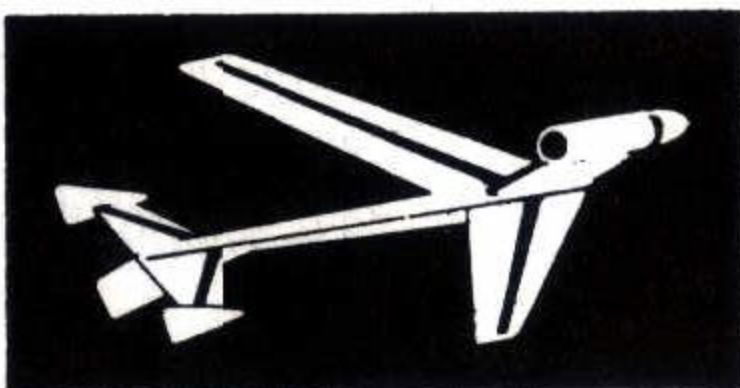


HAPPY BIRTHDAY



December 11
Don Elda Molello

December 13
Ed Ossola

December 14
Neva Buchanan

December 16
Oakie Six
Jo Anne Tilley

December 18
Mike Murphy
Sandi Lippis
Marian Clodfelter

December 20
Anna Campbell
Claude Hathaway

December 21
Rose Kerrigan
Judy Swift

December 24
Tom Kenal

DID YOU FORGET?

Deby Mahoney has a message for everyone planning to sport their "high-heeled sneakers and wig-hats" to the ANNUAL ESTES HOLIDAY PARTY.

Many persons signing up for the party failed to give the names of their accompanying guests. Please turn these names in to Deby by December 15, since place cards will be set at the tables. \$4.75 for reservations for extra guests should also be given to Deby by the same deadline date, December 15.

CLASSIFIEDS

A Free Service
For Employees

Deadline: Monday Noon Before
Publication of the Launch Pad

FOR SALE: Choice 5-acre
tracts. Terms. Verna McCal-
lister, 784-6248.

FOUND: Key. See Gleda
Estes.

CHRISTMAS CARDS

Once again Estes will provide free Christmas cards for all employees. Each year Estes sends out holiday cards to our Rocketeers, and the extra cards will be distributed in the plant, 10 cards per employee. Additional cards are available at the front desk (contact Pat Menefee) on a first come, first serve basis.

Lois James has assumed the supervisory responsibilities of the Shipping Department's third shift. Lois has worked at Estes since March, 1969. A resident of Florence, she enjoys knitting and bowling.



A SUBSIDIARY OF DAMON

LAUNCH PAD

Published bi-weekly
by ESTES INDUSTRIES
Penrose, Colorado
Carolyn Coffey, Reporter



A SUBSIDIARY OF DAMON

LAUNCH PAD

DECEMBER 10, 1970



YEAR ROUND VACATION SCHEDULE

"Scheduling vacations in December? Say, that's a switch. It'll allow me to take a vacation with my old man. Great--I think!"

This is one of the comments being heard in response to the vacation request form just distributed. Under the old policy, vacations could be taken only from June through October. With the expanded new privileges, vacations may now be taken anytime throughout the year. It will allow many of us to take our vacation at a time which may be more convenient for our home life.

The new policy, effective September 1 of this year, has some highly attractive changes for the

