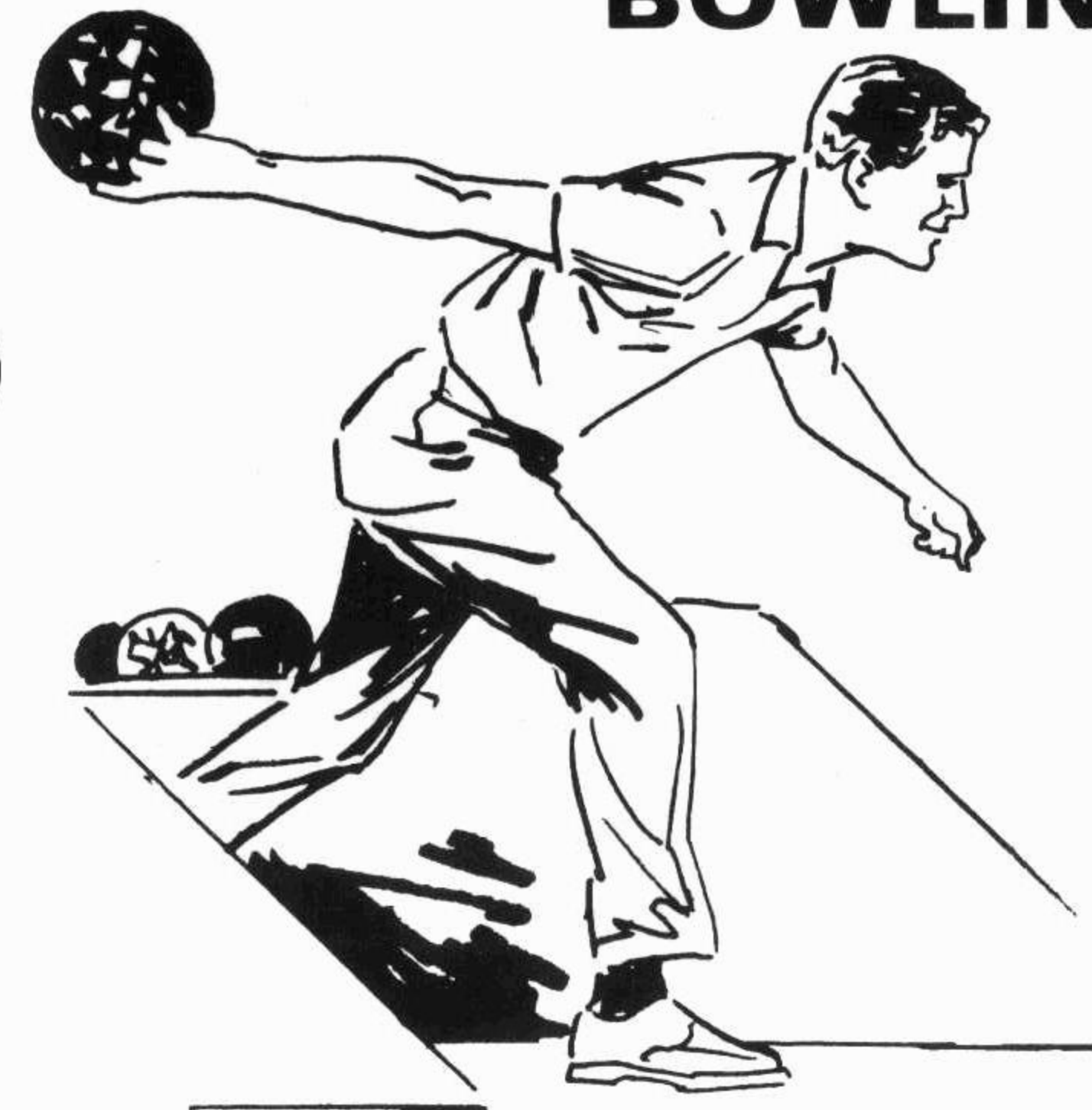
Your job is important - don't think it is not -
So try hard to give it the best that you've got!
And don't think ever you're of little account -
Remember, you're part of the total amount.

If they didn't need you, you wouldn't be there -
So, always, my lad, keep your chin in the air,
A digger of ditches, mechanic, or clerk -
Think well of your company, yourself, and your work!

--Author Unknown

We wish to express our sympathies to Raymond Trujillo of Engine Manufacturing, whose infant daughter recently died of pneumonia.

MID-SEASON BOWLING NEWS



HIGH SERIES HANDICAP

| | |
|---------------|-----|
| *Mary Amedei | 655 |
| Neva Buchanan | 653 |
| Peggy Hammel | 619 |
| *Bill Carson | 679 |
| Loren Cooper | 652 |
| Mack Eppler | 643 |

FRIDAY NIGHT TEAM STANDINGS:

DRIFTERS
APOLLO 4'S
MISFITS
ASTRO NUTS
TYKES
SPACE MATES

HIGH GAME SCRATCH

| | |
|-----------------|-------|
| Avona O'Leary | 210** |
| Norma Holmes | 196** |
| *Lillian Little | 194 |
| Bill Holmes | 225** |
| *Bill See | 222 |
| Dale Linam | 212 |

HIGH GAME HANDICAP

| | |
|---------------|-------|
| *Oakie Six | 251 |
| Avona O'Leary | 249 |
| Norma Holmes | 249 |
| Dale Linam | 266** |
| Bill Holmes | 255** |
| *John Merrill | 255 |

HIGH SERIES SCRATCH

| | |
|----------------|-----|
| *Avona O'Leary | 545 |
| Gleda Estes | 503 |
| Norma Holmes | 496 |
| *Bill Holmes | 577 |
| Dale Linam | 557 |
| Bill See | 553 |

HIGH SERIES HANDICAP

| | |
|----------------|-------|
| Avona O'Leary | 665** |
| *Norma Holmes | 655 |
| Susie Mazzocco | 645 |
| *Dale Linam | 687 |
| John Merrill | 674 |
| Rick Robinson | 671 |

TUESDAY NIGHT TEAM STANDINGS:

LAUNCHERS
BLAST OFFS
SATURN IV
WHIRLEYBIRDS
CAM ROCKERS
MABEL TEERS

HIGH GAME HANDICAP

| | |
|---------------|-------|
| Neva Buchanan | 261** |
| Vi Martin | 259** |
| *Faye Green | 251 |
| Loren Cooper | 275** |
| Bill Carson | 257** |
| *Lloyd Stover | 253 |
| Del Buchanan | 253 |

HIGH GAME SCRATCH

| | |
|-----------------|-------|
| Neva Buchanan | 217** |
| *Earlene Fields | 200 |
| *Vi Martin | 200 |
| Loren Cooper | 242** |
| *Del Buchanan | 214 |
| Lloyd Stover | 208 |

HIGH SERIES SCRATCH

| | |
|----------------|-----|
| *Neva Buchanan | 530 |
| Lillian Lynn | 489 |
| Earlene Fields | 458 |
| *Loren Cooper | 530 |
| Bill Carson | 519 |
| Ray Green | 508 |

* Qualifies for trophy
** An individual may receive only one award.