



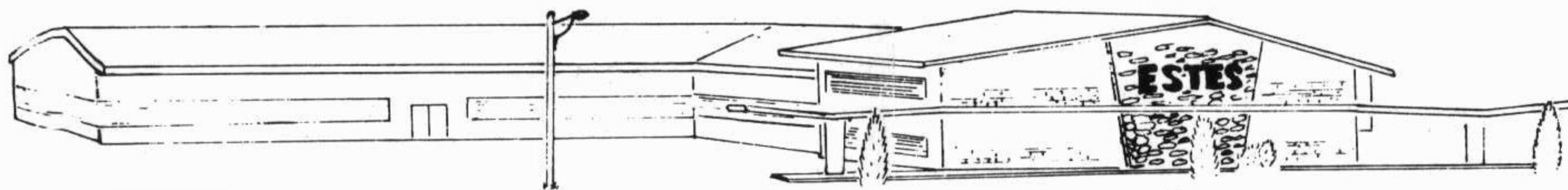
"You see, I have this problem. Maybe you could help me out!"

The two machines in the Wood Shop which manufacture Estes recovery wadding are still untitled. Thirty-one names were entered in the contest. The Wood Shop crew seems to be evenly divided between the following two choices.

---"Diaper Griper I" (the "i" in griper is pronounced like the "i" in "icy.") for the first machine and "Diaper Griper II" for the second machine.

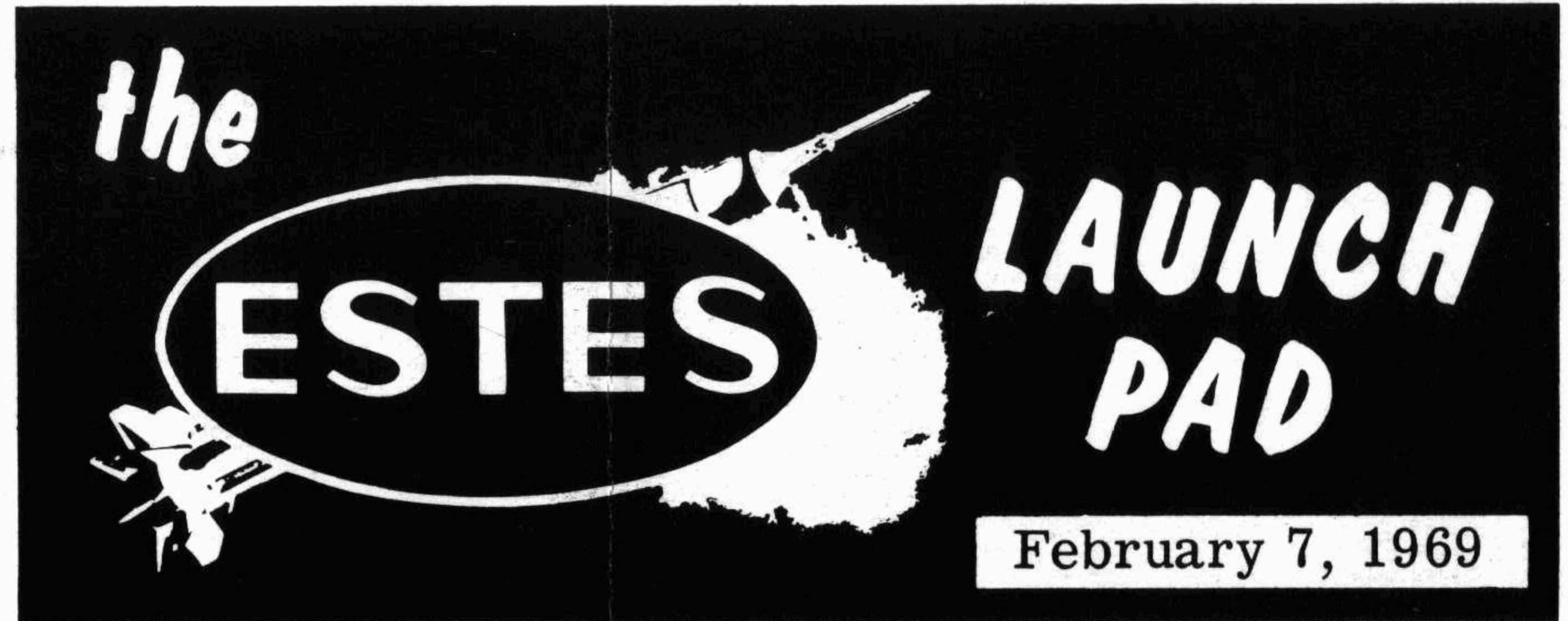
---"Mis-fit" for the first machine and "Mis-take" for the second machine.