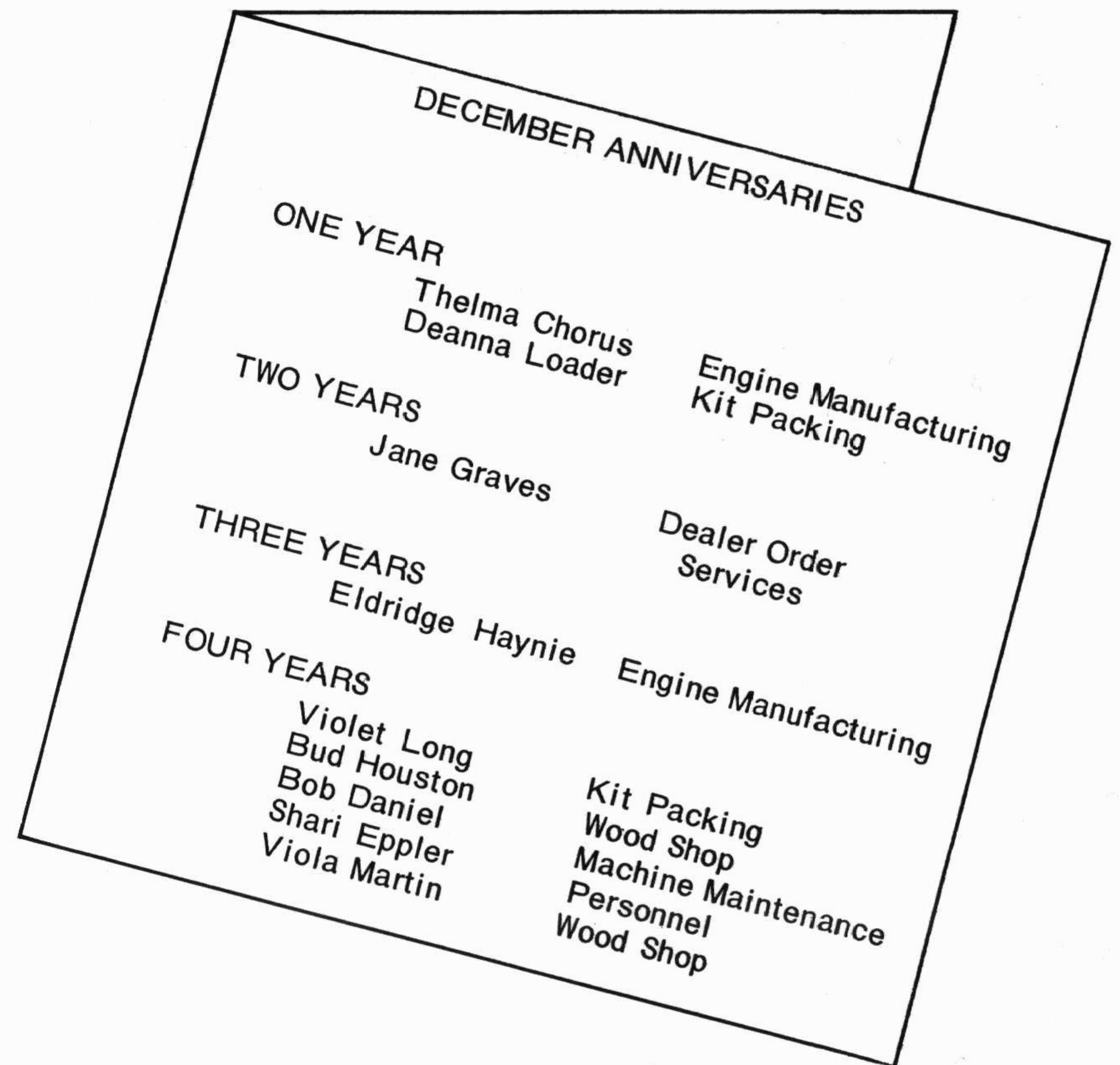
regular, full-time employees of Estes. Its greatest immediate effect is for employees in their first three years of service with Estes and those who are approaching ten years with the Company. Previously, an employee had to be with the Company at least four years to receive a full two-weeks' paid vacation. Now he may be entitled to two weeks of paid time off after 25 months of service. There was no opportunity to accrue vacation beyond two weeks, prior to our new benefit program. This is changed to allow an employee with 10 years devoted to the Company, three weeks of paid vacation.

VACATION PAY TABLE

Time of Continuous Service as of Dec. 31	Maximum Workdays Off*	Paid Hours
Three Months	5	0
Four Months	5	0
Five Months	5	0
Six Months	5	0
Seven Months	5	23.3
Eight Months	5	26.6
Nine Months	5	30.0
Ten Months	5	33.3
Eleven Months	5	36.6
Twelve Months	10	40.
Thirteen thru 24 Months	10	60.
25 Months up to 10 Years	10	80.
10 Years or More	15	120.

The Personnel Department will be happy to answer any questions you may have concerning the vacation policy.

*(When the number of workdays an employee may take for vacation exceeds the number of paid hours to which he is entitled, he may choose to limit his vacation to the paid time.)



INSURANCE PROBLEMS?

"Hello!" "Mr. Sackerson, this is Verna McCallister here at Estes. I have a question concerning our Blue Cross and Blue Shield coverage . . ."

During the past four months, many phone conversations have begun in this manner between Verna, our insurance secretary, and Mr. Cal Sackerson, the representative for Blue Cross and Blue Shield. Verna indicates that their efforts to answer our insurance questions and to solve our problems have been fantastic.

Under Hartford, insurance claims were brought to Verna for process-

ing; now an employee simply gives the Company's group number (9601, Series N) to the hospital or doctor, and the claim is handled directly through Blue Cross and Blue Shield. Although most of the area's physicians and hospitals have been advised by Blue Cross and Blue Shield of our plan's general coverage, there have sometimes been misunderstandings and misinterpretations. Should this happen to you, call Verna immediately. Experience indicates the solution is just one phone call (Verna to Cal) away.

NEW EMPLOYEES



We extend a warm welcome to employees who have joined the Estes team during the past four months!!

Dealer Marketing has put out the welcome mat for Thomas Kenal. A native of Canada, Tom is now residing in Colorado Springs.

A second new face in Dealer Marketing is John Pagliero of Colorado Springs. John spends his spare time pursuing such interests as skiing, handball, and golf.

Tom and John are both busy traveling across the country searching for new Estes dealers.

Susan Mestas of Colorado Springs has joined the Print Shop's second shift. She lives with her family in Colorado Springs, and is commuting for the time being.

Eleanor White, a native of Rockvale, enjoys working with the second shift crew in Engine Manufacturing. Eleanor is married and has two children. Her favorite diversion is collecting rocks, arrowheads, and fossils.

Model Construction welcomes Mark Kellner of Canon City. Modeling cars, rockets, and planes occupies much of Mark's spare time.

Donna Horn has joined the Accounting staff. Donna, who especially

likes horses, lives in Penrose with her husband and six children.

Production's new Inventory Control clerk is Ernest Pyle. Ernie is married and lives in Canon City. His main interests are hunting, fishing, and painting.

Photographic Services welcomes Charles Webb. Charlie is married and lives in Pueblo. He enjoys fishing, hunting, and trail riding.

Robin Stovall has assumed the stone-cutting duties in the Wood Shop. Rob, whose favorite pastimes are swimming and reading, is married and living in Penrose.

Nancy Schmieding is Charlie Wagner's new secretary. Hunting, fishing, and camping are some of the interesting activities of Nancy who is married and lives in Penrose.

The Visual Graphics Department is happy to have Gretchen Head rejoin the Estes team as a varitypist. Gretchen, who lives in Penrose, is married and has two children. Her spare moments are used for horseback riding, bicycling, and bowling.

Carolyn Coffey has recently joined the Personnel Department as reporter and writer for the Launch Pad. Carolyn lives in Pueblo and spends her spare time reading, writing, and listening to music.

Congratulations to Linda Payne of Mail Processing. She became the bride of Lon Pennington on Friday, November 13, at the home of Rev. Ballard of the First Baptist Church in Canon City. Lon is a heavy equipment operator. Our best wishes to the happy couple as they make their new home in Canon City.