A poll of all of the employees in the plant will be taken next week to see which of these two choices are preferred.

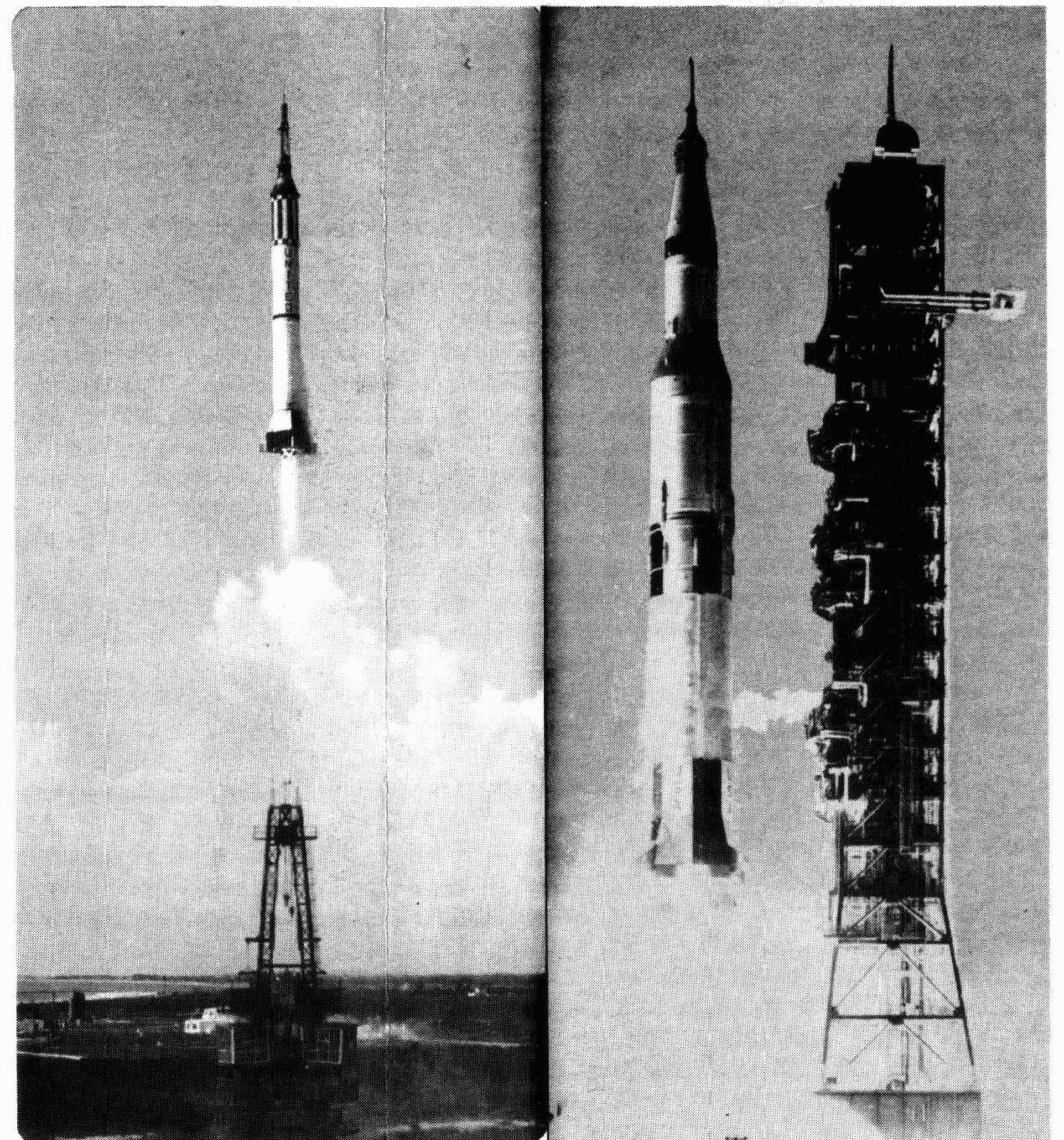


Open House is still scheduled for March 2, 1:00 to 5:00 P.M. Hostesses are needed to serve refreshments, give guidance to visitors and smile! If you would like to represent the company in this capacity, call extension 60. A short training session will be given.

THE LAUNCH PAD
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ESTES INDUSTRIES
Penrose, Colorado



THE FEBRUARY 1969 ISSUE OF THE MODEL ROCKET NEWS IS HERE!!!!



WELCOME NEW EMPLOYEES

Velda Hager has joined the Wood Shop's graveyard crew. Originally from Great Bend, Kansas, she has been a resident of Canon City for the past twenty years. Bowling, hunting and liquid embroidery work are Velda's favorite hobbies.

Ruby Klamm, Pueblo, is also a new member of the graveyard team in the Wood Shop. Her husband is a truck driver for Wales Trucking Company. Ruby enjoys fishing, painting and sewing in her spare time.

John Boley is our new Marketing Director. Born and raised in Denver he attended Denver University. John now lives in Florence

with his wife and young son. Although an active hunter and fisherman, John also enjoys studying the tropical fish in his aquarium.

FEBRUARY ANNIVERSARIES

ONE YEAR

Linda Colgin	Mail Processing
Ruth Day	Mail Processing
Irene Fry	Mail Processing
Eileen Hammer	Shipping
Carol Linam	Wood Shop
Thelma Moore	Shipping
Lou McWilliams	Packing
Lloyd Stover	Engine Mfg.
Beverly Thompson	Packing
Bonnie West	Shipping



ATTENTION



You will be pleased to know that the Estes Industries Investment-Retirement Plan and the Employee Bonus Plan which went into effect November 1, 1968, are now proceeding smoothly. Almost all of the minor details have been ironed out.

These two plans were designed as a reward for past service and an incentive for the improvement of profits through future service. Contributions will be made only from the plant's profit. The more profit we make, the more the company can contribute.

The purpose of the Investment-Retirement Plan is to provide retirement, termination, disability and death benefits. The plan primarily provides a valuable supplement to your Social Security benefits. Although some distributions will be made when you terminate after 2 years participation, you will receive full benefits after you have been in the plan at least 10 years. Of course, employees who participate for a longer period of time will receive even more benefits.

The Employee Bonus Plan will provide you with a CASH bonus at a time of the year most needed, the