W H O 'S W H O

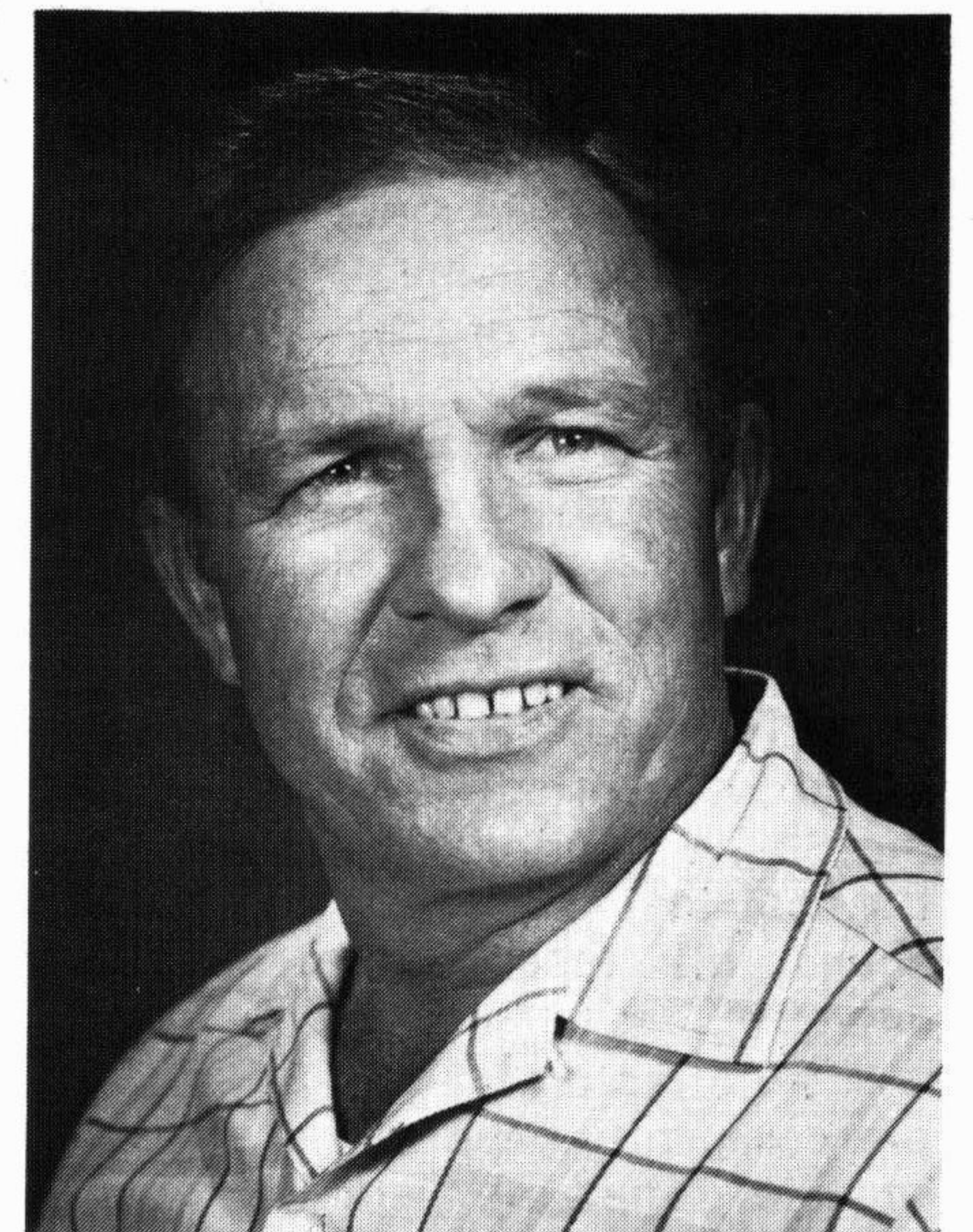
"This will be the third time I've had my picture taken--Maybe it'll come out this time. After all, the third time's a charm, they always say!"

These words, coming from Bob Daniel as he entered Visual Graphics to be photographed for "Who's Who", reflect the optimistic attitude of this assistant supervisor of Machine Maintenance.

Bob joined the Estes team in December, 1966. He worked with Engine Manufacturing until September of this year, when he joined the Machine Maintenance crew. A major project, the remodeling of Mabel #2, now occupies most of Bob's busy schedule. "I'm hoping the job will be completed by the latter part of January", he says.

Bob was born and raised in Coldwater, Kansas. Following graduation from Coldwater High School, he attended the University of Wichita, Kansas. He then began working in western Kansas for Bell Telephone Company.

Several years later Bob decided to work independently. His work led him through Kansas, Colorado, and Texas. Bob was working for a contractor in LaCrosse, Kansas, when he attended a fateful wedding dance. It was there that he met Venita, his future wife. When asked



BOB DANIELS

about the circumstances surrounding their first meeting, Bob commented, "Well, I met her through a friend of HER'S, if that tells you anything!" Venita is also an employee of Estes.

From his busy activities here at Estes, Bob goes home and continues his rapid living pace. "Although I use much of my time remodeling our home, most of my spare time is spent with the girls and horses. "Sometimes Mama has to take a back seat", Bob says with a glint in his eyes.