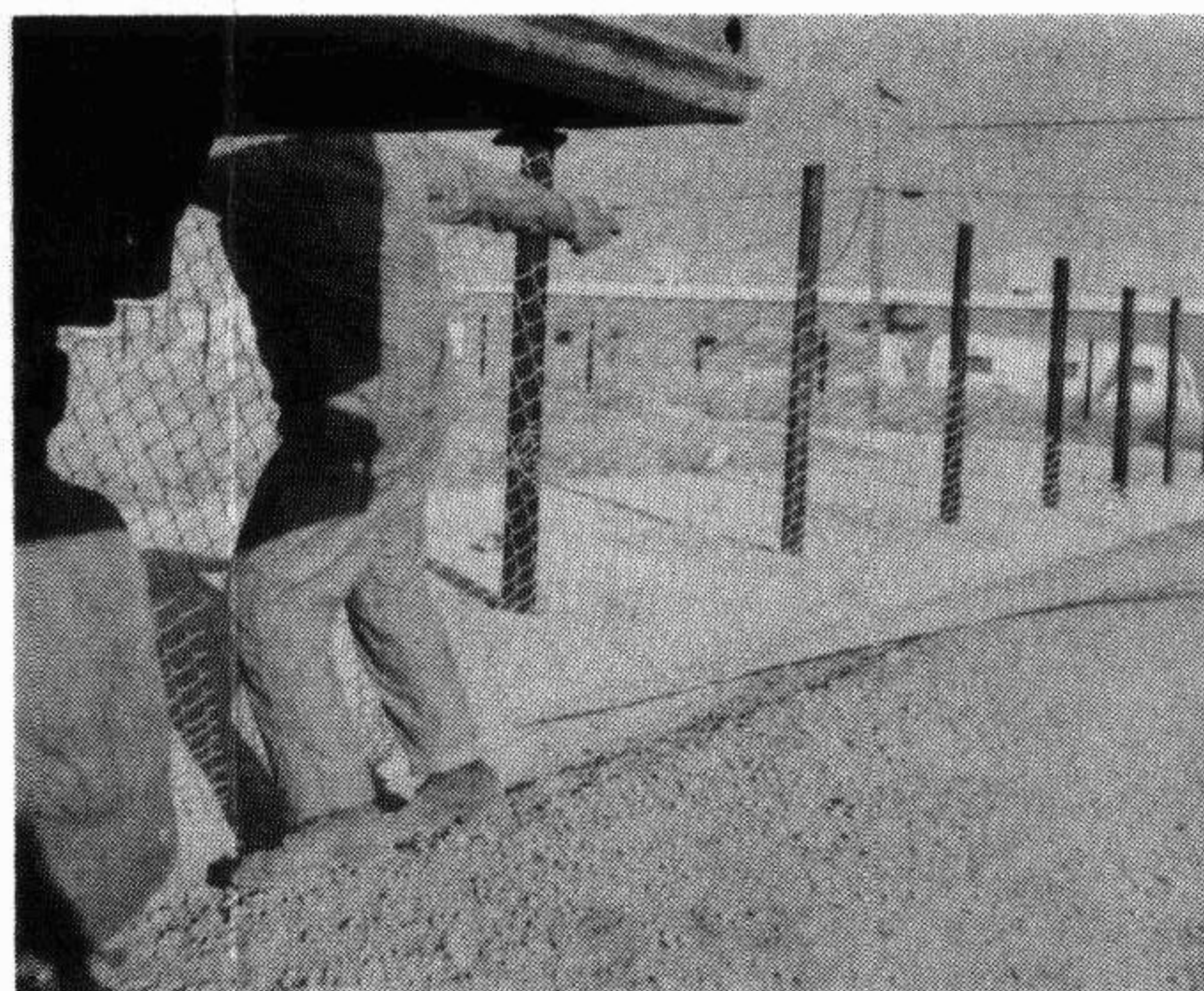
Christmas season. The company's entire contribution for the year will be distributed according to the compensation of each employee during the year. You will be advised from time to time of your approximate funds. The first notification on the bonus plan will be sometime in February.

Included with this issue of the Launch Pad is a series of questions and answers explaining the Plan. The governing document is the Plan itself, but we hope that this simplified explanation will help you understand what the Plan can do for you if our company continues to earn a profit in the years ahead.



HAPPY BIRTHDAY

John Starr	Feb. 9
Jane Graves	Feb. 10
Donna Hale	Feb. 11
Marge Hinkle	Feb. 16
Eunice Rambish	Feb. 16
Jackie Cooper	Feb. 18
Gladys Jobe	Feb. 18
Harriette Hinkle	Feb. 19



The Engine Manufacturing crew is busy these days stringing a fence around their working area.

PROMOTIONS

Rose Kerrigan has been promoted from the position of assistant supervisor to supervisor of the Packing department's graveyard crew. Rose came to Estes on November 16, 1966. A resident of Penrose since 1939, she is the mother of five married children. CONGRATULATIONS, ROSE!