Bob and Venita have reason to be proud of their two daughters, Janis, a senior at Florence High School, is an active participant in the Little Britches Rodeo while four-year-old Diana rode in her first rodeo last summer. "She's been riding ever since I could get her on the back of a horse--when she was six or seven months old", says her proud father.

Bob enjoys Penrose and his work at Estes Industries. We salute him as he tends to his task of maintaining productivity of the Mabels.

One Gift Works Many Wonders GIVE THE UNITED WAY

It has been the practice of Estes Industries to cooperate fully with the activities of the community. Fremont County, concerned with needs of its citizens, has chosen the United Way to help raise funds for agencies whose main interest is people in need. The community is asking each of us to join together in one united effort. It is particularly important this year since the Single Fund effort did not reach its goal last year, requiring them to spend all reserves to meet the needs of the agencies.

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 a part of the group must meet the standards of the Single 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.

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.

Your gift will be appreciated.

PARTICIPATING AGENCIES FREMONT COUNTY UNITED SINGLE FUND

BOY SCOUTS

Money from the Single Fund goes to pay for full time staff, one of which is living in Canon City, and to help provide instructional materials for volunteer Scout leaders. During 1969, a total of 597 Fremont County boys were served by the Boy Scout program.

AMERICAN RED CROSS

Besides aiding victims of disaster areas and helping our soldiers on war fronts, the American Red Cross annually provides, free of charge, Water Safety, Life Saving, and First Aid courses to the residents of Fremont County.

NEW HOPE SCHOOL

This agency serves the mentally retarded and physically handicapped children of Fremont County through school training at New Hope School and vocational training at the New Hope Sheltered Workshop. Funds

provided by the Single Fund are the main local financial support and enable the school to receive matching state and federal funds.

CANON CITY GOLDEN AGE CENTER

The newest Single Fund agency provides social and recreational activities for over 300 older residents of Canon City. The center was established by a four-year federal grant which ends this year. Their request from the Single Fund is to help breach the gap left when the \$4,500 no longer comes from the government.

U.S.O.

While the U.S.O. does not provide any in-country services, the money granted by the Single Fund helps the U.S.O. provide entertainment and recreation for local men in the military both in overseas camps and stateside bases.

COLORADO HEART ASSOCIATION

This is primarily a research and education agency. Its chief functions are to educate people in the prevention of heart disease and help those suffering from heart afflictions to overcome any handicap. Its numerous publications are of great aid to hospitals, doctors, and patients.

ARTHRITIS FOUNDATION

Over 300 Fremont County families belong to this foundation and are on its mailing list receiving up-to-date information on research, possible cures, and hints on how to relieve their suffering. The foundation also sponsors free seminars in the county periodically to help those suffering from arthritis.

UNITED CEREBRAL PALSY

This is another research oriented agency seeking the prevention and cure of a disease which cripples hundreds of children every year. While donated money is not spent directly in the community, the results of the research are made available to local doctors and hospitals to help those locally suffering from this disease.

MULTIPLE SCLEROSIS

This Colorado State agency provides patient services to any person suffering from this disease. Recently the agency provided wheel chairs to two needy families in this area. Professional counseling is also available at no charge.

We wish to express our heart-felt sympathy to Jean Fowler of Mail Processing. Her sister passed away November 19.

Our condolences go to J.B. Mickels, Ground and Maintenance Manager. His father passed away December 2.

GIRL SCOUTS

Over 289 girls in Fremont County receive adult supervision and training in the skills of leadership, responsibility and recreation through this program.

CAMPFIRE GIRLS

Like the Girl Scouts, the Camp Fire Program stresses youth building and recreational programs for 213 girls in Fremont County. Single Fund money provides incentive awards, instructional materials, and cooking class supplies.

SALVATION ARMY

This nation-wide organization provides the needy and handicapped with food, lodging, and jobs. Locally, money is provided for small loans for the needy, and food and transportation for transients. A Salvation Army store is also operated in Canon City selling rebuilt items.

CONTRIBUTIONS

Cash or check contributions should be turned in to immediate supervisors with the upper half of the enclosed pledge card. The lower half of the pledge card may be used by persons choosing to use the Company's payroll deduction plan. For additional details, see the information supplied on the pledge card.

We also wish to express our sympathy to Alice Hammock, operator of the retail store. Her mother-in-law died following a long term illness.