Beverly Quist assumes the assistant supervisory responsibilities of the same crew. A native of Minneapolis, she moved to Pueblo eight years ago. Beverly enjoys painting and working with ceramics in her spare time.

Best of luck in your new position, Beverly!

NANCY DEE / KOFFEE WITH KAREN APPEARANCES

Recently, *Norm Avery*, Public Relations Director, told the story of Estes Industries on KOAA TV'S Nancy Dee Show, and KKAM Radio's Koffee with Karen Show. The two 30-minute Pueblo programs of January 31 were devoted to model rocketry. The television program was permanently recorded on our own video tape machine. It will be shown during lunch hours next week. Supervisors will be notified of a time when it will be available, and all who wish to view the show are invited to do so.



BOWLING

TUESDAY NIGHT LEAGUES

Mid-season Standings

SUNDOWNERS

1. Excalibers
2. Rejects
3. Saturn V
4. Little Jo & the Apollos
5. Rocket Gutters
6. Misfires

High Game Men

Johnnie Tollis _____ 267

High Game Women

Phyllis Hood _____ 230

High Series Men

Johnnie Tollis _____ 601

High Series Women

Phyllis Hood _____ 527

SEASON HIGHS

High Game Men

Eldridge Haynie _____ 206

High Game Women

Avona O'Leary _____ 236

High Series Men

Mike Jones _____ 552

High Series Women

Avona O'Leary _____ 545

NITE OWLS

1. Stratospheres
2. Apogees
3. Invaders
4. Astro-nuts
5. Streaks
6. Starlights

Welcome to the new bowlers: Hank and Verna McCallister, Lee and Rose Tollis, Eddie Shore, Ruth Day and Wayne Widich.

There are 10 weeks of bowling left.

WHO'S WHO

Margaret Babcock, a life long resident of this area, grew up in Canon City. Twenty-four years ago she and her husband, Arthur, moved to Greenwood, a country community just west of Wetmore. Their home is located on pasture and timber land.

Arthur is an employee of Kiabab Lumber Company. Since the Babcocks' have their own horses and cattle some of his energies are directed toward caring for the livestock. Arthur has also been an active 4-H leader for the past nineteen years.

Margaret is the mother of three boys and the grandmother of three girls. Arthur, the oldest son, lives in Greenwood too. He works with his father at Kaibab. He is married to the daughter of Annie Finney, a member of our Accounting department. They have two children.

Ole, Margaret's second boy, is a 7th grader in the Florence school system. He is very active in the 4-H program. Last year, Ole was forestry's grand champion of Fremont County. He has his own Black Angus calves and is quite interested in the field of Veterinary science.

The youngest son is Floyd. A 4th grader, he gives every indication that he will be as active in 4-H and forestry as his Dad and two brothers.

In addition to her own family Margaret raised two nieces and a nephew. Wilma is married and lives in Missouri. Warren, still at home, works at Woodland Park. Lavonne, who now lives in Minnesota, is the mother of a baby girl.

Creating wall decorations and other items from drift wood is Margaret's favorite hobby. She also enjoys traveling with her family on the rodeo trail. Performing on their own horses in gymkhana events is a regular pastime activity.

Margaret came to Estes Industries on December 5, 1965. She has applied her efficiency and skills as a packer for these three years. She has watched packing grow from a side operation performed by Shipping in a two-car garage to a separate department requiring a building of its own.

CLASSIFIEDS

A Free Service
For Employees

Deadline: Tuesday
Before Publication

— FOR SALE —

CHEVROLET CORVAIR BUS, 1964, \$595.
OLD REFRIGERATOR, works good, \$20.
275-5817.

HOUSE, modern, two bedroom, garage,
two baths, garden spot, fruit trees, large
yard, near school. Maria Ellis, 275-5702.

HOUSE, modern, six room, city water,
two car garage, nine acres, Penrose area.
784-6109.

1958 PLYMOUTH -- \$100, 784-3310.

— WANTED —

RIDERS, Canon City, days. 275-7747.

COUPLE TO BOWL, Estes Tuesday Night
Early League. See Lyn Griffin or Gleda
Estes.